



July 2010

EMPLOYER SUPPORT OF THE GUARD AND RESERVE

Colorado Newsletter

LETTER FROM THE CHAIR

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Colorado Employers, National Guardsmen and Reservists and Community Leaders,

In these times of multiple military engagements overseas and economic challenges, the relationship between employers and their employees in the military is particularly critical. To support this relationship, Colorado ESGR has significantly expanded our efforts to connect with the 13,400 Guard and Reserve personnel here in Colorado, while at the same time widening our efforts to gain and maintain the support of their employers. Colorado ESGR is a volunteer organization of the Department of Defense. Our 90 plus volunteers are involved in all aspects of our mission to "promote a culture in which all American employers support and value the military service of their employees".

One of the best ways we can support this relationship is to publicly recognize employers at our Annual ESGR Awards Banquet. As you will see, this year's banquet will thank employers in Colorado that routinely go above and beyond supporting their employees in the National Guard and Reserve.

This year's banquet is Saturday, July 24, at the Denver Marriott Tech Center. If you want to be part of this celebration and show your support for our valiant Guard and Reserve members and their employers, please join us! For an invitation, please contact our office at 720-250-1176 right away as seating is limited.

Colorado ESGR can only accomplish our mission through having many active and dedicated volunteers. If you want to learn more about our volunteer run organization or more about becoming a volunteer, please e-mail me at dickyong@4dv.net. Thank you for your support and your efforts to assist our many who serve in our military.

My Best,

Dick Young,
Rear Admiral USN (Ret)
Chair Colorado ESGR



www.ESGR.com

National Site News and Information

www.Facebook.com

Join Facebook and become a Friend of Colorado ESGR

Colorado ESGR Awards Banquet

JULY 24, 2010

Part of the mission of Employer Support of the Guard and Reserve is to recognize employers for the outstanding support they provide their employees in the National Guard and Reserve. In this spirit, Colorado ESGR is holding its third annual Employer Awards Banquet on July 24, 2010 at the Denver Marriot Tech Center. At this year's banquet, we will recognize employers from throughout Colorado including Qwest Communications, Adams County Sheriff, Infinity Systems Engineering, Ball Aerospace and Technologies, Colorado Technical University, Colorado Department of Labor and Employment, JGMS Inc., and El Paso County Sheriff. We are excited to bring Colorado service members, employers, and volunteers together to celebrate the contributions that each has made to the nation's defense.

Please join us!

Saturday, July 24, 2010, 6 pm
Denver Marriott Tech Center
4900 South Syracuse St.
Denver, CO. 80237

For further information, contact Patrick O'Flaherty, Executive Director, Colorado ESGR at 720-250-1176 or email at Patrick.oflaherty2@us.army.mil.



The Secretary of Defense Employer Support Freedom Award



Freedom Award

The Secretary of Defense Employer Support Freedom Award is the highest in a series of employer recognition awards given by the U.S. Government to employers for their support of their employees who serve in the National Guard and Reserve. Nominations must come from a Guard or Reserve member who is employed by the organization they are nominating. The award was created to publicly recognize employers who provide exceptional support to their National Guard and Reserve employees.

2010 Freedom Award Nominations

The Freedom Award is presented annually to the nation's 15 most supportive employers.

Employer's Recognized for Excellence

In 2010, over 3500 employers at the national level; including over 40 Colorado employers, were nominated for the Freedom Award by their employees in the National Guard and Reserve.

In the national competition Colorado Employers fared well. A national selection board chose the following employers to compete as the thirty finalists for this award. These employers will be recognized at the Colorado ESGR AWARDS BANQUET JULY 24, 2010

- Adams County Sheriff – Brighton, Colorado
- Infinity Systems Engineering – Colorado Springs, Colorado
- Qwest Communications – Denver, Colorado.
- Newmont Mining – Denver, Colorado

Colorado National Guardsmen and Reservists nominated the following employers to Colorado ESGR for the 2010 Secretary of Defense Freedom Award

