



COMMONWEALTH of VIRGINIA  
*Department of Veterans Services*

Paul E. Galanti  
Commissioner

May 10, 2013

Telephone: (804) 786-0286  
Fax: (804) 786-0302

Robert J. McCabe, Sheriff/High Constable  
Norfolk Sheriff's Office  
811 E. City Hall Avenue  
Norfolk, VA 23510

Re: Virginia Values Veterans (V3) Bronze Level Certification

Dear Sheriff McCabe,

Congratulations, and welcome aboard! Norfolk Sheriff's Office has completed the necessary steps for Bronze Level Certification as part of the Virginia Values Veterans (V3) Program. Bronze Level Certification demonstrates Norfolk Sheriff's Office's commitment to recruiting, hiring, training, and retaining Virginia's veterans.

You will have the full support of my office, and of our partner, TMG, Inc. (TMG), as we move forward together to create employment opportunities for our veterans. A representative of TMG will contact you soon to invite you to the next V3 conference so that we may formally recognize Norfolk Sheriff's Office's achievement of Bronze Level Certification.

A representative of TMG will also be in regular contact to:

- Monitor your company's progress towards achieving its hiring goals;
- Capture lessons learned and best practices;
- Identify additional opportunities to create employment opportunities for veterans; and
- Help your company achieve Silver Level Certification, which is awarded to companies that meet their Bronze Level Certification goals, complete a V3 veteran-retention assessment, and pledge to retain a given percentage of their newly-hired veterans for at least one year.

Again, congratulations on achieving Bronze Level Certification! We are honored to have you as part of the V3 team.

Sincerely,

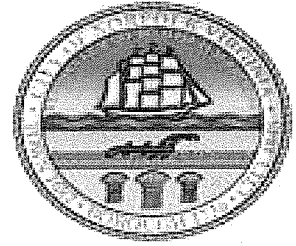
A handwritten signature in cursive script that reads "Paul E. Galanti".

Paul E. Galanti  
Commissioner



**Office of the Sheriff  
Norfolk Sheriff's Office  
Sheriff Robert J. McCabe**

811 E. City Hall Avenue - Norfolk, VA 23510  
[www.norfolksheriffsoffice.com](http://www.norfolksheriffsoffice.com)  
(757) 664-4700



Accredited by Virginia Law Enforcement Professional Standards Commission

April 15, 2013

Commissioner Paul Galanti  
Virginia Department of Veterans Services  
900 East Main Street  
Richmond, VA 23219

RE: Request for Virginia Values Veterans Bronze Certification

Dear Commissioner Galanti,

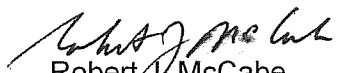
The Norfolk Sheriff's Office hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We have received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs. We understand how we will continue to focus our hiring and retention efforts to specifically hire and retain Veterans.


We believe Veterans to include serving Guardsmen and Reservists will play an essential role in the recapitalization of our workforce and will be the future leaders of our business.

The Norfolk Sheriff's Office is a large employer with 487 current employees maintaining consistent hiring requirements. Over the next year, the Norfolk Sheriff's Office expects to hire between 50 to 55 new employees during the period of January to December of which we intend to hire 10-20 % Veterans. We also pledge to retain those employees for at least 1 year.

We are excited to do our part in the Commonwealth of Virginia to re-capitalize our workforce with Veterans thereby energizing Virginia's economy and being an example of how Virginia Values Veterans.

Respectfully Submitted,

  
Robert J. McCabe  
Sheriff/High Constable

  
Lieutenant R. Darrell Freeman  
Officer in Charge of Human Resources