

RAND Corporation Guard and Reserve Employment Study Employer Survey Fact Sheet

Types of questions to expect in the survey:

The survey will ask you about your organization's actual or anticipated experiences with Guard and Reserve employees and duty-related absences; the impact of duty-related absences on your organization; the Uniformed Services Employment and Reemployment Rights Act (USERRA); Employer Support of the Guard and Reserve (ESGR) programs and support; and your recommendations for possible ways to better support civilian employers of Guard and Reserve members.

Time involved:

We expect the on-line survey to take between 15 to 30 minutes to complete.

Who will participate:

The Department of Defense (DoD) asked RAND to survey representatives from about 25,000 employers — some of which have recently employed Guard and Reserve members and others that have not. We are seeking perspectives from a variety of employer types, including small private organizations, larger private organizations, and federal, state, and local government employers. Your participation in the survey is voluntary. RAND will not inform DoD or anyone not on project staff of which employers have been invited or chose to participate. You can stop the survey at any time and for any reason and skip any questions you prefer not to answer.

Benefits of participation:

By participating in the survey, you will have the opportunity to identify key rewards and challenges faced by civilian employers of Guard and Reserve members and make recommendations for ways DoD could better support employers. You can request to be on the distribution list for the report and will also be able to print out a certificate of participation at the conclusion of the survey.

Confidentiality:

You are being provided a unique identifier to use to access and complete the survey. RAND will keep the survey responses confidential. Neither employer nor individual participant names will be included in our report. RAND will not attribute comments to specific organizations or individuals in any public report or report to DoD. Rather, we will report on aggregate findings and general themes that emerge from the survey.

Contact Information:

If you have questions about the overall study, please contact the study co-PIs, Laura Werber and Susan Gates:

Dr. Laura Werber
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If you have questions about your rights as a research participant or need to report a research-related injury or concern, you can contact RAND's Human Subjects Protection Committee toll-free at (868) 697-5620 or by emailing hspcinfo@rand.org. When you contact the Committee, please reference Study # XXXXX.

**This study has been issued Report Control Symbol XXXXX,
certifying it as a formally reviewed and approved DoD data collection effort.**

-OR-

[OMB control number, expiration date, and any required OMB language]