Adams County Sheriffs Office	Denver Southeast Suburban Water and Sanitation District	McGehee Davis and Associates
Air Harness Mfg	Department of Education/OCR	Medical Simulation Corporation
Amerisource Bergen Corporation	El Paso County Sheriffs Office	Merrick and Company
Arapahoe County Sheriffs Office	Folkestad Fazekas	National Telecom Services and Operations USDA
Ball Aerospace and Technologies Corporation	Fort Carson Police Department	New Tech Machinery
Benjamin West	Hensel Phelps Construction Co	Qwest Communications
Boeing Co - Boeing Mission Operations Support Center (BMOSC)	Hewlett Packard	RAVCO
Centennial Elementary	Hilltop Community Resources	SAIC
Charles Schwab Private Client	Infinity Systems Engineering	Securitas USA
Colorado Department of Corrections	JCB Partners	Sky Research
Colorado Technical University	JGMS Inc	Sundance
Corrections Corporation of America	King Soopers	U-Haul
Crocs Inc	Local Census Office 3122	Walsh Environmental Scientists and Engineers LLC

Agencies Partner to Support Guard and Reserve Employment



A Memorandum of Understanding (MOU) was signed by The Colorado Dept. of Labor and Employment (CDLE), the Colorado National Guard, the Veteran's Employment and Training Services (U.S. Dept. of Labor), and Colorado Employer Support of the Guard and Reserve (ESGR) on Tuesday, April 27, 2010 in Denver. These entities forged a common partnership through the signing of this MOU as a means to better serve and equip our civilian servicemen. While all of the aforementioned agencies are dedicated to maximizing employment opportunities and minimizing post deployment transition difficulties for Guardsmen and Reservists, they will now combine and pool their resources. Each organization has designated a representative to coordinate employment services such as assistance with resume writing and interviewing skills for National Guard and Reservists as well as establishing job fairs around the State of Colorado to be held in National Guard Armories.

Don Mares, CDLE Executive Director spoke concerning those who have deployed and returned home to find difficulty in transitioning not only back to the civilian work force, but on the home front as well. He understood that the expectation is to fit right back in, however these soldiers have gained an amazing level of responsibility while deployed and coming home to sit in a cubicle, for example, can create a lot of obstacles. "I get it. I want to envelope the resources available with an attitude of understanding and support," explained Secretary Mares.

Admiral Dick Young, Chair of Colorado ESGR, believes Colorado is the first state to pull all these entities together. And by doing so, these entities will bring about a cohesive and efficient organization working together for the betterment of employment for National Guardsmen and Reservists.

Joyce Johnson, Director of Field Ops for CDLE Work Force Development Programs, said she hoped this new coordination between the four entities would expand on understanding skill sets in the workplace and how they may be implemented in other areas of employment.

Colorado Springs Employer Support of the Guard and Reserve Day



Colorado Employer Support of the Guard and Reserve (ESGR) held a variety of events in Colorado Springs on May 7, 2010 to connect with employers of National Guardsmen and Reservists as well as area community leaders. Colorado Springs ESGR Day began with Colorado Springs Vice Mayor Larry Small signing a Statement of Support for ESGR. By signing the Statement of Support, the City of Colorado Springs committed to honor Uniformed Services Employment and Re-Employment Rights Act (USERRA), the Federal Law governing employment of National Guardsmen and Reservists and to "recognize and support our country's service members and their families in peace, in crises and in war."



Later on ESGR Day, employers joined National Guardsmen and Reservists for lunch and to share information and experiences about military service and mutual support. Local employers who were not familiar with ESGR's role in helping their employees who also serve in the military heard from fellow employers and from employees offering firsthand accounts of ways ESGR can help both employer and employee.



Another highlight of ESGR Day was the formal announcement that Infinity Systems Engineering of Colorado Springs was nominated by Colorado ESGR for the Secretary of Defense Employer Support Freedom Award. Dick Young, chair of Colorado ESGR and retired Navy Rear Admiral, made the announcement at Infinity's offices in Colorado Springs. Infinity was one of three employers nominated from about 40 companies in Colorado to vie for the Freedom Award to be presented in Washington, D.C. in September. Dick Young told the employees gathered at Infinity's office, "With more than 13,000 Guard and Reserve personnel living in Colorado, and with the large military contingent in Colorado Springs, the observance of this event takes on special significance."

Patriot Award

Award your employer! Recognize your boss for his or her support of National Guard and Reserve service members. Nominate him or her for a "Patriot Award". Your employer will receive a Department of Defense Certificate of Appreciation and a Patriot lapel pin. All members of the National Guard and Reserve are eligible to nominate their employers. The first step in having your employer considered for recognition as an outstanding employer is to submit a Patriot Award nomination. Nominations can be submitted online at www.ESGR.com

Tell us why your employer is great. When completing the employer recognition form, take a few moments to explain why your employer deserves to be recognized. Colorado ESGR committee will review your explanation when selecting nominees for higher-level employer support awards.

