

Yellow Ribbon Company

Action Plan Template

Objective

Establish and sustain an internal company Yellow Ribbon Network uniting areas within the organizational structure to create a network that connects and coordinates key areas to proactively support and recognize service members, veterans and military families.

Mission Statement

In continuing Minnesota's proud history of supporting our nation's military, the Yellow Ribbon Network is a diverse group of employees and organizational leaders uniting key areas within broad, organizationally structured companies to leverage existing support activities, build awareness and take action to recognize and support service members, veterans and military families.

Key Areas

- ✓ ***Company Leadership***
- ✓ ***Yellow Ribbon Steering Committee***
- ✓ ***HR-Recruiting***
- ✓ ***HR-Policy and Procedure***
- ✓ ***Training and Development***
- ✓ ***Community Outreach and Support***
- ✓ ***Employee Outreach and Support***

Action Ideas

Company Leadership:

Minimum Requirement/Other Action Items	Owner(Who will be in charge)	Time (When you plan to accomplish)
Executive-level sponsor visible and active on the Yellow Ribbon Steering Committee		
Commitment of Employer Support of the Guard and Reserve (ESGR) Statement of Support for Military Employer		
Full support of service members, veterans and military families		
Defined, sustainable and ongoing training/awareness program for all company leaders		
Participation in Yellow Ribbon Steering Committee annual review process		
Other action items:		

Yellow Ribbon Steering Committee:

Minimum Requirement/Other Action Items	Owner(Who will be in charge)	Time (When you plan to accomplish)
Establishment of ongoing and sustainable centralized Yellow Ribbon Steering Committee with representation from all key areas coordinating support efforts throughout the company		
Full support of service members, veterans and military families		
Plan to identify and support service members, veterans and military families		
Annual review of Yellow Ribbon Company Action Plan and Steering Committee activities		
Other action items:		

HR- Recruiting:

Minimum Requirement/Other Action Items	Owner(Who will be in charge)	Time (When you plan to accomplish)
HR Recruiting representation on Yellow Ribbon Steering Committee		
Ongoing recruitment strategy for veteran recruiting		
Connect with MN local Workforce Center Veteran Employment Representative		
Other ideas:		

HR-Policy and Procedure::

Minimum Requirement/Other Action Items	Owner(Who will be in charge)	Time (When you plan to accomplish)
HR policy and procedure representation on Yellow Ribbon Steering Committee		
Plan to create military-friendly organizational policies and procedures		
Provide pay differential for activated reservists over and above the legal requirements		
Other ideas:		

Training/Development and Communication:

Minimum Requirement/Other Action Items	Owner(Who will be in charge)	Time (When you plan to accomplish)
Training and Development/Internal Communication representation on Yellow Ribbon Steering Committee		
Plan to provide training/communication throughout company to support service members and military family employees		
Other ideas:		

Community Outreach and Support:

Minimum Requirement/Other Action Items	Owner(Who will be in charge)	Time (When you plan to accomplish)
Community Outreach representation on Yellow Ribbon Steering Committee		
Plan to create ongoing community outreach support for service members, veterans and military families		
Connect with local Yellow Ribbon Community Network (s)		
Other ideas:		

Employee Outreach and Support:

Minimum Requirement/Other Action Items:	Owner(Who will be in charge)	Time (When you plan to accomplish)
Representation of Employee Outreach staff on Yellow Ribbon Steering Committee		
Full support of service members, veterans and military family employees		
Other ideas:		

This is to certify that our company has united to form a sustainable Yellow Ribbon Network within all key areas to support, honor and recognize service members, veterans and military families within our internal and external community.

Executive Sponsor

Military Outreach Representative

YR Steering Committee Chair

Date: _____

Company POC: PHONE: _____

EMAIL _____