



State and Territorial Support for Members of the Military, Veterans and Their Families



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Every state and territory in the nation counts current or former members of the U.S. military and the National Guard as part of their population. The nation's governors recognize the value that these men and women bring home as a result of their service and are implementing programs and investing in resources to support their needs and those of their families, according to a recently updated survey by the National Governors Association (NGA). While the federal government funds and manages numerous programs to support service members and veterans throughout the life cycle of their military careers, many of their needs must be ultimately met at the state and community level. As the following report shows, every state and territory is going well beyond the services provided by the federal government, offering expanded benefits in areas such as tax incentives, life insurance, professional licensure, scholarships, employment services and emergency financial assistance.

The NGA survey places these benefits, services and programs into seven categories, with examples below:

- **Support to State Employees.** States and territories provide support to their state employees, such as paying the difference between their regular pay and their National Guard pay when they are on active duty. More than half of the states and territories provide health care and life insurance benefits for members of the Guard and their families who are state employees. A few states also offer assistance with private insurance.
- **Education Benefits.** Most states and territories offer some form of educational benefits to members of the Guard and their families as well as other military families, including: tuition assistance; refunds and reimbursement when activated; scholarships for spouses and children; and special recognition and support to families whose military service member died in the line of duty.
- **Family Support.** States and territories offer numerous programs and benefits to support military families, such as: hiring preferences for state jobs to spouses of military personnel; credit counseling to spouses and family members; family survivor benefit plans, similar to state veterans cemetery benefits; rosters of volunteers who will assist with family needs and organizing family support groups; free access to video teleconferencing centers for families of activated members; and unemployment benefits for spouses who transfer to states along with military family members.
- **Tax and Financial Benefits.** States and territories offer some form of tax relief or extension of filing deadlines for the National Guard and Reserve members on active duty. Several states exempt active duty service members' salaries from state income tax. In addition, some states provide a check-off box on the state income tax form for citizens to donate to a relief fund established for military families.
- **Licensing and Registration Benefits.** States and territories extend or waive deadlines for professional license and driver's license renewals, and exempt or extend deadlines for certain tax liabilities for members of the Guard who have been called to active duty. In addition, many states allow spouses of armed service members to practice in professional areas until they are licensed by the state; some states accept out of state licenses; and many states defer continuing education requirements until members return from active duty.
- **Protections, Recognition and Employment Support.** Many states and territories provide other benefits during activation such as: cost of living pay increases; sick leave and vacation time accrual; protection from foreclosure; and expedited absentee ballot procedures during activation. Other programs include: reemployment protection including seniority and pay upon returning from service; hiring preferences for state, municipal and county employment; and regulation of "payday lending" around military installations.
- **Reintegration Programs/Initiatives.** States and territories focus on various different programs and initiatives for reintegrating outgoing service members. States also have varying levels of participation and interaction with the federal Yellow Ribbon Reintegration Program which is used by National Guard and Reserve members and their families to connect them with resources during and beyond the deployment cycle. Service members and their Families have access to programs, services, resources and referrals.

ALABAMA		Members	Spouses	Children	
	National Guard	12,936	6,247	11,363	
Governor: Robert Bentley	Reserves	7,532	3,564	6,874	
TAG: MG Perry G. Smith	Total	20,486	9,811	18,237	
Support to state employees	<ul style="list-style-type: none"> • When deployed, Reservists and Guardsmen receive a pay differential between military pay and their state salary. • When deployed, Reservists and Guardsmen have options for continued health coverage. • Reservists and Guardsmen may take up to 21 days of military leave annually and have an option available for reinstatement of annual leave. • Veterans honorably discharged from the U.S. Armed Forces at any time receive 5 preference points added to any earned ratings in examination for entrance to the state classified employment service. Honorably discharged veterans with a service-connected disability and entitled to pension, compensation or disability allowance under existing laws receive 10 points added to any earned ratings. Spouses of certain disabled or deceased veterans may also have the 10-point preference extended to them and added to any earned ratings. 				
Educational benefits	<ul style="list-style-type: none"> • The Alabama GI Dependents' Scholarship program, managed by the Alabama Department of Veterans Affairs, pays 100 percent of the tuition, books, and fees for attendance at any Alabama educational institution by spouses and dependents of veterans with a 20 percent or greater VA rated disability, were a POW/MIA, and the veteran meets the 12 month state residency criteria immediately before entering the military. • ALNG Education Assistance Program (ANGEAP) provides \$2,000 in tuition assistance to ALNG members. • Effective July 1, 2015, in accordance with the Veterans Access, Choice and Accountability Act of 2014, participating Alabama institutions of higher learning will offer in-state tuition to eligible veterans, dependent spouses and children who are receiving the Post 9/11 GI Bill and Montgomery GI Bill – Active Duty benefits. • Public institutions of higher learning in the State of Alabama, including two-year and four-year postsecondary technical colleges, community colleges and junior colleges, may waive tuition and fees for recipients of the Purple Heart Medal for undergraduate studies. • The State Superintendent of Education may award a standard high school diploma to any honorably discharged veteran who served in the U.S. Armed Forces at any time between the following dates: December 7, 1941- January 1, 1946; June 27, 1950 – January 31, 1955; November 15, 1961 – March 28, 1973. The veteran must have been a resident of Alabama prior to entry into the military and his or her entry into the military must have interrupted high school attendance and prevented him or her from graduating. 				
Family support	<ul style="list-style-type: none"> • Family support for dependents of deployed military members is provided by the ALNG Soldier and Family Support Services Division. • Families are provided with a comprehensive set of services including military life skills groups, consultations, financial and legal counseling, career opportunities and employment services, children and youth services and survivor outreach services. • Family Assistance Center specialists are designated for each deployed unit and provide support to the families of deployed military members. A specialist is assigned to each family and the same individual makes telephonic contact with the family on a monthly basis, ensuring continuity and providing any assistance or support that might be required. 				

