



2013 ESGR Awards Banquet Honors Over Thirty Minnesota Based Employers

Our Nation has relied heavily on Guard and Reserve Service Members since entering continuous operations more than a decade ago. Employer support enhances retention rates in the Armed Forces and in the end, strengthens our national security. To recognize employers who support their Guard and Reserve employees, ESGR grants a series of Department of Defense (DoD) awards.

Minnesota Employer Support of the Guard and Reserve (ESGR) State Chair Paul Monteen recognized 32 outstanding employers of Minnesota National Guard and Reserve members, at the Minnesota ESGR Annual Employer Support Awards Banquet on Monday, May 20th in Bloomington, Minnesota.

Over 300 military, government and business people attended the annual event which recognizes those who have provided exceptional support for the men and women who serve in the Guard and Reserves. The award winners were chosen from a pool of over 350 nominations submitted by military members who felt that their employers had gone above and beyond their obligations in supporting them and their families. The following awards were awarded to the employers accompanied by the award below:

Spouse Patriot Award Recipients – Best Buy Company, Bolton & Menk, Inc., Cedar Mountain Schools, Rochester Mayo Clinic

Seven Seals Award Recipients - Lt Col Chris Busch and Wayne Shellum

Above and Beyond Award Recipients – Allina Health Emergency Medical Services, APi Group, Inc., ATK Armament Systems, BI Worldwide, Deluxe Corporation, EJ Ajax & Sons, Inc., Fair Contracting Foundation of Minnesota, Federated Insurance, General Dynamics Advanced Information Systems, General Mills, Inc., HealthPartners Medical Clinic, Hibbing Taconite Cliffs Natural Resources, Capital One, Kraus-Anderson Construction Company, Minnesota Department of Transportation, North Shore Mining Company, Remmele Medical, Inc., Saint Paul Police Department, Target Corporation, Target Corporation - IT Security, Travelers Insurance, U.S. Border Patrol, Voyageur Bus Company, Walter's Recycling and Refuse

Pro Patria Award Recipients - ASAS/Tysol, Inc., City of Rochester, U.S. Bank



Brigadier General Alton (Al) G. Berry, Deputy Commander, 88th Regional Support Command was keynote speaker at the Minnesota ESGR Annual Awards banquet on May 20th,



From the State Chair

Paul Monteen

I'm writing this in the fourth quarter of FY 2013, another year has passed. FY 2014 will conclude my tenure as Chair of the Minnesota Committee for Employer Support of the Guard and Reserve and we will continue to build on the successes of the organization. It seems recently staffing changes have been a regular part of my newsletter comments. Effective 27 August 2013, I am pleased to announce Jonathan Groeneweg has accepted the position of Employment Support Specialist with Minnesota ESGR replacing Chris Campbell. I'm sure some of you are familiar with Jonathon in his previous position with the MN NG. Please join me in welcoming Jonathan

as MN ESGR Support Staff and help make his job easier by reporting your monthly hours and making requests for orders or reimbursement in a timely fashion.

I am also pleased to announce MN ESGR continues to be recognized for excellence by our regional peers and at HQ ESGR. Michael Bellos was selected as the Outstanding Training Director for the Central Region. Likewise Jack Grams was identified as the Central Region Outstanding Military Outreach Volunteer. Please extend your congratulations to these exemplary Minnesota ESGR Volunteers.

Since 2004 HQ ESGR has established six Subcommittees which seek to obtain timely advice on operational, organizational and policy-related issues for use by the ESGR Executive Director, National Chair, and senior Headquarters ESGR staff. Minnesota is well represented; volunteers and staff serve on four of these six committees:

Executive Advisory Subcommittee:	A. Paul Monteen
Information Technology Subcommittee:	James. P. Mitchell
Training Subcommittee:	A. Paul Monteen, Chair
Volunteer Support Subcommittee	Jack Grams

Thanks to each of these individuals for giving their time and talent to the broader base of ESGR.

