



COMMONWEALTH of VIRGINIA

Department of Veterans Services

John L. Newby II
Commissioner

Telephone: (804) 786-0220
Fax: (804) 786-0302

May 11, 2016

Derek Mountford, Human Resource Client Manager
Department of Human Resource Management
101 North 14th Street -12th Floor
Richmond, Virginia 23219

Re: Virginia Values Veterans (V3) Certification

Dear Mr. Mountford,

On behalf of Governor McAuliffe, please allow me to extend my thanks and sincere congratulations for the Department of Human Resource Management completing all training requirements to become our newest V3-certified agency through the Virginia Values Veterans (V3) Program.

We are proud of your public commitment to the Commonwealth, and are confident that as a V3-certified agency Veterans will look to your organization as a great place to work.

You will have the full support of my office, and of our program managers, as we move forward together to increase employment opportunities for our veterans.

V3 representatives will continue to work with your agency's V3 point of contact to:

- increase awareness of resources available for Veteran recruiting, hiring, and retention;
- assist your agency in its progress towards achieving its Veteran hiring goals;
- capture and distribute lessons learned, success stories, and best practices; and
- help your agency complete its recertification through training opportunities available to V3 member companies at no cost.

Again, congratulations on your certification in the V3 Program! We are honored to have you as part of the V3 team.

Sincerely,

A handwritten signature in blue ink, appearing to read "John L. Newby II".

John L. Newby II

JLN/kae



The Commonwealth of Virginia
hereby recognizes

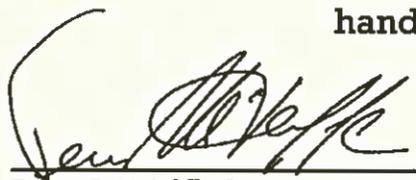
Department of Human Resource Management

as a

V3 Certified Company – 1st Award



For completing and sustaining all requirements for the Virginia Values Veterans (V3) Program and for their commitment to recruiting, hiring, training, and retaining Virginia's Veterans and serving members of the National Guard and Reserve. Given under my hand this 6th Day of May, Two Thousand and Sixteen.


Terence R. McAuliffe, Governor

The Virginia Values Veterans (V3) Program is an official Commonwealth of Virginia, Department of Veterans Services Program. © 2014