<p>Tax and financial benefits</p>	<ul style="list-style-type: none"> • All retirement or compensation received as retirement benefits by military retirees and survivor benefits are exempt from state income tax. • Money paid by the U.S. as compensation to military active duty members in a combat zone designated by executive order of the President of the United States is not subject to income taxes levied by the state. • Exemption is provided from ad valorem taxation of the home and an adjacent 160 acres of any veteran (or person) who is permanently and totally disabled or who is 65 years of age or older and has a net annual income of \$12,000 or less for income tax purposes for the last preceding year. • Alabama law prohibits a mortgagee from initiating a foreclosure against the surviving spouse or estate of a mortgagor who dies while deployed overseas on active duty military service for 180 days after the death. • Alabama’s Heroes for Hire Act provides a \$1,000 additional tax credit to employers for hiring recently deployed and discharged, unemployed veterans and provides a \$2,000 income tax credit to recently deployed and discharged, unemployed veterans who start their own business. A recently deployed, unemployed veteran is defined as a veteran who has returned from active duty within the two year period preceding the date of hire or start date of a new business. • A veteran who is unemployed may be entitled to unemployment compensation based on his or her honorable military service
<p>Licensing, registrations and fees</p>	<ul style="list-style-type: none"> • Alabama acknowledges military spouses’ professional licenses and certificates obtained from jurisdictions outside the state. • Veterans receive licensure and academic credit for military education, training and experience. The license of a deployed service member remains in good standing, with certain exceptions, for a period of time. • Veterans who are 100 percent disabled and meet residency requirements are entitled to a special annual fishing license upon the payment of a \$1.00 license fee. • A discounted annual fishing license is available for veterans who are 20 percent or more disabled and meet residency requirements. • Service-connected disabled veterans and service-connected disabled military retirees are exempt from automobile license tax and registration fees for one vehicle. • Guardsmen are exempt from automobile license tax and registration fees for one vehicle. • A resident of Alabama on active military duty, who is in the state on leave and who has proof of that status in his or her possession, may hunt and fish without a license. • Veterans with a 50 percent or greater VA rated disability are offered a discount Hunting License. • Veterans who are residents of Alabama and who received an “honorable” or “general under honorable conditions” discharge from the Armed Forces are eligible to have “Veteran” displayed on his or her driver license.
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Employer Support for Guard and Reserve (ESGR) has the full support of the Governor, cabinet officials and state legislators. • State employees serving in the Guard and Reserves have reemployment rights and guarantee. • When serving on military duty outside the state, military members and their dependents may register and receive an absentee ballot for voting in the county of their Alabama permanent address by completing the federal postcard application form. • Alabama National Guardsman are covered under the state workman’s compensation insurance program while serving in State Active Duty status.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • The Alabama National Guard is fully compliant with the Department of Defense Yellow Ribbon Reintegration Program. Reintegration programs for all Alabama Guardsmen returning from deployment are provided by the Alabama National Guard Solider and Family Support Services Division.

