



The Commonwealth of Virginia
hereby recognizes

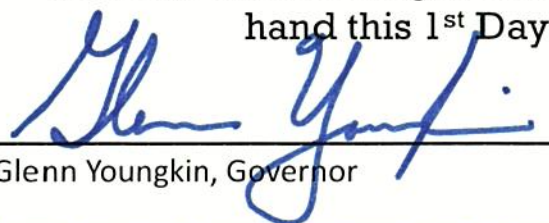
SPARC Research

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 1st Day of February, Two Thousand and Twenty-Four.


Glenn Youngkin, Governor

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