Finally I would like to say a few words about the unique nature of Employer Support of the Guard and Reserve. I have served as a volunteer for about as long as I can remember. One thing I recall is the obligation to pay dues to every one of the organizations I belonged to which range from Cub Scouts to the Masonic Lodge. There's the unique difference between ESGR and most other organizations. As a member of ESGR, you're not expected to pay dues; **you are expected TO DO**. ESGR gives the individual the opportunity to volunteer in a wide variety of areas: Employer and Military Outreach, Ombudsman advice and informal mediation, Public Relations, Awards, Training and Education as well as Management and Administration. MN ESGR doesn't ask you for an annual donation or extract a fee each time you attend a meeting like some societies, fraternal organizations or service clubs do; no we anticipate you will provide your service, a stewardship of time. I recognize time is one of the most precious things we have, and one of the easiest to squander. Please remember to set aside at least one hour a week, on average, for your ESGR obligations. We're not collecting dues we are expecting **DOs!**

Freedom Award Nominations

Employer Support of the Guard and Reserve (ESGR), a Department of Defense office, announced on June 25th the 15 recipients of the 2013 Secretary of Defense Employer Support Freedom Award. The Freedom Award is the DoD's highest recognition given to employers for exceptional support of Guard and Reserve employees. These employers distinguished themselves among the 2,899 nominations received from Guardsmen and Reservists. The 2013 recipients will be honored at the 18th annual Secretary of Defense Employer Support Freedom Award ceremony in Washington, D.C. on September 26, 2013.

"I commend and thank the 15 recipients of the 2013 Secretary of Defense Employer Support Freedom Award for providing exceptional support to our Citizen Warriors," said Defense Secretary Chuck Hagel. "So many of our Nation's employers are finding ways to contribute to our Nation's security, but these employers stand out for their commitment to our Guardsmen and Reservists. They have the gratitude and thanks of the entire Department of Defense."

Minnesota had three employers that were nominated for the Freedom Award in 2013. They were ASAS/Tysol Inc., the City of Rochester and U.S. Bank. ASAS/Tysol and U.S. Bank made it to the finals. U.S. Bank was awarded as one of the 15 nationwide recipients! We will summarize some of the outstanding support each employer provided to their Service Members in this newsletter.

Freedom Award recipients stand out by going above and beyond what the federal law requires of Guard and Reserve employers. They go to extraordinary lengths to support their military employees through both formal and informal initiatives. The 2013 recipients' exemplary support includes forming an employee resource network for military employees and their families, providing additional paid military leave to Guard and Reserve employees, setting and surpassing employment goals for veterans and service members, and extending personal support to families.

Since 1996, only 175 employers have received the Freedom Award. Previous awardees have met with the President and Vice President of the United States, and the Secretary of Defense and Chairman of the Joint Chiefs of Staff.

For more information about the Freedom Award and this year's recipients, visit www.FreedomAward.mil under the Media Tab in the Press Releases section.

About ESGR and the Freedom Award:

The Freedom Award was instituted in 1996 under the auspices of ESGR to recognize exceptional support from the employer community. ESGR develops and maintains employer support for Guard and Reserve service. ESGR advocates relevant initiatives, recognizes outstanding support, increases awareness of applicable laws, and resolves conflict between service members and employers. Paramount to ESGR's mission is encouraging employment of Guardsmen and Reservists who bring integrity, global perspective and proven leadership to the civilian workforce.

Employer Support of the Guard and Reserve (ESGR) can assist in answering anyone's questions related to the Uniformed Services Employment Reemployment Rights Act (USERRA). ESGR also has Ombudsmen available to mediate uniformed service related disputes between service members and their civilian employers. If you have questions you can call ESGR's toll-free number, 1-800-336-4590 (select option 1) or e-mail osd.USERRA@mail.mil.

Freedom Award Recipient Spotlight—U.S. Bank

U.S. Bank has been named a 2013 Secretary of Defense Employer Support Freedom Award honoree, the Department of Defense's (DoD) highest recognition given to employers for their support of employees who are serving in the National Guard and Reserve.

U.S. Bank was one of nearly 2,900 companies nominated, one of only 30 finalists and one of only 15 honorees. "This recognition by the Department of Defense is an incredible honor," said Richard Davis, chairman, president and chief executive officer of U.S. Bancorp (NYSE: USB), the parent company of U.S. Bank. "We are grateful for the service provided by members of the military, and our employees who are serving in the National Guard and Reserve. They help protect our freedom and keep our nation safe."

Nominated by an employee Air Force Reservist, Col. Michael Ott, U.S. Bank supports Guard and Reserve employees through the Proud to Serve program, a company-wide initiative focused on hiring and supporting service members and their families. U.S. Bank committed to hiring 1,000 service members and veterans between

2012 and 2013. The company surpassed its 2012 goal by hiring 597 new veterans. The nominator also reported that U.S. Bank provides two weeks of additional paid leave to family members impacted by a deployment, among other military support policies.