ALASKA		Members	Spouses	Children	
	National Guard	3,920	2,339	4,471	
Governor: Bill Walker	Reserves	980	547	962	
TAG: BG Leon M. "Mike" Bridges (Acting)	Total	4,900	2,886	5,433	
Support to state employees	<ul style="list-style-type: none"> Alaska veterans are provided reemployment rights; Military leave up to 15 days; Prohibition against discrimination; Continued health and life insurance benefits; State employment hiring preference for veterans and NG/Reserve members; Military service may count toward vesting and retirement eligibility; and Are entitled to return to former employment position or a comparable position at the same pay, seniority and benefit level 				
Educational benefits	<ul style="list-style-type: none"> Alaska veterans receive resident tuition at any University of Alaska System School for active duty personnel or members of the National Guard, their spouses or dependent children; U.S. veterans eligible for a VA education benefit or their spouse or dependent children are eligible for resident tuition; Tuition for surviving dependents or spouse of an armed services member who dies in the line of duty; Up to 100 percent tuition assistance at the University of Alaska for National Guard High School Diplomas for World War II veterans; and VetSuccess on Campus established at University of Alaska Anchorage to provide a location where veterans, active duty and their families can receive assistance and support. Provides information on VA benefits, programs and services and provides counseling services including education, career and adjustment. 				
Family support	<ul style="list-style-type: none"> Alaska veterans are provided with the Alaska National Guard Family Assistance Center offering military life skills groups, consultations, financial counseling, legal counseling, child care resources and access to resources through Operation Military Kids and through Transition Assistance Advisors; The State of Alaska Grant Program established to provide emergency financial assistance to National Guard members and families; The Bureau of Vital Statistics will issue up to four certified copies of a veterans death certificate free of charge The State Office of Veterans Affairs provides education assistance for those eligible for VA education benefits 				
Tax and financial benefits	<ul style="list-style-type: none"> Alaska National Guard and Militia are eligible for \$100 per month state retirement benefit. A veteran that is 50 percent or more disabled whose disability was incurred or aggravated in the line of duty are exempt from taxation on the first \$150,000 of assessed valuation on real property owned and occupied as the primary residence and permanent place of abode. The exemption transfers to a spouse that is at least 60 years of age. Veterans Land Discount program allows certain veterans a 25 percent discount on the purchase of state residential or recreational land. The Veterans Land Sale Preference offers veterans the exclusive opportunity to purchase unoccupied residential land auctioned to the public at a restricted sale. Veterans Mortgage Program offers financing for qualified veterans at lower interest rates including a one-percent lower interest rate on the first \$50,000 of a bank loan when purchasing a new home. A taxpayer that hires a veteran and employs the veteran in the state is entitled to a tax credit. 				

Licensing, registrations and fees	<ul style="list-style-type: none"> • Alaska veterans are eligible for National Guard and veterans license plates. • Veterans rated 50 percent or more disabled may apply for a disabled veteran license plate and not pay vehicle registration taxes or fees. • Veterans Status can now be placed on Alaska Drivers Licenses and State ID Cards. • The Alaska Department of Motor Vehicles may waive the commercial motor vehicle driving test for certain drivers with recent military commercial motor vehicle experience • A military extension policy that states non-commercial drivers licenses are valid for 90 days after discharge or upon return to the State of Alaska, whichever occurs first. • Complimentary state hunting and fishing licenses for National Guard members and veterans with a 50 percent or greater disability. • Disabled veterans can receive a free state park camping pass for disabled veterans. • Disabled veterans are entitled to an Alaska Marine Highway pass, which gives a 50 percent discount off the regular passenger fare.
Protections, recognition and employment support	<ul style="list-style-type: none"> • The State of Alaska Office of Veterans Affairs provides transition briefings for all active duty and spouses that are transitioning to civilian life. • The Governor’s Veterans Advocacy Award is given annually to a member of the community that provides significant voluntary service to veterans and their families • Birthday cards from the Governor are available to veterans aged 80 years and older • The Alaska Veterans and Pioneers Home in Palmer, Alaska designates 75 percent of the 79 beds in the home for veterans. Qualifying veterans are eligible for a per diem from the VA to offset costs of their care. • The State of Alaska has employment hiring preference for veterans, prisoners of war and the National Guard or Reserve. • Alaska Department of Labor and Workforce Development provides priority of service for veterans and eligible spouses. Veterans get first priority at job centers, priority for funded training opportunities and job orders have a 24 hour veterans hold giving them first access to the position. Six statewide veteran specialists provide intensive services, using a case management approach, to veterans with significant barriers to employment and other populations authorized by the Secretary of Labor. Veterans separating from active duty are eligible for the Dislocated Worker program which provides information, advice, job search assistance, supportive services and training to help participants obtain and retain good jobs. • The state’s Employment Security Division (ESD) partners with Helmets to Hardhats which is a program that helps veterans and members of the National Guard and Reserves receive training in construction fields at no cost to the participant. ESD also partners with employers and Veteran Service Organizations across the state who donate transportation and food vouchers to distribute to veterans in need. • The State Training and Employment Program (STEP) provides competitive funding for occupational training programs. In SFY 2014, STEP funds supported training that reached 283 veterans or transitioning military. • The Alaska Veterans Museum has an oral history program for storage of veterans stories for generations to come. • The Office of Veterans Affairs administers the Veterans Memorial and Monument grant program for the maintenance, repair, replacement and enhancement of, or construction of new memorials and monuments to the military.

Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • The Yellow Ribbon Program offers resource referrals, information, services and proactive outreach opportunities for service members, veterans and their families. • Director of Psychological Health representatives advocate, promote and guide National Guard members and their Families by supporting psychological fitness for operational readiness. • The Transition Assistance Advisor (TAA) program serves as a statewide point of contact to assist service members, Veterans and their Families in accessing VA benefits and healthcare services. Provides assistance in obtaining entitlements through the TRICARE Military Health System and access to community resources. • The Office of Veterans Affairs manages the 13 member Alaska Veterans Advisory Council. By listening to our veteran communities, the advisory council is able to bring informed recommendations about the needs and benefits of our veterans to the Office of Veterans Affairs and the governor. • The Office of Veterans Affairs also manages the planning of the Interior Alaska Veterans Cemetery project; the Alaska Territorial Guard (ATG) Research Team – seeking discharges for those that served in the ATG during WWII; partners with the federal Rural Veteran Outreach Program; assists with the facilitation/training of over 200 Tribal Veteran Representatives (TVR’s) that are volunteers with boots on the ground in communities across Alaska to assist veterans with basic benefits paperwork; and coordinates Funeral Honors as well as hosts veteran town hall meetings. • The Veteran Service Officer program serves the veterans and transitioning military members in attaining the benefits offered by the U.S. Department of Veterans Affairs. This program is administered by the State of Alaska Office of Veterans Affairs through a grant to the following organizations; Veterans of Foreign Wars, the military Order of the Purple Heart, the Vietnam Veterans of America and the American Legion and the Disabled America Veterans.
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ARIZONA		Members	Spouses	Children	
	National Guard	7,564	3,909	7,548	
Governor: Doug Ducey	Reserves	6,699	3,324	3,324	
TAG: Maj Gen Michael T. McGuire	Total	14,263	7,233	13,651	
Support to state employees	<ul style="list-style-type: none"> • Arizona veterans receive 30 days paid military leave over consecutive two year period; • No loss of time or efficiency rating; • Receive pay difference between military pay and state pay if activated; and • Veteran preference for covered state employment 				
Educational benefits	<ul style="list-style-type: none"> • Veterans are eligible for reimbursement of tuition and fees; • Tuition waivers for Purple Heart recipients and dependents; 				
Family support	<ul style="list-style-type: none"> • Access to the Arizona Coalition for Military Families (ACMF), a nationally recognized public/private partnership focused on building statewide capacity to care and support all who serve. Additional information available at www.arizonacoalition.org; • Access to the Military/Veteran Resource Network, an Arizona-grown site that includes partner organizations and navigation guides focused on different topics, eligibility, locations, etc: (www.MilitaryVeteranResourceNetwork.org); • The Arizona Military Family Relief Fund which was established to provide emergency assistance to service members and their families https://dvs.az.gov/military-family-relief-fund; • Access to Family Assistance Centers (FAC) which provides contact and support to Families 24/7 via toll free phone number 800-233-7758; 				

