



# Utah

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## CALENDAR

### NOVEMBER 5

- Hiring Our Heroes Employment Workshop

### NOVEMBER 8

- Hiring Our Heroes Job Fair

### FEBRUARY 2

- Utah National Guard TAG Symposium

## ON THE WEB

### NEWS

- <http://bit.ly/O6dClv>

### NEWSLETTERS

- <http://bit.ly/r46EvV>

### FLICKR

- <http://bit.ly/eQooPP>

### TWITTER

- @UT\_ESGR

Message from ESGR Utah Chairman Bart Davis

## ESGR Utah Has a Successful FY2012

Fiscal Year 2012 is now in the history books, and we are looking forward to 2013.

I thought I would recap the results of your efforts during the past year. ESGR Utah and all of its supporters accomplished the following:

- Met with and established positive relationships with 833 employers
- Obtained more than 550 Statements of Support from military- friendly employers
- Received and presented more than 200 Patriot Awards to employers
- Briefed more than 7,700 Servicemembers about their job-related rights and responsibilities
- Conducted numerous briefings, Boss Lifts, employment workshops and job fairs

All in all, the 2,600 volunteer hours logged during the past 12 months have produced significant information and benefits to many Utahans.

Being part of this organization brings many opportunities to demonstrate your appreciation for the country and fellow citizens. I want to express my gratitude to everyone that contributed to a successful Fiscal Year 2012.

We all have a challenging year ahead, but I know we are up to the task of taking care of the men and women who put us and our freedom ahead of their personal comfort and security.

I wish all who receive this publication a safe and happy fall and holiday season.

Warmest regards,

Job Fair for Veterans Nov. 8

### Hiring Our Heroes

The U.S. Chamber of Commerce is sponsoring a hiring event for veterans, active-duty military, members of the National Guard and Reserve, and their spouses Thursday, Nov 8, from 11 a.m. to 3 p.m. at South Towne Expo Center, 9575 S. State in Sandy.

Partners in hosting the job fair include the Utah Veterans and Military Employment Coalition, ESGR Utah, the Salt Lake Chamber, the Utah Department of Veterans Affairs, and Utah Department of Workforce Services.

To register for the event, please call (202) 463-5807 or send an e-mail message to [hiringourheroes@uschamber.com](mailto:hiringourheroes@uschamber.com).

*ESGR is a Department of Defense agency established in 1972. Its mission 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.*



## FREEDOM AWARD

### WASHINGTON, DC

L-3 Communications Systems West, based in Salt Lake City, was one of 15 employers nationwide to receive the Secretary of Defense ESGR Freedom Award Sept. 20.

"L-3 may be a large company, but it is genuinely interested in the needs of its Guard and Reserve members," said Master Sgt. Sherri Bellehumeur, center, L-3 employee and member of the Utah Air Guard, who nominated L-3 for the award.

### Employers Get National Honor Companies Praised for Backing Troops

By Terri Moon Cronk

WASHINGTON – Fifteen companies and organizations from a port to a power company received the coveted Secretary of Defense Employer Support of the Guard and Reserve Freedom Award here yesterday.

The ESGR Freedom Award ceremony highlighted private and public companies, large and small, which go above and beyond what the law requires to support their deployed Guard and Reserve employees, said keynote speaker Erin C. Conaton, the undersecretary of defense for personnel and readiness.

Now in its 17th year, the ESGR Freedom Award is the top honor the federal government can

present to employers in recognition of the extra steps taken to support their deployed employees and families.

"We must take time to salute the magnitude of this contribution and to thank you," Conaton said to a large civilian and military audience at the Ronald Reagan Building and International Trade Center.

"With approximately 50 percent of the nation's military strength residing in the Guard and [the] Reserves, we know that we wouldn't be able to field the world's greatest military without the depth of reserve components," she added.

These forces maintain their high quality and readiness directly from their dedication to service, strong family support and civilian employer backing, Conaton said.

Such employers seek to not only retain and support their employees who serve in military, they also hire veterans, she said.