A Patriot Award for Anadarko Petroleum Corporation

Vaneta Winberg of Anadarko Petroleum is proud to present a Patriot Award to her company, co-workers and supervisor, Kevin Osif for their appreciated support while her son served in Iraq.



My son Cody is a Specialist in the Army National Guard. He deployed with the 3rd Battalion of the 157th Field Artillery Unit, B Battery (the largest deployment for Colorado Nation Guard ever – over 400 servicemen and women). They were called up in February last year and trained in Denver at HQ, to Colorado Springs for a couple weeks, then on to Fort Hood at the end of March or first part of April. They left for Ar Ramadi, Iraq at the end of June. Cody was with the 220th, but he attached to this battalion as he was eager to deploy. His job there was in the guard tower with a .50 cal rifle & a gunner. He's an expert marksman. His AIT discipline was as an MP and he graduated with honors and a coin. He has several decorations he received for his service. I encourage you to call him and chat. he knows about this and is excited to be a part of it. I have copied him in this email trail so he has the information we have been talking about. It is quite possible I bragged on him and he may need to correct some of this info. LOL

Something I would like to emphasize is the support my employer and co-workers gave me while he was deployed. The warmth and caring has been beyond reproach! Knowing that Cody and I had limited opportunity to talk on the phone, if he called during the day... even if I was in a meeting, I was encouraged to drop what I was doing to take the phone call. I never felt concerned about my position and knew that everyone here wanted to know how our soldiers (especially mine) were doing over there. Kevin Osif (my supervisor) was extremely supportive. My company also paid for two package shipments a month while he was in Iraq (an Anadarko benefit) which afforded me to send more care packages on a regular basis. Bev Murray (Office Administrator) put a special scrapbook together (on her personal time) to honor Cody. Also, a "wall of honor" was put up locally (for our local relatives) and in Houston (from all Anadarko offices) with pictures and info of family members and/or employees who are past/present serviceman on Veteran's Day and the entire month after. I could go on about the support....

Kindest Regards,
Vaneta Winberg



**2010 March
BOSSLIFT**
Fort Rucker, Alabama

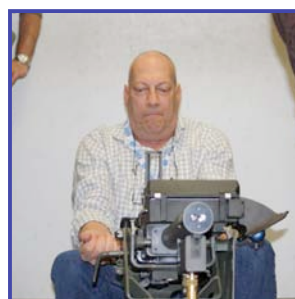


ESGR's latest endeavor to meet the objective of educating and informing employers has been to organize a BOSSLIFT. Assisting an employer in gaining understanding with respect to an employee's mobilization, BOSSLIFTS are strategically designed to partner the efforts of the employer (private or public) with assisting our national defense while supporting these civilian soldiers. This employer/military outreach effort can strengthen and build an employer's commitment to National Guard and Reservists employees by maintaining and even going above and beyond what is legally required.

On March 10, the BOSSLIFT experience began with transport to Ft. Rucker in southeast Alabama. Employers gained insight and perspective on the challenges facing the part-time soldier. Some of the highlights of this two-day exercise were visits to see an aerial gunnery demonstration, the U.S. Army Aviation Museum, and a shooting range. A tour and demonstration of the Night Vision Devices Lab enabled employers to see just how these instruments are used by pilots to enhance visual acuity and depth perception during missions. The trip included hands-on opportunities, briefings as well as exposure to high tech training that equipped the employer to identify with their employee's situation and needs.

Due to the unprecedented mobilization of 16 million men during WWII, Ft. Rucker was initially created as a training camp for 4 infantry divisions. Named after a civil war officer, Col. Edmund W. Rucker, this base also housed German, as well as a few Italian, POW's. Tank units, infantry replacements, and Women's Army Corps also trained there during the war. The base was inactive for brief periods between wars, however, on Feb 1, 1955 the Army Aviation officially established Ft. Rucker as its new home. Today, our military men, civilians, and international personnel train at Ft. Rucker in aviation and in leadership skills.

