



EMPLOYER SUPPORT OF THE GUARD AND RESERVE

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New Hampshire Human Resources Associations sign "Statement of Support" for the National Guard and Reserve

Concord, NH – In March of this year, Mr. Laurence G. O'Neil, President and Chief Executive Officer, Society for Human Resource Management, signed a "Statement of Support" and challenged all Chapter presidents and state council directors to do the same. Last month, the northeast took the initiative with the Tri-State (Maine-New Hampshire-Vermont) Conference and signing by each state council director. As follow-on to this event, two more New Hampshire Chapters accepted the challenge and are now onboard.

Mr Ted Kehr, Field Chair of the New Hampshire Committee for Employer Support of the Guard and Reserve Committee (ESGR), an agency of the Department of Defense, announced that two of the state's largest Human Resources Associations each signed a "Statement of Support" for the National Guard and Reserve last Friday in a ceremony attended by over 300 HR personnel specialists.

The Statement of Support confirms that the Human Resources Association of Greater Concord and the Manchester-area Human Resources Association offices join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Re-Employment Rights Act (USERRA).
- Our managers and supervisors will have the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We will continually recognize and support our country's service members and their families in peace, in crises and in war.

"Today, supportive employers are critical to maintaining the strength and readiness of the nation's National Guard and Reserve units. I am asking all New Hampshire employers to review and amend their current human resources policies to ensure compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA)," said Chairman Kehr. "But in addition to simply complying with the federal law, many NH employers provide 'Above and Beyond' support with pay differential to offset the loss of wages, and extension of health care benefits, which complement coverage provided by the military, when their employees are mobilized."

When asked about the criteria, Kehr said "By meeting the Statement of Support criteria, these two Human Resources organizations will stand proudly with their Guard, Reserve and Veteran employees, who continue to answer their nation's call to defend our way of life. Their personal sacrifices are essential to the strength of our nation".

In response to the presentation, John Roller, President of the Manchester-Area Chapter, said, "As a military retiree myself, I feel that it is our obligation to do what we can to assist our veterans, those who served as well as those currently serving. It is the very least we can do to honor and recognize the

sacrifices that our military members and their families make. I am very happy to sign and accept this award; we will proudly display it for all to see”.

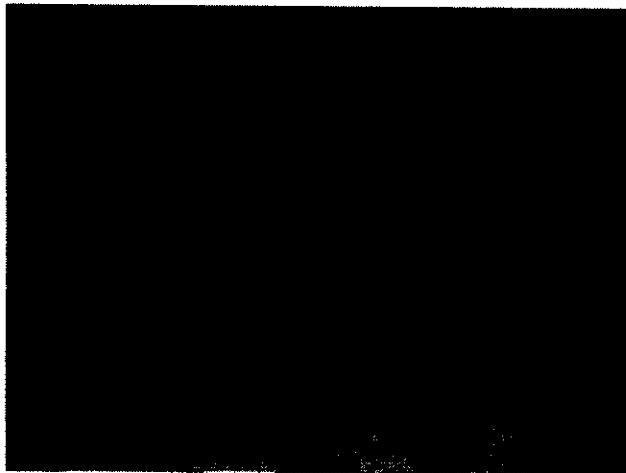
Mara Olinsky, President of the Concord-based association added, “This is a great opportunity for us to show our membership just how much we value and appreciate the service of our military men and women who have served or are serving us today. It is a very small gesture on our part to publicly announce and display our support. We are both pleased and proud to have this opportunity”.

“These two Human Resources Chapters now join a cadre of Fortune 500 companies, state and federal agencies and thousands of America’s employers in demonstrating support for our armed forces,” added Chairman Kehr. “By signing the Statement of Support, the local offices are sending a clear message to area residents and employers that they will do whatever they can to assist veterans seeking employment or re-employment. We are very grateful for agencies such as this”.

In a letter from Mr. O’Neil, he states “Beginning with chapters and state councils, our goal is to have as many SHRM members as possible sign these worthy statements. At this year’s Leadership Conference in November, Robb Van Cleave, SHRM’s Board Chair, and I will recognize every SHRM Chapter and council that pledges its support to ESGR”.

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency established in 1972. The mission of ESGR is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through mediation. ESGR volunteers provide free education, consultation, and if necessary mediation for employers of Guard and Reserve employees.

As the 1.3 million members of the National Guard and Reserve continue to perform an increasing number of unique missions that require extraordinary actions on the part of everyday citizens, ESGR will continue to be the informational agency for the employers of citizen warriors. More information about ESGR Employer Outreach Programs and volunteer opportunities is available at www.esgr.mil, or by calling Jim Goss, Executive Director of the NH ESGR Committee, at (603) 225-1342 or at James.goss@us.army.mil



Pictured signing their “Statement of Support” are Mara Olinsky, President of the Greater-Concord Chapter and John Roller, President of the Manchester-Area Chapter. Standing is Ted Kehr, State Chairman for the New Hampshire Committee, Employer Support of the Guard & Reserve.

National Committee for Employer Support of the Guard and Reserve
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