



Business and Compassion
Working Shoulder 2 Shoulder

July 26, 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,

Shoulder 2 Shoulder Inc. (S2S) 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. Currently, 60% of our employees are US Military Veterans, 50% are disabled US Military Veterans, and they are directly responsible for the growth and success of our company.

S2S is a certified Service Disabled Veteran Owned Small Business in the under 50-employee category with sporadic hiring requirements. Over the next year, S2S expects to hire up to five new employees during the period of August 1, 2013 to July 31, 2014 of which we intend to hire 50 % 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,

A handwritten signature in black ink, appearing to read 'Chris Ferguson', is written over a faint, circular watermark or background graphic.

Chris Ferguson
President