



# Utah

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## CALENDAR

### August 9

H2H Job Fair  
Utah Valley Convention Center

### September 27

Society for Human Resource Managers  
Davis Conference Center

## ON THE WEB

### News

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Message from ESGR Utah Chairman Jeff Tiede

## Accomplishments and Initiatives



Jeff Tiede

I hope you're all having a great summer. On July 4th we celebrated the signing of the Declaration of Independence... our Nations 1st Birthday. We remember the dedication and bravery of the Colonial Patriots of the Continental Army, the Militia and the inspired leadership of General George Washington. Today, our Militia is found in the National Guard and Reserve Components. These modern day Patriots, like their forefathers, leave their jobs and families to serve when called to protect our freedoms. So the tradition

established during the Revolution continues today. Our ESGR volunteer force is fortunate to be able to support our modern Militia by educating their employers of the importance of their employee's military service to our National Defense, to grant them military leave when duty calls, and promptly return them to work when they get home. We also encourage employers to support spouses and families of deployed service members to the extent they can. Our outreach efforts this year have resulted in influencing more than 8100 service members and 482 employers. Our Utah Ombudsmen have worked 15 USERRA cases, resolving all but one. Our Heroes 2 Hired (H2H) employment events this year have resulted in 71 direct hires (day of the event) and 153 provisional employment offers. More than 757 job seekers and 253 employers have attended our four hiring events so far and we look forward to a successful event in Provo on the 9th of August.

We're grateful for the opportunity to serve...thanks for all that you do!!

*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.*

# ESGR Utah In the News



Employers of Soldiers serving in the 65th Field Artillery Brigade exit a C-130 aircraft at Camp Guernsey, Wyo., during a Boss Lift sponsored by the Employer Support of the Guard and Reserve, May 17, 2016. The visitors came to see the training their Soldiers have been conducting during Operation Gunsmoke 16, an artillery live-fire exercise consisting of 1,300 Soldiers from six states. (U.S. Army photo by Sgt. 1st Class Whitney Houston)

## Utah ESGR Boss Lift Bridges Gap Between Soldier and Employer

By Sgt. 1st Class Whitney C. Houston

GUERNSEY, Wyoming – Several employers of Utah National Guardsmen disembarked aboard a C-130 airplane to Wyoming’s Camp Guernsey Airport, May 17, for a Boss Lift hosted by the Employer’s Support for the Guard and Reserve.

Citizen Soldiers serving in the Army National Guard and Reserve have a unique lifestyle in which their duality of profession requires them to maintain a healthy balance as a Soldier and employee. ESGR does many things to bridge the gap between

Soldiers and their employers such as Boss Lifts. A Boss Lift offers the employer an opportunity to empathize with their Soldier and gives Soldier an opportunity to give their employer something back.

Employers were able to embed with their Soldiers for several hours and shoot Paladin Howitzers, eat a meal ready to eat or MRE, ride in Humvees and just hang out with their Soldier in a moment of down time.

“You definitely see your Soldier

in a different light than what you usually see them in back in the office,” said Mark Hale, a certified public accountant with Hawkins Cloward & Simister, and Star Valley, Wyoming native. Mark was present in support of his employee Sgt. Brandon Lloyd, who serves as an artilleryman with Alpha Battery, 145th Field Artillery Regiment.

“Without a doubt if you have a chance as an employer to come and experience this, you should take it,” Hale said. “You get to see what Soldiers go through, and



Spc. Blaine Florian, who serves with Headquarters and Headquarters Battery, 145 Field Artillery Regiment, points out an impact area to Mike Hale, certified public accountant and civilian employer at Camp Guernsey, Wyo., during a Boss Lift sponsored by the Employer Support of the Guard and Reserve, May 17, 2016. (U.S. Army photo by Sgt. 1st Class Whitney Houston)

it helps you to understand and appreciate what they do.”

Not only does the Boss Lift encourage a healthy relationship between boss and employee, it also creates memorable

experiences that directly tie that civilian boss to the military, explained Sgt. Derrick Cowley, a Logan, Utah native who serves with the 214th Forward Support Company, 65th Field Artillery Brigade.