"Hiring a Guardsman, reservist or veteran may be regarded as a patriotic gesture," Conaton said, "but more importantly, men and women who have served—or are continuing to serve—bring to the workplace meaningful experiences, skill sets and a level of integrity that is rarely matched elsewhere."

Hiring a servicemember is a patriotic gesture, but it's also an excellent business decision, Conaton said.

"But I don't need to convince you," she told business owners. "You are here tonight because you know well the value servicemembers bring to your organizations."

This year's award recipients

include the following employers and companies:

- Basin National Cooperative, North Dakota
- Caterpillar Inc., Illinois
- Citi, South Dakota and New York
- Crystal Springs United Methodist Church, Mississippi
- Delta Airlines, Georgia
- Gary Jet Center, Indiana
- iostudio, Tennessee
- Kalamazoo Department of Public Safety, Michigan
- L-3 Communications, Utah, New York
- Nyemaster Goode, Iowa
- Port of Seattle, Washington
- Siemens Corp., Delaware, District of Columbia
- Tennessee Valley Authority, Tennessee
- Uniform Color Company, Michigan
- Verizon Wireless, New Jersey

Winners were selected based on nominations from employees who are in the Guard or

reserves. This year's 15 winners bring to 160 the number of awards that have honored companies and organizations across the nation. This year's competition received 3,200 nominations, ESGR officials said.

L-3 Communications, headquartered in New York, provides defense products and services to the United States, allied governments and customers worldwide.

L-3's nominator, Master Sgt. Sherri Bellehumeur is assigned to the 109th Air Control Squadron, Utah Air National Guard, and is employed by L-3 Communication Systems - West in Salt Lake City.

L-3 routinely conducts Uniformed Services Employment and Reemployment Rights Act training for supervisors and managers and regularly attends military career fairs, including Hiring Our Heroes.

L-3 Communications Systems West has an established military

relations committee, which supports initiatives such as the Utah National Guard Charitable Trust and Sub-for-Santa programs.

Across L-3, business units coordinate, support and host events for military and veterans groups to promote awareness for the employment and community needs of military personnel, and in celebration of their service.

Bellehumeur noted in her nomination that, although she had a business degree, L-3 hired her as an engineer because of her extensive military technical experience, even though she lacked the required technical degree for the position.

"In my own experience, my managers and HR specialists showed real understanding and flexibility concerning schedule and pay issues related to my Guard duty. I can honestly say that L-3 goes above and beyond for its military employees," Bellehumeur said.

## FREEDOM AWARD WINNERS WASHINGTON

The 15 recipients of the ESGR Freedom Award met with Chairman of the Joint Chiefs of Staff Gen. Martin E. Dempsey, center, Sept. 20. He thanked them for their exceptional support to their military employees.



# Out & About



## TOTAL RESPIRATORY CARE, INC. WOODS CROSS

Tiffany Wayment, right, nominated her employer, Kory Young, center, CEO of Total Respiratory Care, Inc., for a Patriot Award. Young gave Tiffany extra time off to be with her husband in Germany as he recovered from wounds he received while he was deployed to Afghanistan.

ESGR Utah's Byron Lemmon presented the award to Young July 27.

## ADVANCED HEATING AND AIR

### LOGAN

ESGR Utah's Morty Jenkins, left, presents Advanced Heating and Air-Conditioning owners Wayne Dodd, second from left, and Jeremy Panter, right, with the Patriot Award for their support of TSgt Jay Marquardt, second from right, of the 67th Aerial Port Squadron, Hill Air Force Base.





# More Out & About

## INTERMOUNTAIN MEDICAL CENTER

### MURRAY

Lori Mitchell, center, was nominated for the Patriot Award by Staff Sgt. Christian Larsen, of the Utah Army Guard's Charlie Company, I-171st Aviation, second from right.

Presenting the award for ESGR Utah were Richard DeWolf, left, and Kim Watts, second from left. Also present at the ceremony was Maj. Chad Koon, right.



## UTAH DEPARTMENT OF TRANSPORTATION

### SALT LAKE CITY

Lee Nitchman, of the Utah Air National Guard, nominated his UDOT supervisor, Jason Davis, for the Patriot Award for his support of Nitchman in performing his military duties.

