



COMMONWEALTH of VIRGINIA  
*Department of Veterans Services*

Paul E. Galanti  
Commissioner

August 15, 2013

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

Mr. Craig Vick, VP Human Resources  
Owens & Minor  
9120 Lockwood Boulevard  
Mechanicsville, Virginia 23116

Re: Virginia Values Veterans (V3) Bronze Level Certification

Dear Mr. Vick,

Congratulations, and welcome aboard! Owens & Minor has completed the necessary steps for Bronze Level Certification as part of the Virginia Values Veterans (V3) Program. Bronze Level Certification demonstrates Owen & Minor'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 Owen & Minor'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, 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 black ink that reads "Paul E. Galanti".

Paul E. Galanti  
Commissioner



OWENS & MINOR

August 9, 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,

Owens & Minor hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We look forward to coordinating the complimentary customized Vet Ready Training Event soon so we can learn how to enhance our Vet hiring and retention program.

We believe Veterans, including serving Guardsmen and Reservists, will play an essential role in the growth of our workforce and can be future leaders of our business.

Owens & Minor is an Enterprise Employer in the over 1,000 employee category with a constant hiring requirement. Over the next year, Owens & Minor expects to hire about seventy-five (75) new employees during the period of August 2013 to August 2014, which will include hiring at least 2 Veterans.

We are excited to do our part in the Commonwealth of Virginia to expand 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 'Craig Vick', is written over a large, circular scribble.

Craig Vick  
VP Human Resources