



Special News Release

EMPLOYER SUPPORT OF THE GUARD AND RESERVE RECOGNIZES THE PENNSYLVANIA INDUSTRIAL RESOURCE CENTER NETWORK

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ESGR "Signing of Support" with Regional Manufacturing Network Spawns Statewide Support

January 27, 2005 (Harrisburg, PA) – The Pennsylvania Committee for Employer Support of the Guard and Reserve proudly announces a 5-Star "Signing of Support" by MANTEC, one of seven organizations that collectively make up Pennsylvania's Industrial Resource Center (IRC) Network.

Ms. Carol Morton Tebo, **Director of Operations** and Manager of Human Resources at MANTEC, the **South Central** Pennsylvania representative organization in the IRC Network, spearheaded the initiative for an ESGR signing and awareness amongst other participating organizations and membership within the IRC Network. **John W. Lloyd, President and CEO has been instrumental in supporting and expanding this initiative within the IRC network. Mr. Lloyd is a true visionary who immediately saw the value and service this provides to manufacturers and their workforce.**

"ESGR and its mission to help our 'citizen soldier' employees coupled with outreach and awareness to their employers, especially in the manufacturing arena, is an effort that we can all rally behind", Ms. Morton Tebo said, "I am very pleased and excited about bringing awareness of ESGR to MANTEC and throughout the IRC Network".

At an ESGR "Signing off Support" ceremony in late December, Ms. Morton Tebo along with other members of MANTEC, and Mr. David Tebo, the **South Central** Area Chairperson for ESGR were present for the event.

"Carol displayed a level of leadership from the employer community that we constantly look for", said Mr. George Duell, Pennsylvania State Chairman of ESGR. "Her initiative to expand ESGR awareness statewide through this organization is exemplary".

Pennsylvania's Industrial Resource Centers (<http://www.pairc.net>) are a network of seven independent, private, not-for-profit educational corporations located strategically throughout the state. The IRCs work together to develop the best strategies and services, which will respond to the needs of Pennsylvania's smaller (under 500 employees) manufacturers.

Since September 11, 2001, more than 366,000 members of the National Guard and Reserves have been mobilized. When they are called, these citizen soldiers, sailors, and Marines leave behind both families...and employers. With such a large percentage of our Total Force comprised of the Reserve Components (RC), the Department of Defense recognized early on that it shares our National Guard and Reservists with civilian employers throughout the nation. Employer Support of the Guard and Reserve is that liaison between military reservist and employer. ESGR not only answers the call when there are employment issues, but also showcases those employers that "rise above" in their support of our Guard and Reserve. Contact your local ESGR representative to see how you can participate.

About Employer Support of the Guard and Reserve-ESGR

ESGR was established in 1972 by Presidential Proclamation to promote cooperation and understanding between Reserve component members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. ESGR provides employer awareness and recognition programs, human resources consultation, and Ombudsman (informal mediation) services to resolve employment issues with Guard and Reservist employees. Today ESGR operates through a network of more than 4,500 volunteers throughout 55 committees located in each state, the District of Columbia, Guam, Puerto Rico, the Virgin Islands and Europe.

The Department of Defense tasks ESGR to ensure that employers understand their vital role in National Defense and to inform employers and their Guard and Reserve employees of their rights and responsibilities under Uniformed Services Employment and Reemployment Rights Act (USERRA) 38 USC Sections 4301-4333.

For more information on Employer Support of the Guard and Reserve in your area, call 1-800-336-

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