ESGR Utah's Jeff Tiede, right, presented the award to Davis Aug. 22.

# More Out & About



## RODIZIO GRILL

### SALT LAKE CITY

Mike Ringger, general manager of Rodizio Grill in Salt Lake City, center, received the Patriot Award Sept. 27.

Ezer Guimares, right, of the 67th Aerial Port Squadron, Hill Air Force Base, nominated Ringger for the award. Jeff Tiede, not pictured, made the presentation of behalf of ESGR Utah.

## KENNECOTT UTAH COPPER

### BINGHAM CANYON

ESGR Utah's Michael Perlman, right, presented a Patriot Award Oct. 18 to Bruce White, mine superintendent for Rio Tinto/ Kennecott Utah Copper.

White was nominated by Staff Sgt. James Valk of the Utah Army Guard's 118th Sapper Company for his support of Valk during his recent deployment to Afghanistan in support of Operation Enduring Freedom.





# More Out & About

## HARMONS GROCERY

### WEST VALLEY

Sergeant Matthew Knight, of the 405th Civil Affairs, U.S.Army Reserve, nominated his supervisors at Harmon's for the Patriot Award.

Bob Harmon, left, Kevin Bushnell, center, and Randy Harmon received the Patriot Award Sept. 28 from ESGR Utah's Kim Watts and Mark Harrison (not pictured).



## ESGR UTAH FALL 2012 CONFERENCE

### PARK CITY

Current and new members of ESGR Utah met in Park City Sept. 14-15 to receive training and to learn how to more effectively serve the Guard and Reserve and their families.

Lynda Fontenot, center, receives her certificate of training Sept. 14 from Bart Davis, left, and Sid Cardon.



# Tips & Info

## Freedom Award 2013 Nominations Open

ESGR is now accepting nominations for the 2013 Secretary of Defense Employer Support Freedom Award. The Freedom Award is the Department of Defense's highest award presented to civilian employers for support of their employees serving in the National Guard and Reserve. Nominations may be submitted by Guardsmen, Reservists, or family members acting on their behalf, at [www.FreedomAward.mil](http://www.FreedomAward.mil) through Jan. 21, 2013.

Nearly one million Americans serve in the Guard and Reserve, making up almost one-half of the nation's total military. For more than 10 years, these Citizen-Warriors have responded to unprecedented national security demands and humanitarian missions spanning the globe. Civilian employers of Guardsmen and Reservists have shared in their service to our nation by standing firmly behind employees, providing essential support and greater peace of mind.

"Employers of every size and industry continue to go to extraordinary lengths to demonstrate their unwavering commitment to employees serving in the Guard and Reserve," said James

G. Rebholz, National Chair, Employer Support of the Guard and Reserve. "I urge all Guard and Reserve service-members who have benefited from their employer's support to nominate that employer for this most prestigious award. A Freedom Award nomination allows service-members to acknowledge and thank their employer for the essential role they play in supporting their military career and in our nation's defense."

## USERRA for Employers

To assist with understanding the Uniformed Services Employment and Reemployment Rights Act (USERRA) enacted in 1994, ESGR has partnered with the Department of Labor to create a list of [frequently asked questions](#) concerning USERRA. These FAQs may help eliminate any problems with your employees in the Guard or Reserve by keeping you informed of your rights and responsibilities.

Another source for USERRA Frequently Asked Questions is [20 Code of Regulations Part 1002](#). As a quick reference when working with your employee, [ESGR has provided resources to assist](#).

## KEY CONTACTS

### ESGR NATIONAL

Phone - (800) 336-4590

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Military Outreach - (801) 369-6381

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#### Morty Jenkins

Region 1 Chair - (801) 560-0721

#### Richard DeWolf

Region 2 Chair - (801) 637-8360

#### Sid Cardon

Region 3 Chair - (801) 472-2146

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### Newsletter Submissions

Please send articles and photos to [hank.mcintire@gmail.com](mailto:hank.mcintire@gmail.com).