



## **Employer Support of the Guard and Reserve**

Patrick McDermott, APS Community Affairs Manager  
and ESGR Employer Outreach Coordinator

## **ESGR Award Recognition**

- 1. Patriot Award**
- 2. Above and Beyond Award**
- 3. Statement of Support**

## Patriot Award

**Employee: Darcy Lowery**

Senior Human Resources Analyst  
U.S. Army Lieutenant Colonel

**Supervisor: Cherlene Penilla**

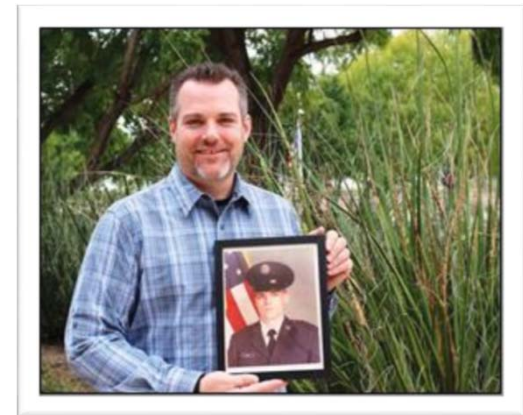
Human Resources Director



## Above and Beyond Award

### City of Avondale Achievements

- Fall 2015, Mayor Weise accepted the AZ Veteran Supportive Employer (AVSE) award from the AZ Coalition for Military Families & AZ Department of Veteran Services.
- Facebook Page: **Bob Mann (IT Application Developer)** was recognized as Avondale's first "[Face of Avondale](#)" as an employee Veteran
- 30+ employees have served in the Armed Forces  
City allows 240 hours of paid military leave every two (2) years



## Statement of Support

### Employers signing a statement of support pledge that:

- We fully recognize, honor and comply with the Uniformed Services Employment and Re-Employment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills service members bring to the workforce and will encourage opportunities to hire Guardsmen, Reservists and Veterans.
- We will continually recognize and support our country's Service members and their families, in peace, in crises and in war.



Avondale



**Thank You**

Aspiring. Achieving. Accelerating.

## Above and Beyond Award

### City of Avondale Achievements

- Veteran's Walk of Honor: brick lined path engraved with hundreds of names of Veterans flanked by flags of all branches of the Armed Forces
- Host two annual events: Memorial Day & Veterans Day
- Avondale's Care 1<sup>st</sup> Resource Center has an ACMF trained AVSE Navigator to assist Veterans and their families and has served as a host site for Military Culture Training
- Partner with Luke Air Force Base, local American Legion and VFW chapters, Goodwill and Estrella Mountain Community College to promote hiring events and other resources.