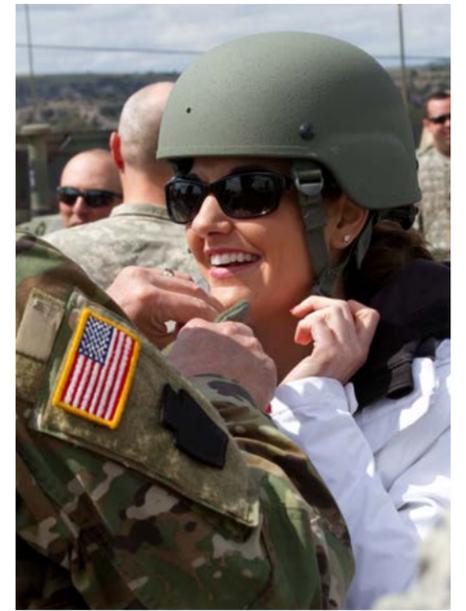
These memories that

employers create with Soldiers brings positive feedback to the community, which ties the population directly to the military.

“It’s nice to see and experience what Brandon does with the military, and also how the military trains and fights. You know we’re the most powerful fighting force in the world, and I can see why we are,” Hale said.

A day in the field with their Soldier gives a supervisor a birds-eye-view into other abilities that their employee is capable of, Hale explained.

“Brandon is just a great guy, he’s very respectful to all of the people that he talks to and he serves our clients very well. I see that part of his personality coming through here in training,” Hale said. “But here he’s in a director role and gives out commands, which usually isn’t the case back at the office. Here, he’s in charge of that gun, and he does it in a really awesome way.”



Maile Wilson, mayor of Cedar City, Utah, is fitted with a helmet at Camp Guernsey, Wyo., May 17, 2016. Wilson flew to Wyoming as part of an Employer Support of the Guard and Reserve Boss Lift in which employers and municipal leaders were able to see the training their Soldiers were taking part in during Operation Gunsmoke 16, an artillery live-fire exercise consisting of 1,300 Soldiers from six states. (U.S. Army photo by Sgt. 1st Class Whitney Houston)

Cowley described one of the most difficult dynamics of being a Citizen Soldier is asking your (continued on page 4)



Civilian employers of Soldiers serving in the 65th Field Artillery Brigade and its subordinate units fire a Paladin Howitzer at Camp Guernsey, Wyo., during a Boss Lift sponsored by the Employer Support of the Guard and Reserve, May 17, 2016. (U.S. Army photo by Spc. Nathaniel Free)

employer for time off of work. There's a deep feeling that you need to convince your employer and coworkers that what you're doing is really important, Cowley said.

"With a realization that it's not really two weeks off of work, but two weeks of hard work, it helps a boss to see and really support their Soldier," Cowley said.

"It makes it easier for both parties really; when the Soldier needs the time off for training and that employer has been on a Boss Lift, they have no problems letting that Soldier go, in fact they're happy to let him go," Cowley said.

This is the second time that Cowley has brought his supervisors on a Boss Lift. He expressed deep gratitude for the efforts of the ESGR and that, "those who have made this effort to bring bosses out to the field with them have really made his life a lot easier.

"It's not an easy thing for an employer to let their worker go for two weeks," Cowley said. "In my position at work I'm the only one that is able to do what I do. So my employers just have to make due while I'm gone."

"For Soldiers that haven't done this for their employer, do it. It just makes your relationship a little bit better with them if it's not already good," Cowley said. "And if it's already good, it will just improve it."

*Civilians and Soldiers serving with 2nd Battalion, 222nd Field Artillery Regiment, 65th FA Brigade watch Paladin howitzers conduct direct fire missions at Camp Guernsey, Wyo., May 17, 2016. Civilian employers and municipal leaders flew to Wyoming as part of an Employer Support of the Guard and Reserve Boss Lift in which they were able to see the training their Soldiers were taking part in during Operation Gunsmoke 16, an artillery live-fire exercise.*



*Civilian employers and municipal leaders of Soldiers serving with the 65th Field Artillery Brigade pause for a group photo before leaving Camp Guernsey, Wyo., May 17, 2016. The visitors flew to Wyoming as part of an Employer Support of the Guard and Reserve Boss Lift in which they were able to see the training their Soldiers were taking part in during Operation Gunsmoke 16, an artillery live-fire exercise consisting of 1,300 Soldiers from six states. (U.S. Army photo by Spc. Nathaniel Free)*



*Jan Fritz(left), Internal Services Manager at the county's Facilities Division, was awarded the Employer Support of the Guard and Reserve's Patriot Award, which recognizes employers who support Guard and Reserve employees and their families. Brittany Howell, a county employee and wife of a recently deployed service member, nominated Jan (her then-supervisor) for the honor.*

## County Employee Honored for Support of Military Family

*Utah Policy.com*

Mayor Ben McAdams and Salt Lake County Council members recognized a Salt Lake County employee for her support of the wife of a Utah Guardsman deployed to Afghanistan.