Pictured from Left to Right: Minnesota Chair Paul Monteen, Air Force Reservist, Col. Michael Ott, Brigadier General Alton (Al) G. Berry and Major General Richard C. Nash

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About U.S. Bank—U.S. Bancorp, with \$355 billion in assets as of March 31, 2013, is the parent company of U.S. Bank, the fifth-largest commercial bank in the United States. Celebrating its 150th anniversary this year, the company operates 3,080 banking offices in 25 states and 5,056 ATMs. The bank provides a comprehensive line of banking, brokerage, insurance, investment, mortgage, trust and payment services products to consumers, businesses and institutions. Visit U.S. Bancorp on the web at www.usbank.com.

Be part of the great stories of military support! If you are a military member, spouse of a military member, or know a military member with a supportive employer, visit www.esgr.mil for more information about the [Patriot Award!](#)

City of Rochester Nominated For Freedom Award

Nominated by Army National Guard Colonel Eric Kerska, the City of Rochester proved once again to go above and beyond the scope of USERRA laws for their Service Members. Below are just some of the great things the City of Rochester did to support their Service Members:

With Guard and Reserve members spread throughout the various city departments. City leaders ensured the human resource department trained staff members and support supervisors in all city departments on USERRA laws.

In July 2012, Mayor Brede supported the Rochester area Chamber of Commerce in the conduct of a job fair in coordination with ESGR, Hero 2 Hired (H2H.Jobs) and Hiring Our Heroes programs.



Pictured from left to right in adjoining photo are Minnesota ESGR Chair Paul Monteen, Colonel Eric Kerska, Mayor Ardell Brede, Director of HR Linda Hillenbrand, Brigadier General Alton (Al) G. Berry and Major General Richard C. Nash.

During the 1st BCT deployment in 2010-2011, Mayor Brede along with city employees, participated in a contingent of dignitaries to Kuwait where he visited with Rochester area Service Members.

City supervisors at all levels adopted Service Member family members and supported their needs while the Service Member was away. In addition, the family members were invited to employer social events such as holiday parties, luncheons, etc.

Mayor Brede along with city leadership sought help from local restaurants to support the Serving Our Troops organization. Through these efforts, two steak dinners were served to 2700 Soldiers and their families during a one year deployment. Rochester also provided a satellite link through the Serving Our Troops program so Soldiers and their families could stay connected via skype.

Rochester is recognized as a Yellow Ribbon City by the Minnesota Governor and Department of Military Affairs.



Why Hire a Person with Military Experience? Because they...

- Are proven leaders
- Have a "can do" attitude
- Maintain professionalism
- Are calm under pressure
- Take responsibility
- Exude a first class image
- Understand diversity
- Are on-time, all the time
- Are physically fit and drug free
- Have a global perspective

Plus, you'll get...

- Tax Credits
- Reduced Manpower costs
- Expanded paid apprenticeship programs
- Improved Company productivity
- Employees with education benefits

ASAS/TYSOL, Inc. Sets The Standard and Made The Top 30 For Freedom Award Nominations

Thomas Ewing, President of ASAS/Tysol, Inc., was nominated for the ESGR Freedom Award by Air National Guard, Senior Master Sergeant Darin Ewing. While away on deployment from March 2012 through December 2012, Senior Master Sergeant Darin Ewing’s full salary was paid by his employer. Furthermore, during the deployment, Senior Master Sergeant Darin Ewing’s unit received 100’s of care packages. ASAS/TYSOL, Inc. also remained in constant contact with Senior Master Sergeant’s wife and family.

As acts of kindness, ASAS/TYSOL, Inc. hired a professional landscaper to rip up Senior Master Sergeant Ewing’s lawn, added two more inches of top soil, leveled out the yard and re-seeded the grass to look better than ever. In addition to all the military support listed above, ASAS/TYSOL, Inc. provided two round trip first class tickets for Master Sergeant Ewing and his wife to relax and re-integrate in Florida!

The acts of kindness mentioned are only part of what ASAS/TYSOL, Inc. did to support one of their own. They certainly raised the bar for other employers to follow.

