



TOP TEN REASONS TO HIRE MEMBERS OF THE GUARD AND RESERVE

WHY MEMBERS OF THE NATIONAL GUARD AND RESERVE MAKE GOOD EMPLOYEES

10. GLOBAL PERSPECTIVE

Military employees have experiences that directly relate to current world events.

9. ON-TIME, ALL THE TIME

Military employees know that every second counts.

8. FIRST CLASS IMAGE

Military employees understand a professional appearance is a must.

7. CALM UNDER PRESSURE

Military employees are resilient and know how to handle stress, both on and off the job.

6. "CAN-DO ATTITUDE"

Military employees possess critical skills and understand that nothing is impossible.

5. PHYSICAL CONDITIONING

Military employees are in top physical condition, resilient, and drug-free.

4. UNDERSTAND DIVERSITY

Military employees have succeeded in a very diverse workplace.

3. RESPONSIBILITY

Military employees know how to make decisions and take responsibility for meeting objectives.

2. PROFESSIONALISM

Military employees have a high degree of integrity, an air of self-respect, and a sense of honor.

1. LEADERSHIP

Military employees are excellent leaders and outstanding followers: loyal, dedicated, and highly motivated.

ESGR DEVELOPS AND PROMOTES A CULTURE IN
WHICH ALL AMERICAN EMPLOYERS

SUPPORT AND VALUE

THE MILITARY SERVICE OF THEIR EMPLOYEES.

WWW.ESGR.MIL 1-800-336-4590

EMPLOYER SUPPORT OF THE GUARD AND RESERVE TIPS FOR EMPLOYERS

The Guard and Reserve are an integral part of our military. Almost half of the men and women serving in our Armed Forces are members of the Guard and Reserve.

As an employer, you are vital in enabling your employees who are members of the Guard and Reserve to serve our country. Moreover, your active support and encouragement are critical to their success.

Here are some suggestions on how you can help:

Learn more about the role of the Guard and Reserve: Attend open houses and public functions at local military units. Talk about the Guard and Reserve with military and civilian leaders in your community. Ask your employees what they do and how they fit into the "big picture" of national defense.

Get to know your employees' military commanders and supervisors: Ask them to provide you with advance notice of your employee's annual military duty schedule.

Put your support in writing by signing a Statement of Support for the Guard and Reserve: Display it prominently for all your employees and visitors to see. Request your Statement of Support online today at www.ESGR.mil/SoS.

Examine your personnel policies to see how they accommodate and support participation in the Guard or Reserve: Do policies include provisions for military leaves of absence? Do policies ensure job opportunities and benefits equivalent to those of other employees? Your local ESGR State Committee is available to answer questions or offer suggestions.

Encourage employee participation in the Guard and Reserve: Recognize and publicize their dedication and commitment to your business and the Nation. Your employee's service in the Guard or Reserve enhances their job performance and adds value to your organization.

Seek assistance from ESGR: Call 1-800-336-4590 to speak with an ombudsman. Ombudsmen serve as confidential, neutral liaisons for employers and employees who seek assistance or clarification regarding their rights and responsibilities as set forth in the Uniformed Services Employment and Reemployment Rights Act (USERRA).



EMPLOYER SUPPORT OF THE GUARD AND RESERVE

ESGR PROVIDES EMPLOYERS:

REGULATIONS

ESGR provides copies of the USERRA Statute, law reviews, the Federal Code of Regulations for USERRA Implementation, and a non-technical guide to understanding the law.

POSTERS

Employers are required to provide a notice of rights to employees who are entitled to the rights and benefits under USERRA. To meet this requirement, you can download free USERRA notices for both federal and non-federal workplaces to display.

TRAINING

Links to free online USERRA training at www.ESGR.mil help employers to better understand the law.

BRIEFINGS

ESGR volunteers can visit your workplace and provide USERRA training.

Join thousands of American employers who visibly affirm their support for their Guard and Reserve employees by signing a Statement of Support. Visit www.ESGR.mil to request your Statement of Support.

Our customer service center is operational from 8am to 6pm Eastern Time, Monday through Friday, to provide answers to USERRA questions, or to refer cases to a trained ombudsman.

Call our customer service center toll-free at 1-800-336-4590. Questions may also be asked at www.ESGR.mil by completing a USERRA Assistance Request Form.

ESGR PROVIDES SERVICE MEMBERS:

RESOURCES

ESGR provides samples of military leave of absence forms, sample letters, service policies, and tips to help you avoid employment challenges.

UNDERSTANDING OF THE LAW

Confused? *We can help!* ESGR provides wallet cards and other resources to help you understand your rights and responsibilities under USERRA.

ESGR volunteers attend mobilization/demobilization briefings to answer questions. Call ESGR toll-free at 1-800-336-4590 or contact your local Guard or Reserve unit for more information.

Show appreciation for supportive employers by nominating your supervisor for a PATRIOT AWARD. It's free, and an easy way to say thanks. Visit www.ESGR.mil to nominate your employer.

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EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Why is employer support important? Almost half of our military force resides in the Reserve Component which is comprised of the Guard and Reserve. The men and women who serve in the Reserve Component are unique in that they also have civilian employers. Support of America's employers and the employees they share with the Nation ensures the viability of the all-volunteer force, and thus our national security.

EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR), a Department of Defense agency, seeks to develop and promote a culture in which all American employers support and value the military service of their employees with ESGR as the principal advocate within DoD. ESGR does this by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws and resolving conflict between employers and service members. *Paramount to ESGR's mission is encouraging employment of Guardsmen and Reservists who bring integrity, global perspective and proven leadership to the civilian workforce.*

WHO WE HELP

ESGR works with all employers and all Guard and Reserve service members.

WHAT WE DO

More than 4,700 volunteers and support staff are located in all 50 U.S. states, Guam-CNMI, Puerto Rico, U.S. Virgin Islands and the District of Columbia to provide the following services:

ADVOCATE

ESGR advocates relevant initiatives on behalf of employers, service members and their families. We promote the importance of employer support through regular communications to military leadership, and serve as a communication link between employers and the DoD.

RECOGNIZE

ESGR recognizes employers who practice human resource personnel policies that support employee participation in the Guard and Reserve with a series of DoD employer awards.

INFORM

ESGR informs and educates service members and their civilian employers regarding their rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). Statutory authority for USERRA resides with the Department of Labor, and ESGR serves as a neutral, free resource to employers and service members. Information on the many resources is available at www.ESGR.mil.

MEDIATE

Trained ombudsmen provide information and mediation concerning the USERRA law. ESGR has hundreds of trained volunteer ombudsmen throughout the country ready to provide free mediation. Many conflicts arise due to a misunderstanding rather than a purposeful violation of the law, and ESGR can assist in resolving these issues and more.

