

U.S. ARMY RESERVE

EMPLOYER PARTNERSHIP

FREQUENTLY ASKED QUESTIONS

Q: What is the Army Reserve Employer Partnership Initiative?

A: The Employer Partnership Initiative is a joint public-private venture that serves as a mechanism for Army Reserve Soldiers and Employers to meet in the market place and identify mutually beneficial career possibilities. It is designed to provide Soldiers with the information and resources necessary for advancing in their two careers—with the Army Reserve and their civilian Employer. This dual opportunity gives Soldiers additional possibilities to achieve both their civilian and military career goals and provides stability to Families. The Initiative also provides Employer Partners a no cost link to over one million potential employees in Army Reserve Soldiers who are uniquely skilled and highly qualified.

This one-of-a-kind initiative created by the Army Reserve seeks to further develop the relationships between the Army Reserve and the private sector, both of whom share common goals of strengthening local communities, supporting Army Reserve Soldiers and Families, and growing a stronger economy.

Recognizing that the Army Reserve and civilian Employers are drawing from and utilizing a shared workforce, the Army Reserve hopes to establish long-term, enduring partnerships with Employers to optimize the training, capabilities and experiences of this shared force. Ultimately, the Army Reserve and Employers enable each other's efforts, instead of competing.

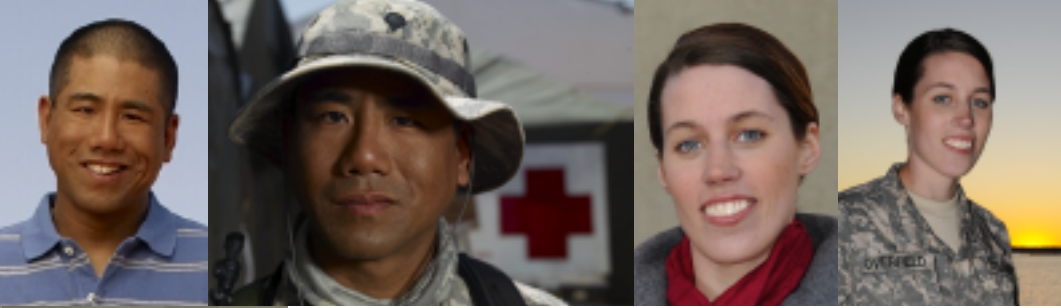
Q: When was the Employer Partnership launched, and who are the current Employer Partners?

A: Since launching the Employee Partnership Initiative in April 2008, the U.S. Army Reserve has developed hundreds of partnerships nationwide. Partners include national corporations, state agencies, local police departments, hospitals, information technology firms, telecommunications companies, logistics and supply chain business and industry associations. The Army Reserve is in the continuous process of establishing new Partner relationships. For a complete list of Partners, visit the Army Reserve Web site at www.ArmyReserve.Army.mil.

Q: What types of businesses and organizations are eligible to participate in the Initiative?

A: Businesses and nonprofit organizations of all types and sizes are eligible to form partnerships with the Army Reserve through the Employer Partnership. Federal, state and municipal governments and their agencies are also encouraged to consider being Employer Partners. The Initiative continues to gain tremendous support from America's patriotic Employers, providing Army Reserve Soldiers with a wide variety of job opportunities across various industries.

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Frequently Asked Questions

Q: What qualifications must a Soldier possess in order to participate in the Initiative?

A: All Army Reserve Soldiers are eligible to participate as long as they are in good standing with the U.S. Army Reserve.

Q: How does the Employer Partnership benefit Employers?

A: The Employer Partnership is a mutually beneficial program. Employers share information about job openings with Army Reserve Soldiers, while Employer Partners work with the Army Reserve to potentially gain a highly skilled Soldier-Employee in their workforce.

These Soldier-Employees receive work-related training and educational opportunities in the Army Reserve, potentially saving the Employer costs and time associated with training new employees.