Jan Fritz, Internal Services Manager at the county's Facilities Division was awarded the Employer Support of the Guard and Reserve's Patriot Award, which recognizes employers who support Guard and Reserve employees and their families.

Mayor Ben McAdams introduced Brittany Howell, a county employee and wife of a recently deployed service member, who nominated Jan (her then-supervisor) for the honor. Brittany said Jan gave her flexibility with her work schedule, in the weeks leading up to her husband's departure so that they could be together and then attended the troops' send off.

"My husband met Jan and was

able to tell her how it made him more comfortable knowing that I'd have the support of my employer during his absence, which eased his mind about going," said Brittany.

Kim Watts, program support technician with Utah ESGR, noted that the country has relied heavily on Guard and Reserve service members since military engagements began following the events of Sept. 11, 2001. He said the Patriot Award reflects the efforts made to support citizen warriors and their families through a wide range of measures, including flexible schedules, time off prior to and after deployment, caring for families and granting leaves of absence if needed. The Patriot Award is for individual supervisors, rather than to an organization as a whole.

"These citizen warriors could not defend and protect us at home and abroad without the continued promise of meaningful civilian employment for themselves and their families. We are grateful

to employers for their help and support," said Watts.

Mayor McAdams said the county has worked hard to be a place of employment where Utah men and women who serve in the military are valued and supported.

"It is important that we recognize Jan and Brittany for their contribution to the freedoms we enjoy as citizens of the United States. We can never say thank you enough for their service and sacrifice," said McAdams.



*Ben McAdams, Salt Lake County Mayor, signs a Statement of Support for the Guard and Reserve at the Salt Lake Council meeting March, 29, 2016. (photo by John Etheridge)*



Civilian employers from throughout Utah participated in a Boss Lift hosted by the 1457th Engineer Battalion at Strawberry Reservoir, Utah, June 11, 2016. During the event the bosses were able to watch as their employee/soldiers performed their military duties during their Annual Training.

## 1457th Engineers Host Boss Lift at Strawberry Reservoir

Story and Photos By Staff Sgt. Kristin Calderwood

WASATCH COUNTY, Utah- Seventeen civilian employers, and bosses of Soldiers from the 1457th Engineer Battalion participated in a Boss Lift, June 11, 2016, at Strawberry Reservoir, Utah. The event, which was coordinated by the Utah Chapter of the Employer Support for the Guard and Reserve, allowed the bosses to see their employees

in action during their military training.

“The Boss Lift is a great opportunity to show employers the unique skills and leadership traits Soldiers gain by being a member of the Utah Army National Guard,” said 1st. Lt. Corey Lewis, training officer for 1457th. “The Boss Lift also provides employers with valuable ESGR program information and insight into to lives of their Soldiers;

hopefully building support and advocacy for Guard and Reserve Soldiers.”

“The focus of this annual training was to execute our assigned state mission as part of a domestic incident response for a simulated earthquake,” said Lewis.

“I didn’t really know what to expect and I didn’t realize the amount of work that they’re putting in. It’s amazing to see what Spc. Theodore Schultz has



done,” said Jason Owen, owner of Great Harvest in American Fork. Spc. Schultz works for him at Great Harvest and is also a combat engineer with the 118th Sapper Company.

The employers were flown from West Jordan to Mud Creek near Strawberry Reservoir in UH-60 Blackhawks. Employers were given an overview of the 1457th’s combined state, civil, military, and community mission by the battalion leadership as well as members of the USDA Forest Service.

“To be honest, I didn’t know what he did. I thought he went out and played army,” explained Ryan Swapp, the plumbing director for BML Services, about what his employee Sgt. Daniel Murdock did during his drill weekends and military leave.

“As an employer, when you have a big work load and short schedule it’s hard to lose a guy,” said Swapp. “But this gives me a better appreciation of what he does for us and makes me what to be more supportive.”

