



## Employer Recognition & Awards

### THE PATRIOT AWARD

Nominate your employer for the "Patriot" award. The first step in having your employer considered for recognition as an outstanding employer is to submit a Patriot Award nomination.

**Do it online.** For both speed of processing and accuracy in the nomination process, nominate your employers online at [www.esgr.mil](http://www.esgr.mil). Nominations may also be sent to ESGR by mail using the attached nomination form.

**What happens next.** Every employer nominated will receive a Patriot Award certificate and accompanying lapel pin. Your state or local ESGR Committee can help you arrange the presentation of the award to your employer.

**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. Your local ESGR committee will review your explanation when selecting nominees for higher-level employer support awards. (see [sample criteria on page 2](#))

**It may lead to bigger things.** ESGR reviews all award nominations for consideration for higher levels of recognition at the Local, National, and State levels.

### STATE & NATIONAL EMPLOYER AWARDS

The "Above and Beyond" award is given in limited numbers by state and territory ESGR committees. It recognizes employers at the state and local level who have gone above and beyond the legal requirements for granting leave and providing support for military duty by their employees.

The "Pro Patria" award is presented annually by each ESGR Committee to the one employer in their state or territory who has provided the most exceptional support of our national defense through leadership practices and personnel policies that support their employees who serve in the National Guard and Reserve.

The "Employer Support Freedom" award is ESGR's most prestigious level of national recognition. The Freedom Award is presented annually by the Secretary of Defense to the nation's most supportive employers. The Secretary recognizes up to five employers annually with this award at ceremonies held at the Pentagon in Washington DC.



## Help Your Employer Get Credits For Supporting Your Service

The National Committee for Employer Support of the Guard conducts an awards program designed to recognize employers who support a strong National Guard and Reserve force. Employers qualify for recognition when they practice leadership and personnel policies that support employee participation in the Guard and Reserve.

Every employer nominated for recognition will receive the Patriot Award, and will then be eligible for consideration for other awards and recognition based on their level of support described in the nomination narrative.

Here are some examples of what America's most supportive employers do. Consider these examples in writing the narrative of your nomination form, citing as many ways as may apply, and include other ways your employer supports your service.

### **Demonstrates support for service in the National Guard and Reserve ...**

- Maintains contact with Guard & Reserve employees while they are on annual training or mobilized.
- Participates in ESGR programs (Statement of Support signings, Employer Briefings, Bosslifts, and others).

### **Publicly acknowledges the contributions of Reserve component employees to our Nation's defense ...**

- Sponsors a company Guard & Reserve recognition day.
- Features Guardsmen and Reservists on Company bulletin boards, in newsletters or at meetings.

### **Supports Guard & Reserve employees beyond USERRA requirements ...**

- Has a published leave policy.
- Has a published military mobilization policy.
- Provides pay differential during periods of military training.
- Provides pay differential during mobilizations.
- Provides paid military leave.
- Provides continuation of insurance and monetary benefits during mobilizations.

### **Supports Guard & Reserve employee families during mobilizations ...**

- Assigns a company sponsor to families of Guard & Reserve employees that have been deployed.
- Holds informational meeting and offers other means of communication for family members of Guard & Reserve employees who have been deployed.

If your local ESGR Committee has agreed to personally present all Patriot Awards in the State or Territory, the award for your employer will be sent to the committee awards coordinator, who will contact your employer to arrange the presentation. If your local committee is unable to personally make the presentation, the award will be sent directly to you, or to your unit. The award will include an information sheet with suggestions on how to best present the award. If you choose to have the award sent to your unit or home address, ESGR strongly encourages you to contact your local ESGR Committee or local ESGR Unit Liaison person to assist in making the award presentation to your employer a special event. You can find your local ESGR points of contact by visiting the ESGR Web site: [www.esgr.mil](http://www.esgr.mil). Due to the heavy volume of requests, please allow 30-45 days to receive your award.

# Patriot Award Nomination Form

Please print legibly or type all information requested on this form to prevent errors on certificates.  
**INCOMPLETE OR NONLEGIBLE NOMINATIONS CANNOT BE PROCESSED**

### Employer and/or Supervisor Information

Business/Company Name: \_\_\_\_\_  
 Nominee's Name(if applicable): \_\_\_\_\_  
 Nominee's Title/Position(if applicable): \_\_\_\_\_  
 Street Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_ Phone: \_\_\_\_\_  
 E-mail \_\_\_\_\_ Fax: \_\_\_\_\_

### Reserve/Guard Unit Information (please spell out all acronyms)

Your Unit Name: \_\_\_\_\_  
 Street Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip \_\_\_\_\_ Phone: \_\_\_\_\_  
 Unit Commander's Name: \_\_\_\_\_ Cdr's Rank \_\_\_\_\_

### Your Information

Nominator's Name: \_\_\_\_\_  
 Component: ARNG \_\_\_\_\_ ANG \_\_\_\_\_ USAR \_\_\_\_\_ USAFR \_\_\_\_\_ USCGR \_\_\_\_\_ USMCR \_\_\_\_\_ USNR \_\_\_\_\_  
 Rank:(spell out) \_\_\_\_\_  
 Contact Phone # (work) \_\_\_\_\_ Phone # (home) \_\_\_\_\_  
 Street Address: \_\_\_\_\_  
 City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
 Your E-mail Address: \_\_\_\_\_

### My Boss: (Please check all that apply)

- Is highly supportive of my National Guard or Reserve service even when I am called on short notice.
- Outwardly recognizes me as a special asset because I am in the National Guard or Reserve.
- Continues my salary while I am on active duty.
- Continues my company benefits while I am on active duty.
- Hires someone to fill in for me when I am on annual training duty without penalizing me.
- Keeps in touch with my family when I am on active duty for more than 30 days.
- Should be considered for a higher award. (see additional comments section)

The Award for your employer will be sent to your local ESGR Committee Awards Coordinator, who will arrange for presentation

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If your local ESGR Committee CANNOT do the presentation, the award will be sent to either you, or your Guard or Reserve Unit address. Please indicate your preference below:

- Please send to my Home address
- Please send to my Unit Address