

C.R.England
GLOBAL TRANSPORTATION



08/19/2013

Commissioner Paul Galanti
Virginia Department of Veterans Services
900 East Main Street
Richmond, VA 23219
RE: Request for Virginia Values Veterans Bronze Level Certification

Dear Commissioner Galanti,

CR England 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, including serving Guardsmen and Reservists, will play an essential role in the recapitalization of our workforce and will be the future leaders of our business.

CR England is a Global Transportation company in the under Large category with established and consistent hiring requirements. Over the next year, CR England expects to hire 200 new employees of which we plan to hire a minimum of 20 % Veterans. We also pledge to retain those employees for at least 1 year. Since December 2012, we have hired 51 Veterans in the Richmond area alone and have job postings for 600 from VA this year.

We are very proud of the fact that since our founding in 1920, we have hired a total of 10,000 employees, 2000 of them are Veterans and we retained for at least one year over 1200 veteran drivers hired in 2012. CR England is more successful because of our Veterans.

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 a leading example of how Virginia Values Veterans.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'Spencer'.

Spencer Angerbauer
Corporate Vice President, Recruiting
C.R. England Global Transportation