



CALIFORNIA
EMPLOYER SUPPORT OF THE GUARD AND RESERVE
9800 GOETHE ROAD, BOX 16
SACRAMENTO CA 95827

February 28, 2017

Dear Statement of Support Recipient,

Congratulations on receiving a Statement of Support (SoS) acknowledging your commitment of support to the Guard and Reserve members employed by your organization. By signing this symbolic, non-legally binding Statement of Support and posting it in a prominent place in your business, you are publicly affirming **Tehama County** support for the brave men and women of whom you employ that also serve our great Nation. This certificate of acknowledgement reflects the high level of support you desire for those serving in the United States Armed Forces Guard and Reserve. For additional information visit ESGR website www.esgr.mil/california. This website has a wealth of valuable information that may benefit your business, now or at some time in the future.

The California Employer Support of the Guard and Reserve (ESGR) mission is to develop and promote a culture in which all American employers support and value the military service of their employees. Our goal is to support America's employers who share their most valuable resource, your employees, with our great Nation thereby ensuring our national security. We provide employers who employ Guard and Reserve personnel free education, consultation, and, if necessary, informal mediation. Almost one-half of the United States Armed Forces is comprised from members of the Guard and Reserve. The Department of Defense shares these *Citizen soldiers* with their civilian employers, many of whom provide significant support to their employees who are proudly serving in the Guard and Reserve.

One way the ESGR assist employers, is to inform and educate them on the federal law called the Uniformed Services Employment and Reemployment Rights Act (USERRA). The USERRA establishes the rights and responsibilities for members of the National Guard and Reserve and their civilian employers. The USERRA affects employment, reemployment, employment benefits and retention in employment, when employees serve or have served in the uniformed services.

If you would like to arrange a formal Statement of Support signing presentation, or have further questions about the Statement of Support or the federal USERRA law, please feel free to contact our California ESGR Sacramento office at (916) 854-3746.

Sincerely,

A handwritten signature in blue ink, appearing to read "James P. Combs", written over a large, stylized flourish.

James P. Combs
State Chairman California ESGR