About ASAS/TYSOL, Inc.—ASAS/Tysol, Inc., is committed to helping customers solve difficult problems in the cleaning and specialty chemicals markets. Their focus on in-house formulation allows them to provide products that deliver performance and versatility that are hard to find elsewhere. The combination of a top quality product line and personalized customer service makes ASAS/TYSOL, Inc. one of the leaders in their field.



Pictured from left to right in adjoining photo are Minnesota ESGR State Chairman Paul Monteen, Senior Master Sergeant Darin Ewing, ASAS/Tysol, Inc., President Thomas Ewing, Brigadier General Alton (Al) G. Berry and Major General Richard C. Nash.

Minnesota ESGR would like to thank the following businesses for recently signing a Statement of Support

Lakes Chiropractic
 Friendly Shuttle
 Benchmark Electronics
 Dakota Truck
 BTYR South of The River
 Central MN Chaplaincy
 CMW
 Mind your Business
 SpecSys
 North Star Cyclery
 Bemidji Auto Value
 Farmers Insurance
 Community Development
 Maday Motors
 Cornerstone Chiropractic
 CVS
 LIFE Support Services

Sanford Olson Handyman Service
 RS Eden
 Advance Corporation
 Carlson Wagonlit Travel
 Shakopee Chevrolet
 Kyles Barbershop
 HOM Furniture
 Mind Your Fitness
 Animal Care Center
 Schwans Home Service
 Riley Brothers Construction
 Smart Information Flow Technologies
 Word of Peace Lutheran Church
 Shopko Hometown
 Carlson Companies
 Best Western Plus Bloomington

Prinsburg Farmers Co-op
 Lein Lumber
 Hunt's Carpet Service
 Minnesota Corrugated Box, inc.
 Shakopee Chamber of Commerce
 Marthaler Chevrolet of Glenwood
 Independent School District 477
 Power Line Contracting, LLC
 Compass Airlines
 Century 21 Brainerd Realty, Inc
 Bemidji Adult Basic Education
 B&L Auto
 MVP Mechanical Service Co.
 Bethel Seminary
 Crowne Plaza Minneapolis West
 Arrowwood Lodge at Brainerd Lakes

MTU Onsite Energy
 Minnesota Department of Transportation
 PolyTank
 Dakota Scott County Workforce Center
 Azule Staffing
 Aid Electric Corp
 J & D Construction
 RITALKA
 Polaris Industries
 American Legion Post 29
 U.S. Bancorp Investments
 City of Rogers
 Johnson, Killen and Seiler, P.A.
 Optum
 Hilton Garden Inn
 Best Western Plus Kelly Inn

Camp Ripley—Employer Outreach

The summer of 2013 was a busy one as ESGR conducted seven employer days/events at Camp Ripley. These events consisted of inviting employers to observe and participate in military training and operations by various Minnesota National Guard Units. “The event exceeded my expectations and I know we would be honored to send additional representatives to future events... It helps put in perspective what our employees are tasked with so we are better prepared to help them succeed at work and away from work when deployed,” said Meredith J. Lippert of the Jennie-O Turkey Store.

It’s not too soon to look forward to ESGR events at Camp Ripley and around the state in the next year! Below are some photos of the events. Thank you to all the employers and volunteers who participated!



Look for Minnesota ESGR on our Social Media Sites!

Facebook: <https://www.facebook.com/MNESGRH2H>

Twitter: https://twitter.com/MN_ESGR

ESGR: <http://www.esgr.mil/Minnesota>





Employer Support of the Guard and Reserve
Minnesota Committee
8180 Belden Boulevard
Cottage Grove, MN 55016



We All Serve...



COMING EVENTS

**November 26th—148th Briefing
With the Boss—Duluth**

MINNESOTA ESGR AND H2H CONTACTS

STATE CHAIR—PAUL MONTEEN

paul.monteen@state.mn.us
651-201-7779

PROGRAM SUPPORT—JIM MITCHELL

james.p.mitchell28.ctr@mail.mil
651-282-4487

PROGRAM SUPPORT—JONATHAN GROENEWEG

Jonathan.p.groeneweg.mil@mail.mil
651-282-4285

PROGRAM SUPPORT—ERIC ROLSTAD

eric.t.rolstad.ctr@mail.mil
320-616-3198

**EMPLOYMENT TRANSITION COORDINATOR—LAURA
MEHLHORN**

Laura.mehlhorn@iifdata.com
706-464-1793

ON THE WEB www.esgr.mil and H2H.Jobs