	<ul style="list-style-type: none"> • Access to the Online Resource Information Network (ORIN), a database development for GFC- vetted community and governmental resources Guidelines for Care (GFC) – identifying appropriate levels of care from the community at large in their service (counseling, legal, faith-based, etc.) provision to military and veteran Families; • Access to Psychological Health Coordinators –who assist Service Members independent of their deployment status; • Access to Child and Youth Services Program Coordinators who coordinate statewide events in support of military children; • Access to Community and Survivor Outreach Services (SOS) Coordinators designed to provide long term support to surviving Families of Fallen Soldiers; and • Family Readiness Support Assistants – advisor to Commanders on Family Readiness matters as well as resources that address Soldier and Family shortfalls.
Tax and financial benefits	<ul style="list-style-type: none"> • Arizona veteran’s earnings from National Guard duty are exempt from state tax and widows, widowers and disabled are also exempt from property tax.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Arizona offers vehicle license and registration fee exemption for deployed personnel; • Eligible for special NG license plate with proceeds accruing to AZNG MWR fund and Veteran license plate with proceeds accruing to the AZ Veterans Donation Fund for the funding of programs that benefit veterans and their families throughout the state; • Automatic limited extension of various professional and occupational licenses, certificates and registrations issued to members of the AZ National Guard when serving on federal active duty; • Arizona’s Camp Navajo is one the few military installations that offer a limited amount of hunting opportunities for disabled veterans and wounded warriors. • Hunting and Fishing licenses for disabled veterans and resident rates for service members; and • Arizona State Parks discount.
Protections, recognition and employment support	<ul style="list-style-type: none"> • The ESGR (Employer Support of the Guard and Reserve) helps service members with employer issues and new employment through their seminar and jobs program. • Provides employment support through the Hero 2 Hired employment program available to employers and all Guard, Reserve, Veterans and their spouses. • Arizona ESGR has a robust employer recognition program to recognize civilian employers who provide outstanding support to Guard and Reserve members. • Arizona Revised Statute Title 26 provides civilian employment protection for National Guard members ordered to State Active Duty. • Arizona also provides immunity from non-felony arrests while activated; • Immunity from civil liability while on state active duty; • An exemption from jury duty for personnel on active duty orders; and • Reinstatement of status after completion of military service.

Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Arizona also provides access to Family Immersion Training, designed for families to experience what their soldier experiences on drill weekend; • Medical Case Managers who provide direct assistance to service members and their Families; • Resilience training which focuses on the augmentation and implementation of multiple resilience efforts for a targeted approach to coordination of Arizona-specific military resilience needs and trends; • On-going Yellow Ribbon Reintegration event coordination supports Soldiers, Airmen, Marines and Sailors and their Families before, during, and after deployment. • The Transition Assistance Advisor (TAA) program which provides individual attention and assistance to the service member while navigating the VA benefits system; • The Maricopa Workforce Connection; • The Military/Veteran Resource Network, an Arizona-grown site that includes partner organizations and navigation guides focused on different topics, eligibility, locations, etc: www.MilitaryVeteranResourceNetwork.org; and • The Arizona Roadmap to Veteran Employment, a collaborative initiative of public and private sector organizations focused on reducing unemployment and underemployment in the military and veteran population. The Roadmap focuses on job seekers, employment service providers and employers (www.ArizonaCoalition.org/employment).
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ARKANSAS		Members	Spouses	Children	
	National Guard	9,125	4,362	8,188	
Governor: Asa Hutchinson	Reserves	3,099	1,312	2,325	
TAG: Brig. Gen. Mark Berry	Total	12,224	5,674	10,513	
Support to state employees	<ul style="list-style-type: none"> • Arkansas provides veterans employment protection; • 30 days of paid leave per calendar year; • Cost of living pay increases while activated; • Protected leave and retirement accrual and eligibility for recognition pay; and • Lump-sum payment of leave. 				
Educational benefits	<ul style="list-style-type: none"> • Arkansas education benefits include Guard Tuition Incentive Program (GTIP) which provides \$2500 semi-annually up to \$5000 annually; • Veterans Upward Bound (501-212-4021); and • Tuition discount of 25 percent from most institutions and a 100 percent increase from SAU Tech. 				
Family support	<ul style="list-style-type: none"> • Additional information can be found here, http://www.arguard.org/families.htm. • Arkansas supports 10 Family Assistance Centers (FAC) (501-212-4034); • Four Family Readiness Support Assistants (FRSA) – Family Readiness Groups; • Child and Youth (501-212-4077); • Military One Source - (501-212-4307); • Survivor Outreach Services; • CAO/CNO; • Military Funeral Honors (501-212-6031); • Resilience, Risk Reduction and Suicide Prevention Program (R3SP); • Director of Psychological Health (DPH); • Chaplain/Partners in Care; and • Youth ChalleNGe/CSTP. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Military income is not subject to state income tax. 				

Licensing, registrations and fees	<ul style="list-style-type: none"> Free license plate and registration are provided to active (current) Guard members and Veterans of OEF and OIF. Provide discounted hunting and fishing licenses for military retirees and disabled veterans.
Protections, recognition and employment support	<ul style="list-style-type: none"> Arkansas provides employer support to the Guard and Reserve including employer award and recognition programs; Hero to Hire (H2H); and State Service Members' Civil Relief Act (SCRA) which expands the Federal SCRA to include Title 32 activation.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> Arkansas supports the Yellow Ribbon Reintegration Program (YRRB) – pre/30/60/90; The Veterans Opportunity to Work (VOW); and The Transition Assistance Program (TAP).

