



WISCONSIN EMPLOYER SUPPORT OF THE GUARD AND RESERVE
2400 WRIGHT STREET
MADISON, WI 53704

Mr. John Panetti
Team Industries

1 Aug 2011

Dear Mr. Panetti,

The Wisconsin Committee for Employer Support of the Guard and Reserve (ESGR) would like to Congratulate and Thank You. First, congratulations for being one of 106 employers of more than 7000 throughout Wisconsin currently employing Guardsmen or Reservists, nominated for the 2011 Secretary of Defense Freedom Award. Derek Sousek, ARNG nominated Team Industries for this award because of the support received when called to perform military duty.

The Freedom Award is the highest level of employer recognition given by the United States Government for supporting employees who also serve in the Armed Forces. This award is presented each year to only fifteen employers nationally and was created to publicly recognize those who provide exemplary support.

Even though your organization was not selected as a finalist, we are nonetheless extremely proud to count you among Wisconsin's finest employers for the significant contributions and sacrifices you make as an employer of National Guardsmen and Reservists. We understand that accommodating their military service comes at an expense to you whether in dollars, workforce challenges, or both. Secondly, understand we appreciate your sacrifices and thank you for standing by your military employees.

I've enclosed a Fact Sheet about The Department of Defense Statement of Support program. If you have not already signed a Statement of Support to display in your workplace, please contact me at 608-242-3169. We would be pleased to add your business to our list of more than 4000 supportive Wisconsin employers.

As our National Guard and Reserve continue to perform an increasing number of unique missions within America's borders and beyond, ESGR will continue to be the contact agency for educational programs and services that enhance the relationship between civilian employers and their employees who serve in the National Guard and Reserve. For more information about ESGR programs, please visit our website at www.esgr.com.

Once again, *Congratulations and Thank You* for being there for our service members.

Sincerely,

Tim Flatley, Executive Director

Encl: Freedom Award Nominee Certificate
Statement of Support Fact Sheet



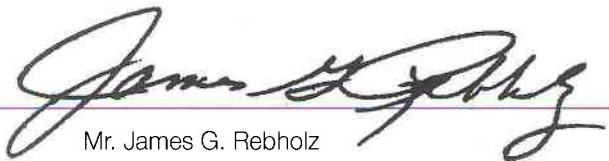


EMPLOYER SUPPORT OF THE GUARD AND RESERVE

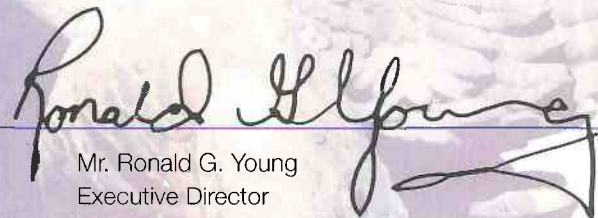
HONORS **2011 SECRETARY OF DEFENSE EMPLOYER SUPPORT FREEDOM AWARD** NOMINEE

TEAM INDUSTRIES

IN RECOGNITION OF EXEMPLARY SUPPORT OF GUARD AND RESERVE EMPLOYEES



Mr. James G. Rebholz
National Chair
Employer Support of the Guard and Reserve



Mr. Ronald G. Young
Executive Director
Employer Support of the Guard and Reserve