



## Tips for Employers

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**T**he National 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 National Guard and Reserve.

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

Here are some suggestions on how you can help:

**Learn more about the role of the National Guard and Reserve.** Attend open houses and public functions at local military units. Talk about the National 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 National Guard and Reserve.** Display it prominently for all your employees and visitors to see. Request your Statement of Support online at [www.esgr.mil](http://www.esgr.mil).

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

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**Encourage employee participation in the National Guard and Reserve.** Recognize and publicize their dedication and commitment to your business and the nation. Your employees' service in the National Guard and Reserve enhances their job performance and 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.

**For more detailed information about specific employment rights and responsibilities visit [www.esgr.mil](http://www.esgr.mil).** Our website is a great resource for the Uniformed Services Employment and Reemployment Rights Act.

**Don't hesitate to call your employees' military commander or supervisor if you have a question or concern.** They face some of the same challenges and know that it is in everyone's best interest to work together. Quite often they can offer alternatives to meet individual needs. By taking a more active role in supporting the members of the National Guard and Reserve that work for you, you'll improve the quality of life for all your employees, you'll directly enhance the success of your organization, and you'll provide an invaluable service to the nation.

**Become an ESGR volunteer!** Many ESGR volunteers are employers just like you. Volunteering with ESGR is a great way to show your support for your National Guard and Reserve employees while benefiting other employers. Visit [www.esgr.mil](http://www.esgr.mil) for more information.