

**STRATEGIC PARTNERSHIP AGREEMENT
BETWEEN
IOWA COMMITTEE FOR EMPLOYER SUPPORT OF THE GUARD AND RESERVE
AND
EMPLOYERS' COUNCIL OF IOWA**

WHEREAS, the Employers Council of Iowa recognizes the National Guard and Reserve as essential to the strength of our nation and the well-being of our communities; and

WHEREAS, the Iowa Committee for Employer Support of the Guard and Reserve (ESGR) offers significant assistance to Iowa's employers in meeting their obligations to members of the Guard and Reserve under the Uniformed Services Employment and Re-employment Rights Act; and

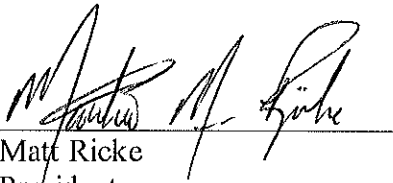
WHEREAS, The Employers Council of Iowa is able to assist Iowa ESGR to improve relations between employers and their National Guard/Reserve employees; and

NOW THEREFORE, the Employers Council of Iowa and the Iowa Committee for Employer Support of the Guard and Reserve recognize the benefits of a strategic partnership between them and have entered into this Agreement;

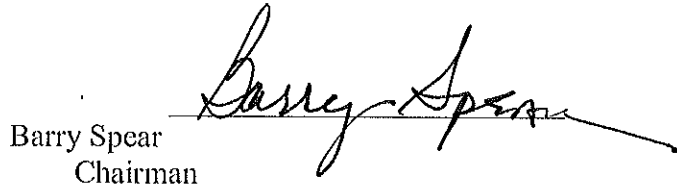
1. Purpose. This agreement identifies the general parameters of cooperation between the two organizations.
2. Scope.
 - a. The parties fully support ESGR's mission of reaching and educating as many employers as possible and recognize that ESGR's mission will be enhanced by a liaison between Iowa ESGR and The Employers Council of Iowa. Employers Council of Iowa members can assist Iowa ESGR to recruit volunteers and to establish supportive contacts with local employers.
 - b. The parties agree that this Agreement is not an enforceable contract under the law and that its purpose is not to contravene any federal statutes or regulations, nor the policies of either party.
3. Responsibilities.
 - a. Iowa ESGR, in its sole and unfettered discretion and without obligation, will:
 - i. Provide a list of ESGR representatives to the Employers Council of Iowa and update that list quarterly;
 - ii. Provide the Employers Council of Iowa with 1-2 seats annually on a state-wide boss lift. (Employers being taken to a military training site to view Iowans doing their military training).
 - b. The Employers Council of Iowa, in its sole and unfettered discretion and without obligation, will:
 - i. Assist ESGR with passing along information on upcoming ESGR events, ie; Lunch and Learns across Iowa.
 - c. Both parties will:
 - i. Appoint liaison representatives to each partner's organization;

- ii. Include a regular guest column in each partner's newsletters;
- iii. Establish web links in each partner's web site;
- iv. Provide newsletters and other relevant information to each partner's members through appropriate channels.

4. Duration. This Agreement will be in effect as of the date that it has been signed by both Parties. In the absence of withdrawal by either Party, it shall be renewed automatically each year. Either Party may withdraw from this Agreement upon written notification to the other Party, which notice shall be effective when mailed by United States certified mail, postage paid, to the other Party's address, set forth below.



Matt Ricke
President
Employers Council of Iowa



Barry Spear
Chairman

Iowa Committee Employer Support
For Guard and Reserve
7105 NW 70th Avenue
Johnston, Iowa 50131

1/28/09
Date

1-2-09
Date