Additionally, the Army Reserve's Soldier-Employees undergo background checks, medical screening and aptitude testing. This means Employers may potentially reduce their recruiting and screening costs by employing Army Reserve Soldiers. The Army Reserve also requires Soldiers to undergo random drug testing, which further attests to their reliability and character.

The Initiative provides an opportunity for business executives to collaborate with the Army Reserve on a host of workforce development issues, including recruiting, training, professional development, credentialing, licensing, and retention.

The Army Reserve is aware of the potential impact a Soldier's deployment can have on the Employer's ability to maintain business operations. Through its current five-year rotational training and deployment schedule, the Army Reserve is able to give Employers a more predictable picture of their future staffing needs and offers Soldiers and Families the chance to better prepare for an upcoming deployment.

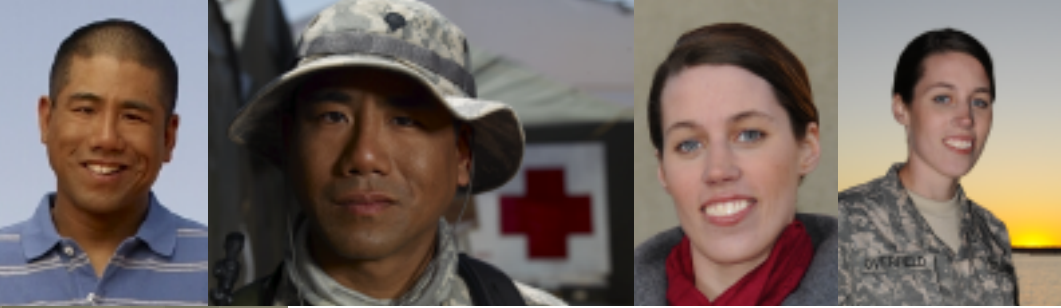
Q: How does the Employer Partnership benefit the Army Reserve?

A: The Initiative is an important resource for the Army Reserve to assist its Soldiers in maximizing their unique skills, training and employment opportunities. Ensuring stability in the civilian lives of Soldiers is a vital element in sustaining the All-Volunteer Operational Force for the future, which also helps to guarantee the freedoms Americans enjoy.

Employer Partnerships that provide Soldiers with such stability are fundamental to the Army Reserve's ability to be a flexible, dynamic force, adept at meeting the challenges of today's threats and perform with a high operational tempo.

The Army Reserve also benefits from the vast knowledge and experiences its Soldiers gain in the civilian workforce. The specialized expertise and skills they bring from their civilian careers to the Army Reserve contribute to the success of Army Reserve missions around the world.

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Q: How does the Employer Partnership benefit Army Reserve Soldiers and Families?

A: The Nation and the Army Reserve have asked a lot from Soldiers and their Families in order to meet our country's security needs. The Chief of the Army Reserve launched the Employer Partnership Initiative to provide Soldiers with a resource for career advancement and as means of thanking them and their Families for their dedication and selfless service.

Through the Employer Partnership, Army Reserve Soldiers will get two careers—one with the Army Reserve and the other with an Employer Partner. They also gain access to expanded living-wage job opportunities and extended platforms for advancement and greater stability, resulting in better continuity in their civilian careers and lives.

Q: Does participation in the program guarantee an Army Reserve Soldier a job?

A: The Employer Partnership Initiative assists Soldiers with the job search and preparations for applying and interviewing. Soldiers have an edge because military-friendly Employers recognize the value trained and experienced Army Reserve Soldiers bring to the workplace. This is particularly relevant in today's challenging economic times. Soldiers must still meet Employer skill requirements for available job openings.

Q: Where can I find more information on the Initiative?

A: Additional details on the Employer Partnership can be found at www.ArmyReserve.Army.mil. Click on the Employer Partnership Initiative icon.

Q: How do I become an Employer Partner?

A: Employers interested in becoming Employer Partners can contact Sgt. Maj. Nelson Idefonso (703) 601-0898 or by e-mail at ARCareers@usar.army.mil. He will contact you to tailor an alliance that meets your staffing and business needs.