



STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



UNIVERSITY OF LOUISVILLE


We recognize the National Guard and Reserve as essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security. Their members must have the cooperation of all American employers in encouraging employee participation in Guard and Reserve.

Therefore, we join other employers in pledging that:

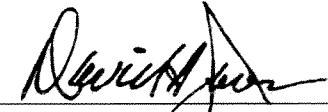
1. Employment will not be denied because of service in the Guard or Reserve;
2. Employee job and career opportunities will not be limited or reduced because of service in the Guard or Reserve;
3. Employees will be granted leaves of absence for military service in the Guard or Reserve, consistent with existing laws, without sacrifice of vacation; and
4. This agreement and its resultant policies will be made known throughout our organization.




Certifying for the Employer
 Julian Carter

Print Name
 1/18/05

Date



Chairman
 National Committee for Employer
 Support of the Guard and Reserve



Secretary of Defense



Join Thousands of Other American Employers . . .

Earn **Five Star Recognition** for your support of the men and women now serving proudly in America's National Guard and Armed Forces Reserve. Your state's Employer Support of the Guard and Reserve Committee can and will work with you to provide you with assistance and guidance in keeping your Guard and Reserve member employees on the job and in the ranks.

You can earn the recognition you deserve by providing demonstrated support for the volunteers who serve our nation:

1. Sign a Statement of Support and tell your community that you stand behind our troops — your employees — in peace, in crisis and in war.

2. Review your Human Resource Policies to ensure that your policies comply with the provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA, Title 38, US Code, Public Law 103-353). ESGR can assist you.

3. Train your Managers and Supervisors and give them the tools they need to effectively manage your Guard and Reserve member employees — ask your ESGR volunteers for training assistance.

4. Adopt 'Over and Above' Policies in your company that provide your Guard and Reserve member employees with more support than that required by law. Your ESGR volunteers can tell you about the best practices adopted by thousands of other employers across the nation.

5. Support ESGR. YOU can make a difference with your time, energy, effort and contributions. Ask your ESGR volunteer how you can get involved in your state ESGR Committee and how you can reach out to other employers.