STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE

★★★★★

Joint Forces Headquarters – New York

We recognize the National Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

1. Employment will not be denied because of service in the Guard or Reserve;
2. Employee job and career opportunities will not be limited or reduced because of service in the Guard and Reserve;
3. Employees will be granted leaves of absence for military service in the Guard and Reserve, consistent with existing laws; and
4. This agreement and its resultant policies will be made known throughout our organization.

Employer

Joseph J. Taluto

Print Name

June 26, 2007

Date

Chairman
National Committee for Employer Support of the Guard and Reserve

Secretary of Defense

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Join Thousands of Other American Employers . . .

Earn **Five Star Recognition** for your support of the men and women now serving proudly in America's National Guard and Armed Forces Reserve. Your state's Employer Support of the Guard and Reserve Committee can and will work with you to provide you with assistance and guidance in keeping your Guard and Reserve member employees on the job and in the ranks.

You can earn the recognition you deserve by providing demonstrated support for the volunteers who serve our nation:

1. Sign a Statement of Support and tell your community that you stand behind our service members - your employees - and their families in peace, in crisis and in war.

2. Review your Military Leave Policies to ensure that your policies comply with the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA, Title 38, US Code, Public Law 103-353). ESGR can assist you. Call us at 1-800-336-4590 or log on to www.esgr.mil.

3. Train your Managers and Supervisors and give them the tools they need to effectively manage your Guard and Reserve member employees - ask your ESGR volunteers for training assistance.

4. Adopt 'Above and Beyond' Policies in your organization that provide your Guard and Reserve member employees with more support than that required by law. Your ESGR volunteers can tell you about the best practices adopted by thousands of other employers across the nation.

5. Support ESGR. YOU can make a difference with your time, energy, effort and contributions. Ask your ESGR volunteer how you can get involved in your state ESGR Committee and how you can reach out to other employers.