FORT RUCKER, ALABAMA
MARCH 2010



WE ALL SERVE

Members of the Colorado National Guard and Colorado State Legislature at the High-Altitude Army Aviation Training Site in Oryman, Colorado

ARMY NATIONAL GUARD • ARMY RESERVE • NAVY RESERVE • MARINE RESERVE
COAST GUARD RESERVE • AIR NATIONAL GUARD • AIR FORCE RESERVE

We all serve. Whether serving our communities or our country, members of the National Guard and Reserve depend on their military units, families, and employers for support. Employer Support of the Guard and Reserve 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 by recognizing outstanding support, increasing awareness of the law and resolving conflict through mediation.

CALENDAR OF EVENTS

JULY

- 22-25 NCESGR Training
Emerging Leader Philadelphia, PA
- 24 COESGR Training Conference DTC
- 24 Colorado ESGR
Annual Awards Banquet**
Marriott Denver Tech Center

AUGUST

- 5 NCESGR Training
Basic Ombudsmen Minneapolis, MN
- 7 B2/135th Ave. Battalion Empl Day
Buckley AFB, CO
- 7 Demobs Briefs 49 MP BDE
Ft. Carson, CO
- 13 NCESGR Training
Emerging Leader Boston, MA
- 27 HAATS Boss Lift Gypsum, CO

SEPTEMBER

- 23 Freedom Award Ceremony D.C.

NOVEMBER

- 1 Freedom Award Nominations Open
- 1 Volunteer of the Year Nominations Open

COMMITTEE DIRECTORS

Military Outreach

Mark Craig
mcraig8080@mac.com
Joe Ely
elytj@aol.com

Employer Outreach

David Oppenheim
captuso@aol.com

Ombudsmen

Bill Belz
ewbii@msn.com

Training

Lynn Albi
lynnalbi@aol.com

Special Programs

Tom Crews
crews_t@msn.com

Speakers Bureau

Martin Cobb
emarcobb@msn.com

Public Affairs

Iris Fonterra
IFontera@aol.com

About ESGR

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense (DoD) organization. It is a staff group within the Office of the Assistant Secretary of Defense for Reserve Affairs (OASD/RA), which is in itself a part of the Office of the Secretary of Defense (OSD).

The nation's Reserve components (referring to the total of all National Guard members and Reserve forces from all branches of the military) comprise approximately 48 percent of our total available military manpower. The current National Defense Strategy indicates that the National Guard and Reserve will be full partners in the fully integrated Total Force. Our Reserve forces will spend more time away from the workplace defending the nation, supporting a demanding operations tempo and training to maintain their mission readiness.

In this environment, civilian employers play a critical role in the defense of the nation by complying with existing employment laws protecting the rights of workers who serve in the Reserve component.

ESGR was established in 1972 to promote cooperation and understanding between Reserve component members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. It is the lead DoD organization for this mission under DoD Directive 1250.1.

Today, ESGR operates through a network of thousands of volunteers throughout the nation and Guam, Puerto Rico and the Virgin Islands.

STAFF AND CONTACT INFORMATION

Pat O'Flaherty – Executive Director
patrick.oflaherty2@us.army.mil
720.250.1176

Kathleen Dorram – Program Support Specialist
Kathleen.dorram@us.army.mil
720.250.1195 FAX 720.250.1169

Savali Ulutu – Program Support Specialist
ssulutu@hotmail.com

COESGR Business Office

12200 East Briarwood Avenue, Suite 160
Centennial, Co 80112

ESGR National Office

1555 Wilson Blvd., Suite 200
Arlington, VA 22209
1-800-336-4590 www.ESGR.com



TOP TEN REASONS

TO HIRE MEMBERS OF THE NATIONAL GUARD AND RESERVE

10. **Global Perspective** Your military employees are tuned in to what is going on in the world.
9. **On-Time, All the Time** Military employees know that every second counts.
8. **First Class Image** A professional image is a must in the military.
7. **Calm Under Pressure** A military employee knows how to manage stress on and off the job.
6. **“Can Do” Attitude** Military employees always project and positive attitude.
5. **Physical Conditioning** Military employees are in top physical condition and drug free.
4. **Mission-Critical Skills** Fulfilling tasks is mandatory, your employees know how to face projects head on.
3. **Responsibility** Military personnel know how to make decisions and take responsibility to meet a deadline.
2. **Professionalism** Military employees have an air of self-respect and a sense of honor.

And the number one reason:

LEADERSHIP

Military employees are already leaders and managers, loyal, dedicated and highly motivated.

It is our vision to develop and promote a culture in which all American employers support and value the military service of their employees.

It is our mission to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflict through mediation.