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May 22, 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,

Titan Virginia Ready Mix 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.

Titan Virginia Ready Mix is a concrete manufacturer in the under 400 employee category with sporadic hiring requirements. Over the next year, Titan Virginia Ready Mix expects to hire fifty (50) new employees during the period of May 2013 to May 2014 of which we intend to hire 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,

*Donald V. Ingerson*

Don Ingerson  
Vice President – VA Concrete Products  
Titan America

A Titan Group Business

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Tarmac America • Roanoke Cement Company • Essex Cement • S&W Ready-Mix  
Separation Technologies • Titan Virginia Ready Mix • Titan Florida Cement and Aggregates