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October 17, 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,

Cargill Value Added Meats - Retail (CVAM-R) located in Dayton, VA hereby requests to enter the Virginia Values Veterans (V3) Certification Program. We understand what it means to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs. We would like to learn more about recruiting, hiring and retaining veterans and we would like to set up an on-site Vet-Ready Training Event. We look forward to focusing 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.

CVAM-R located in Dayton, VA is a Turkey Processing complex which includes a processing plant as well as an agricultural operation in the large category with intermittent hiring requirements. Over the next year, CVAM-R located in Dayton, VA expects to hire 300 new employees during the period of October 2013 to October 2014 of which we intend to hire 5% 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,

Randolph Batson
Complex General Manager
CVAM-R ~ Dayton, VA

Carlos Briones
Complex Human Resources Manager
CVAM-R ~ Dayton, VA