CALIFORNIA		Members	Spouses	Children	
	National Guard	19,852	9,036	15,458	
Governor: Jerry Brown	Reserves	39,990	17,167	28,410	
TAG: MG David S. Baldwin	Total	59,842	26,203	43,868	
Support to state employees	<ul style="list-style-type: none"> California provides differential pay for all state employees when called to federal or state duty for up to 365 days; Differential pay between state and military pay for school employees up to 180 days; Military leave with pay for up to 30 days; and Veterans preference in state Civil Service Examinations. 				
Educational benefits	<ul style="list-style-type: none"> California provides CNG Education Assistance Award Program provides up to 100 percent college tuition, fees and other college expenses to 1,000 members each year; and Academic leave and other protections pertaining to attendance. 				
Family support	<ul style="list-style-type: none"> The California National Guard Military Family Relief Fund provides for cash grants for members who demonstrate financial need and have deployed to active duty for at least 60 consecutive days; and Support to families is authorized through non appropriated fund activities. Information about family support programs available at http://www.calguard.ca.gov/readyfamilies/. 				
Tax and financial benefits	<ul style="list-style-type: none"> California provides the Cal-Vet Home Loan for activated members and for those who have enlisted for 6 years (or commissioned) plus 1 year of service. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> Gold Star vehicle license plate fee is waived for families of deceased service members. Reduced-fee fishing and hunting licenses are available for disabled veterans and all military members recovering from a service-connected injury or illness. 				
Protections, recognition and employment support	<ul style="list-style-type: none"> Prohibition against discrimination in financing and auto loans rates for membership in the ARNG or Reserves. State Service members' Civil Relief Act was passed to expand the benefit to include Title 32 activation. 				
Reintegration programs/initiatives	<ul style="list-style-type: none"> The Work Force Warriors program provides free direct placement employment assistance for National Guard members. The program was recently expanded to include all currently serving reservists and post 9/11 veterans. 				

COLORADO		Members	Spouses	Children	
	National Guard	6,140	3,269	5,821	
Governor: John Hickenlooper	Reserves	9,961	5,509	4,293	
TAG: Maj Gen H. Michael Edwards	Total	16,101	8,778	15,886	
Support to state employees	<ul style="list-style-type: none"> • Colorado provides 15 days military leave and LWOP for longer service when activated; • Reinstatement rights; • Pension rights; and • Free college for children of incapacitated or killed Guard members (in the line of duty). 				
Educational benefits	<ul style="list-style-type: none"> • Colorado provides 100 percent tuition assistance to state funded schools (dependent on funding availability) for ARNG members and also provides tuition assistance for children of Prisoners of War (POW), Missing in Action (MIA), or disabled or deceased (in line of duty) NG members. • ARNG members are eligible for state tuition assistance up to 100 percent at state funded schools. 				
Family support	<ul style="list-style-type: none"> • The Military Family Relief Fund assists Colorado military families impacted by mobilization to include ARNG and Reserve members deployed as a result of mobilizations since September 11, 2001. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Colorado ensure that state active duty is paid at the same rate as federal active duty. • Widows are added to property tax exemption if living in the home at date of death of veteran. Not transferable if widow moves to another property. • Property tax exemptions are provided for 100 percent service connected disabled veterans. • Colorado provides emergency grants for service members and their families. • VA Disability Dependency and Indemnity Compensation are not subject to Federal & State taxation. • Can exclude up to \$20,000 of retired pay from taxation for those over the age of 55. • Vehicle tax is not paid by disabled veterans (50 percent > disability) or for former Prisoners of War. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Colorado provides special vehicle license plates (ARNG) one-time cost of \$50 plus taxes and fees; • License plates at no cost for: Medal of Honor and Purple Heart recipients, certain disabled wartime veterans, special disabled (50 percent or greater) veterans, and former POWs. Nondisabled veterans plates may be purchased for a nominal fee. Valor Plate for recipients of: Distinguished Service Cross (DSC), Navy Cross, Air Force DSC and survivors of Pearl Harbor or surviving spouse. • Colorado provides fishing benefits at no cost to: 1) active member who is a patient at a military hospital/convalescent station, 2) resident patient at a VA hospital in the state, 3) permanent and totally disabled veterans Small Game Hunting/Fishing. Colorado also provides no cost (lifetime) for resident veterans with 60 percent > service connected disability. • Colorado state parks provide free access to disabled veterans with disabled license plates (veteran must be in vehicle). • There is no cost for RTD transportation costs for military members: active, guard and reserve. Must show ID card and does not apply to retirees. 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Colorado veterans are exempt from arrestor civil process while on duty (Guard). • Colorado veterans are provided protection from discrimination in public places and in employment. • Colorado also has its own state version of SCRA; and 				