Employers were able to witness helicopter sling load training being conducted by soldiers from 1457th; road construction operations by the 116th Engineers; demolition training by the 118th Sapper Company; maintenance, fueling, and cooking operations at the Logistic Support Area with the Forward Support Company; and construction operations by the 624<sup>th</sup> Engineer Company at two of the three restroom renovation



Cpt. Kory Lund, the commander of the 1457th Forward Support Company, briefs civilian employers on the operations of the Logistical Support Area during a Boss Lift hosted by the 1457th Engineer Battalion at Strawberry Reservoir, Utah, June 11, 2016.

sites involving electrical, plumbing, and tile.

“Coming up here and seeing it first hand, I have a completely different understanding of it,” said Owen. “I learned how important it is if there was a major accident or tragedy and we really needed to rely on those resources, this is what they’re doing up here and preparing for. I wish more people could come up and see this because I think they would want to let their employees have

the time to do this and even pay them for it.”

“It’s a wonderful opportunity and it’s been good to have them come out and see what we do during our training,” said Sgt. Daniel Murdock, a carpenter and mason with the 624<sup>th</sup>. “They don’t really know what we do, so this has been awesome for them to see first hand. With my employer knowing what I do for the military, I know it will strengthen their support for my service.”

A soldier assigned to the 624th Engineer Company shows a group of civilian employers the equipment being used to remodel the Aspen Grove campground restrooms during a Boss Lift at Strawberry Reservoir, Utah, June 11, 2016.



# Out & About



## ESGR AWARDS DINNER

The Utah chapter of ESGR held its annual awards dinner in Salt Lake City, Utah, April 15, 2016. The dinner allowed the Utah chapter to thank their volunteers for their support throughout the year. The awardees pose with Maj. Gen. Jefferson Burton, The Adjutant General of the Utah National Guard.



## TOLD PLUMBING

Staff Sgt. Matthew Otis from B Co., 142 Military Intelligence Battalion, presents his supervisor and his company's owner with Patriot Awards in Pleasant Grove, Utah, June 15, 2016. (Left to Right) Randy D. Edwards, ESGR Outreach Coordinator, Dave Told, owner Told Plumbing, Staff Sgt. Mathew Otis, and Josh Southard.



# Out & About



## BOTT PANTONE ARCHITECTS

Sgt. Jeremy Welker, from E Co., 2nd Battalion, 211th Aviation Regiment, presents his employers from Bott Pantone Architects with Patriot awards in Ogden, Utah, May 24, 2016. From left to right are: Jeremy Welker, Brian Bott, Tony Pantone, and Terry Morris, ESGR Outreach Coordinator.



## RALLY SPORT DIRECT

Tyler Galloway, manager of Rally Sport Direct, receives a patriot award from Bill Rappleye in Draper, Utah, June 21, 2016. Galloway was nominated for the award by his employee Conner Mendenhall, an Air Force Reservist with the 419th Civil Engineer Squadron, who is currently deployed.





# Tips & Info

## Interactive Training for ESGR Volunteers

There are some very good volunteer interactive training modules on the ESGR Web site. From your browser type in [www.esgr.mil](http://www.esgr.mil). Across the top click on the **Volunteer** tab and select **Resources/Library**.

When the page opens up, select **ESGR E-Learning Interactive Courseware for ESGR Volunteers**. Once this page opens up you'll probably want to select the first four sections and then go to the bottom and view the Employment Initiative Program.

You can also select and view YouTube videos on "Conducting an ESGR Statement of Support Signing Event" and "Conducting an ESGR Patriot Award Presentation."

## Military Spouses Can Nominate Supportive Employers

You can recognize your supervisor(s) for their support of you as the spouse of a guardmember or reservist.

Nominate them for a Patriot Award, and your supervisor will receive a Department of Defense certificate of appreciation and a Patriot lapel pin. All spouses of guardmembers and reservists are eligible to nominate their employers.

Please note that Patriot Awards are awarded to individual supervisors, not to an entire staff or the employ- ing organization as a whole. Certificates are printed with your supervisor's name, so on the nomination form please enter information exactly as you would like it printed; only one name per nomination, please. You may request a Patriot Award be sent to either your home address or to the address of the ESGR State Committee in your supervisor's state. The average turnaround time for the Patriot Award to reach the address provided is 45 days from the date of submission. If you have not been contacted or received the Patriot Award 45 days after submitting your nomination, you may use the [State Pages](#) link at the top of the ESGR Web page to get an update from the appropriate State Committee.

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### Newsletter Submissions

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