

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

January 1, 2013

RE: Request for Virginia Values Veterans Bronze Level Certification

Dear Commissioner Galanti,

Capital One hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We have 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.

A steadfast supporter of our military service members, veterans and their families, Capital One is a Fortune 500 company and one of the nation's 10 largest banks based on deposits, offering a broad spectrum of financial products and services to consumers, small businesses and commercial clients.

At Capital One, we respect and value the service of our veterans and their family members and we are committed to hiring and helping to prepare transitioning service members, veterans and military spouses for new jobs. We find that military experience gives our new "recruits" a head start and provides them a tremendous foundation for success.

We are privileged and honored to have veterans from every branch of service as colleagues, team members and leaders throughout our company. We know that the skills and qualities that made them outstanding assets in the military – the strong work ethic, rigorous discipline, the creativity to overcome obstacles – are precisely the kinds of qualities we are looking for and can invigorate the American workforce and drive businesses forward.

Capital One is totally invested in the military community. We are the primary sponsor of the US Chamber's Hiring our Heroes program where we have made a 3-year, \$4.5 million commitment to the Hiring Our Heroes program and "Hiring 500,000 Heroes," a national campaign to engage the business community in committing to hire 500,000 veterans and military spouses by the end of 2014.

We also have committed \$800,000 to the Women Veteran Entrepreneur Corps—a partnership with Count Me—and additional in-kind services such as coaching and mentoring toward the WVEC program.

Capital One has a human resources team dedicated to recruiting military talent and an internal Military Associate network, which provides onboarding and mentoring support to new hires and community outreach programs.

We recognize that commitments to training and active duty take priority so we provide a range of benefits to support our associates who continue to serve in the military, including time off for military training and active duty.

Over the next year, we are committed to hiring at least 100 Veterans and Spouses to roles in Virginia.

We are proud 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,



Vice President, Recruiting