	<ul style="list-style-type: none"> • A state version of Uniformed Services Employment and Reemployment Rights Act (USERRA)
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CONNECTICUT		Members	Spouses	Children	
		National Guard	4,759	1,730	
Governor: Dannel P. Malloy	Reserves	1,990	752	1,253	
TAG: Maj Gen Thaddeus J. Martin	Total	6,749	2,482	4,195	
Support to state employees	<ul style="list-style-type: none"> • Connecticut provides thirty days (paid) annual military leave during mobilizations; • Three weeks annual military leave for military training; • Differential pay during qualified mobilizations; • Optional continuation of health insurance during qualified mobilizations; • Qualified accrual of leave for mobilized state employees; • Members of the Municipal Employees' Retirement System who leave municipal employment for qualified military service who are reemployed by the municipality within six months of discharge receive credit for military service; • Members of State Employees' Retirement System or Teachers' Retirement System may purchase retirement credit for qualifying military service; • Qualified employment reinstatement following military service; and • Leave of absence and differential pay for municipal employees for military training, not to exceed thirty days annually. 				
Educational benefits	<ul style="list-style-type: none"> • Connecticut provides National Guard and veteran tuition waiver for state colleges and universities; • Tuition waivers for state colleges and universities for qualified survivors of veterans; • In-state tuition at all state institutions for members and spouses stationed in Connecticut; • Licensure and certification credits for military training; • Member of Interstate Compact on Educational Opportunity for Military Children; and • High school diplomas for veterans of WWII, Korea, or Vietnam era who left high school prior to graduation in order to serve in the armed forces of the United States. 				
Family support	<ul style="list-style-type: none"> • Connecticut provides access to the Military Family Relief Fund which gives financial assistance for families of a qualified member; • Military Support Program which provides human services for members and their families; • Military Family and Medical Leave Act which permits an employee unpaid family and medical leave (FML) to care for an immediate family member or next of kin who is a member of the armed forces with serious illness or injury received in the line of duty; • National Guard Family Program which provides family support services to members of the armed forces and their families. (http://states.ng.mil/sites/ct); • Connecticut Military Department Programs. (http://www.ct.gov/mil); and • Up to 10 days of excused absence from school may be allowed for children of service members called to deploy to, on leave from, or immediately returning from a combat zone or combat support posting. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Connecticut provides Armed Forces Property Tax Interest Forgiveness, a qualified municipal waiver of accrued interest owed on property tax by mobilized members of the armed forces; • Service member's Motor Vehicle Property Tax Exemption for one tax exempt vehicle; 				

	<ul style="list-style-type: none"> • Fifty percent of military pension exempt from state income tax; • Temporary assistance for members from SSMF (http://www.ct.gov/ssmf); • Commissioner's assistance for qualifying members. (http://www.state.ct.us/ctva); • Wartime Service Bonuses for members for qualified mobilizations of members of the state National Guard: \$50 a month (maximum \$1,200); • State Active Duty Death Benefit paid to beneficiary of member killed in line of duty; and • Burial in a state veteran's cemetery for qualified members and veterans.
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DELAWARE		Members	Spouses	Children	
	National Guard	2,757	1,301	2,313	
Governor: Jack Markell	Reserves	2,457	1,154	1,961	
TAG: MG Francis D. Vavala	Total	5,214	2,455	4,274	
Support to state employees	<ul style="list-style-type: none"> • Delaware veterans receive pay difference between military pay and state salary; • Allows for maximum of five years of military leave to count towards their pension; • Protection from reduction in pension; • Allows employees who are activated for duty to continue to receive their state health insurance benefits for up to two years as long as they pay their co-payment; • State workers injured during military deployment do not have to use sick leave to recover from injuries after returning to their state position; and • Hiring preference for veterans who served during wartime. 				
Educational benefits	<ul style="list-style-type: none"> • Provides tuition and fees support for ARNG members attending college, up to master degrees in Delaware. Out-of-state members receive Delaware in-state tuition rates. • Educational benefits for the children of military members killed during deployment or who are POWs or MIA. 				
Family support	<ul style="list-style-type: none"> • Information about the family program is available at: http://www.delawarenationalguard.com/familyreadiness. • Delaware protects mobilized members from having their electric, gas, water, telephone and cable or satellite television service disconnected. • Member State Interstate Compact on Educational Opportunity for Military Children. • Custody orders entered or modified as a result of a military deployment will be in effect until the return of the service member or the termination of service. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Establishes a check-off box on the state income tax form for donations to the National Guard and Reserve Emergency Assistance Fund. • Provides Line-of-Duty \$150,000 death benefit to NG members mobilized under the state or federal authority. • Each county offers property tax exemptions for elderly or disabled veterans. • Paraplegic veterans are eligible for a pension from the state of \$3,000 per year. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Delaware prevents professional licenses held by deployed members of the military from expiring while deployed and provides 180 – 270 days to renew upon return and no late fees are allowed. • Delaware provides one year of no fee hunting licenses and entrance to state parks for members deployed to OIF and OEF. • Certain veterans are exempt from licensing requirements for hunting, trapping and fishing permits. • New law signed July 7, 2014, allows for recognition of military education, training and experience when transitioning from active duty. 				

