



CALIFORNIA  
EMPLOYER SUPPORT OF THE GUARD AND RESERVE  
11206 LEXINGTON DR., BUILDING 244  
LOS ALAMITOS CALIFORNIA 90720

February 7, 2019

Joseph R. Manning, Jr.  
Manning Law, APC  
4667 MacArthur Blvd, #150  
Newport Beach, CA 92660

Dear Patriot Award Recipient,

Congratulations, the Employer Support of the Guard and Reserve (ESGR), a Department of Defense agency, is pleased to announce your recognition as a *Patriotic Employer* by one of your employees **Captain David Fitzgerald, USMCR**. Your Employer Support of the Guard and Reserve *Patriotic Employer* Award reflects the high level of support that you have shown for your employee serving in the United States Armed Forces Guard and Reserve. The ESGR's mission is to develop and promote a culture in which all American employers support and value the military service of their employees. We provide employers of Guard and Reserve personnel free education, consultation, and, if necessary, informal mediation. The ESGR's goal is to support America's employers who share their most valuable resource, your employees, with our great Nation thereby ensuring our national security.

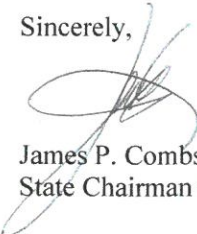
Almost one-half of the United States Armed Forces is comprised from members of the Guard and Reserve. The Department of Defense shares these *Citizen soldiers* with their civilian employers, many of whom provide significant support to their employees who are proudly serving in the Guard and Reserve. This award recognizes employers, like you, that are providing outstanding support for their National Guard and Reserve employees and can only be initiated by your grateful employee.

One way the ESGR assist employers, is to inform and educate them on the Federal law Uniformed Services Employment and Reemployment Rights Act (USERRA). The USERRA is the Federal law that 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.

Because of your established support of your military employees, we have also enclosed a Statement of Support certificate. By signing this symbolic, non-legally binding Statement of Support and posting it in a prominent place in your business, you are publicly affirming **Manning Law, APC's** support for the brave men and women of whom you employ that also serve our great Nation. We have registered your company's commitment of support on the Department of Defense's National ESGR website [www.esgr.mil](http://www.esgr.mil). This website has a wealth of valuable information that may benefit your business, now or at some time in the future.

If you would like to arrange a formal presentation and signing ceremony of your Statement of Support, have any questions about your Statement of Support, the Federal USERRA law, or if you do not want **Manning Law, APC** listed as a patriotic supporter of its employees serving in the Guard and Reserve, please contact Patrick Kuykendall at (928) 713-9737 or email [pkuykendall.esgr@gmail.com](mailto:pkuykendall.esgr@gmail.com).

Sincerely,

  
James P. Combs  
State Chairman California ESGR

