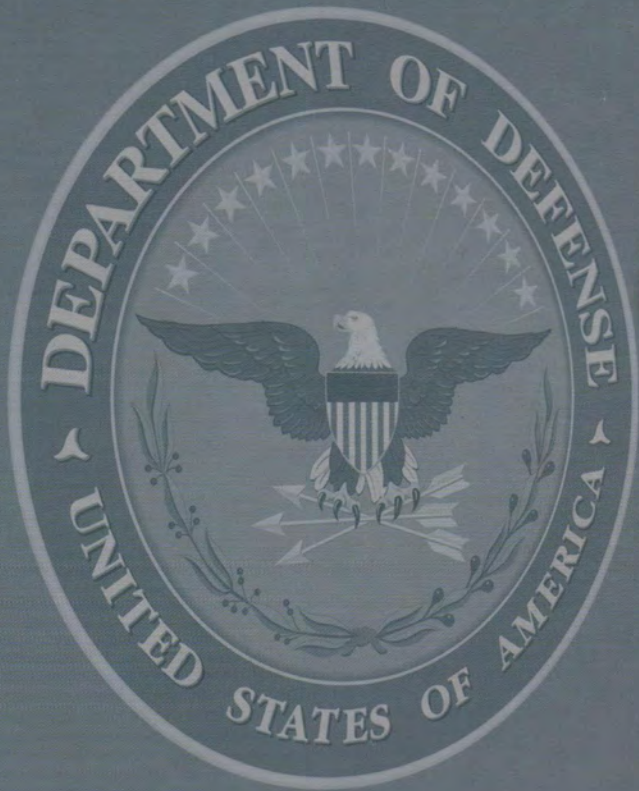


BEGINS WITH YOU.

Almost half of our nation's military strength resides in the National Guard and Reserve. These brave men and women are crucial to the disaster relief efforts here at home and continue to serve around the world to ensure our freedom. Thanks to the continued assistance that you and your organization provide to those who serve our nation in uniform, their vital service is made considerably more manageable than it otherwise would be.

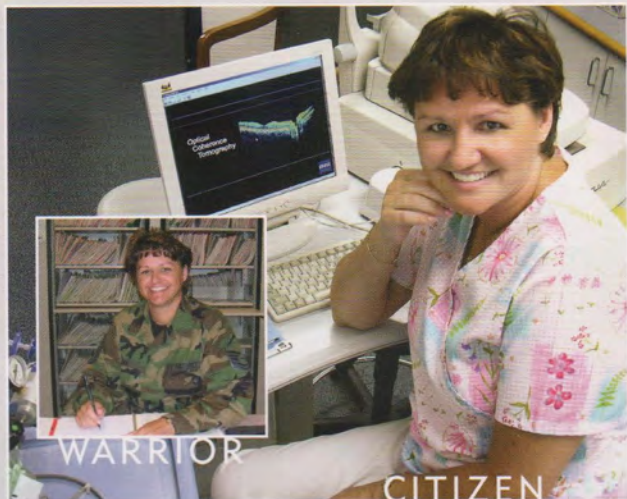
A STRONG NATIONAL DEFENSE



RULES OF DEPLOYMENT

Understanding the law.

As an employer of a National Guardsman or Reservist, there are certain things both you and your employee are required to do by law. The Uniformed Services Employment and Reemployment Rights Act (USERRA) is the federal law with obligations intended to bring order and peace of mind to those involved.



USERRA requires an employer to:

- Provide prompt reinstatement to work
- Continue accumulation of seniority and all other employment benefits
- Train or retrain job skills, including accommodations for the disabled
- Protect against discrimination

USERRA requires an employee to return to work:

| | |
|------------------------|--|
| 1 - 30 days of service | Next scheduled work day |
| 31 - 180 days | Apply within 14 days completion of service |
| 181+ days of service | Apply within 90 days after completion of service |

MAKE SERVICE IN THE GUARD AND RESERVE PART OF YOUR CULTURE

- Learn more about your employee's job in the National Guard or Reserve.
- Reach out to your employee's military commanders and supervisors for advance notice of their annual military duty schedule.
- Energize your entire organization to support your employees who serve our country.

HELPFUL NUMBERS AND INFORMATION

Customer Service Center

Open 8 a.m. - 8 p.m. Monday thru Friday
Phone: 1-800-336-4590
E-mail: USERRA@osd.mil
Web: www.esgr.mil




**EMPLOYER SUPPORT OF
THE GUARD AND RESERVE**

YOUR SUPPORT ALLOWS GUARDSMEN AND RESERVISTS TO CONCENTRATE FULLY ON THEIR MILITARY RESPONSIBILITIES.

Members of the Guard and Reserve, whether serving our communities or our country, depend on their military units, on their families, and uniquely, on their employers for support.

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency that seeks to promote a culture in which all American employers support and value the military service of their employees. We recognize outstanding support, increase awareness of the law, and resolve conflicts through mediation.

WE'RE HERE TO HELP

What Employer Support of the Guard and Reserve (ESGR) provides.

Information

- Information about the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Recognition

- Awards for employers who practice personnel policies that support employee participation in the National Guard and Reserve.
- Statement of Support certificates for you to display as you join thousands of employers nationwide who support and promote the military service of their employees.

Mediation

- Professionally trained Ombudsmen for neutral mediation concerning USERRA compliance issues.
- Local ESGR field committees to assist you in every state and territory in the U.S.

