

# SD ESGR PRO PATRIA NOMINATION FORM

**Nomination Period opens 01 Apr 18 and closes 1 Aug 18**

E-mail nominations to: [lona.m.christensen.mil@mail.mil](mailto:lona.m.christensen.mil@mail.mil) or fax to 605-737-6088

POC for questions is MAJ Lona Christensen at the above e-mail or 605-737-6540

Nominator's Name:	
Nominator Address:	
City, State, Zip	
Nominator E-mail address:	
Nominator Phone number:	
Nominator Civilian Title	
Nominator Rank (if military)	
Nominator Service	
Nominator Unit/Branch:	
Business Name:	
Business POC:	
Business Address:	
City, State, Zip	
Business Phone:	
Business E-mail:	
Number of Employees	
Number of Employees deployed	

**Please provide details about what the company does.**

## 1. PAY Policies

Does the employer provide compensation when a service member is away from work performing military service? (EXAMPLE: differential pay, paid military leave include number of hours and length of paid leave; for example one company provides 120 hours of paid military leave per fiscal year, or XYZ Company provides 6 months of differential pay if your military pay is less than your civilian pay; ABC Company provides differential pay for the entire length of service.)

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**2. BENEFITS Policies**

Does the employer, either as a matter of published policy or practice, provide continuation of 1) health care, 2) dental, or 3) life insurance benefits for service members or their families when away from work performing military service? (EXAMPLE: insurance - life, vision, dental, health; bonuses; vacation – does sick and vacation/PTO continue to accrue during the leave; company allows the SM to use sick leave to prepare for deployment and reintegrate after deployment; NOTE: per USERRA, if your military leave is less than 30 days your employer must leave your insurance in place, if your leave is 31 days or greater your employer can ask you to pay up to 102% of the insurance premium)

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**Other Perks?** (Some companies offer a discount on cell phone service, products, gym memberships that will continue even while the service member is deployed, entertainment tickets families still included if SM is gone)

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**3. Supervisor Training**

Does the employer train its managers and supervisors on the Uniformed Services Employment and Re-Employment Rights Act (USERRA) so that they can effectively manage their Guard and Reserve Employees? (Has the companies HR managers and/or first line supervisors been provided USERRA training or completed USERRA 101 and 102 which is on the ESGR website?)

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Who is your Human Resources contact : \_\_\_\_\_ phone number: \_\_\_\_\_

**4. Employer Support Advocacy**

Does the employer engage in activities or have established policies which demonstrate an eagerness to help increase employer support for the Guard and Reserve within the community and encourage other employers to do so. (EXAMPLE: statement of support; discuss volunteer opportunities; encourage other employers to sign the statement of support)

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**5. Hiring Preference**

Does the employer provide any preference to members of the National Guard and Reserve in the process of hiring new employees? (EXAMPLE: targeted hiring through job fairs, recruiting activities; H2H registration and posting positions on this site; attending Veteran Job Fairs, military service equates to interview; OJT approved training program; pay for education if there is a gap in the hired veteran’s qualifications and required qualifications; flexible work schedule to accommodate drill weekends)

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## 6. Service Member Support

Does the employer interact with and support Guard and Reserve employees during their periods of military service? (EXAMPLE: maintains communication; care packages; leaders within the organization reach out to the SM prior to deployment and welcome the SM back; attend mob and demob ceremonies; going away and welcome home parties; fundraisers to send care packages to SM or employee's family members who are deployed)

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## 7. Family Support

Does the employer interact with and support the family members of employees during periods of military service? (EXAMPLE: meals to the families; yard work, snow removal, service offered to the family at a discount; continue invitation to company functions; flexible work schedule to accommodate single parenting and daycare issues)

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## 8. Service Member Recognition

Does the employer provide positive recognition of its Guard and Reserve employees in organizational publications, events, or in other ways? (EXAMPLE: newsletter publications of military accomplishments; yellow ribbon on vehicles; at company functions recognize those who are or have served)

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## 9. Has your employer received a Patriot award or an Above and Beyond award?

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## 10. General Military Support

Does the employer establish policies or engage in activities which are generally supportive to the US Armed Forces, such as discounts, services, donations, scholarships, employment programs, etc.? (Nomination form states: Please explain, in detail, specific examples of the outstanding support your employer has provided. You may also include additional information elaborating on the questions above. Past examples include: closed business for a farewell; made personal visits to family while deployed; or used software to track information on all employee military members. Trained with military units; donations to FRG; participated in parade to welcome home units. Sent cards and care packages to specific units from company's community that were deployed.)

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