<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Delaware prohibits disorderly conduct at funerals and memorial services by establishing certain distance for protestors. • Members of the Delaware ARNG or members of a reserve unit located within the state can be buried in a Delaware Veterans Cemetery regardless of their state of residency, if they have served at least 20 years in the Delaware ARNG or with a reserve unit located in Delaware. • The Governor provides a “Certificate of Appreciation” to all veterans who have served honorably. • SB206 Strengthens and expedites protection extended for state service member. Also, enacts certain SCRA provisions for members in state active duty status longer than 30 days.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • The Yellow Ribbon Program supports Soldiers, Airmen, Marines and Sailors and their families in giving them updates in law, benefits and entitlements before their deployment, during their deployment and after their return. • The Transition Assistance Advisor program provides individual attention and assistance to the service member while he/she navigates the VA System for benefits. • Medical Case Managers assist service members and families in making medical appointments outside the VA System and in referring them for further evaluation and/or treatment. • The Director of Psychological Health assists the service members and Commanders in assuring the psychological well-being of the entire force and their families independent of their deployment status. • The TRICARE advocate at the state level acts as a conduit to assist service members and their families in getting full use of their TRICARE TAMP and TRICARE Reserve Select benefits • Military One Source is a free service to military members and their families. It is a service that assists in many facets of life’s ongoing issues. • The ESGR (Employer Support of the Guard and Reserve) representative helps service members with job issues and in gaining new employment through their seminar program. • The Personal Financial Manager Program assists service members and families in budget planning and in making good economic decisions for their future • The Survivor Outreach Services Program assists families that have lost service members in getting benefits and entitlements.

FLORIDA		Members	Spouses	Children	
	National Guard	11,920	5,727	10,114	
Governor: Rick Scott	Reserves	24,797	12,588	27,118	
TAG: Maj Gen Emmett R. Titshaw Jr.	Total	36,717	18,315	32,551	
Support to state employees	<ul style="list-style-type: none"> • Florida Guard and Reserve are entitled to 30 days of pay upon deployment; • Receive pay difference between military pay and state salary (Guard and Reserve); • Continued health insurance coverage during activations (Guard and Reserve); • Entitled to 30 days of paid military leave each year to cover training (Guard and Reserve); and • Veteran’s preference for state employment (Active, Guard or Reserve) 				
Educational benefits	<ul style="list-style-type: none"> • Florida provides priority placement in gifted, special needs and voucher programs for the children of military members (Active Duty); • High School seniors of military families transferring to Florida are exempt from exit exams and substitute of SAT of ACT (Active Duty); 				

	<ul style="list-style-type: none"> • Prepaid 4 year scholarship program for spouses and children of Florida military members who die in the line of duty (State of Federal) or have been certified as having 100 percent permanent disability ratings. (Active, Guard, or Reserve); • Education Dollars for Duty: 100 percent of Tuition paid for in-state colleges and universities for National Guard Members up to a Master's Degree. (GUARD ONLY); • Free undergraduate tuition at state colleges and universities for Florida recipients of the Purple Heart and other combat related decorations superior in precedence to the Purple Heart. (Active, Guard and Reserve); • The Troops to Teachers Program: a referral and placement assistance service that helps eligible military personnel begins a new career as public school teachers. \$5000 stipend to pay for certification and up to a \$10,000 bonus. (Active, Guard or Reserve); • Military and family members receive in-state tuition rates (residing in-state or contiguous county); and • Member State Interstate Compact on Educational Opportunity for Military Children.
Family support	<ul style="list-style-type: none"> • Florida has extended SCRA to include early termination of auto leases, cell phone agreements and other commonly leased/contracted items (Active, Guard, or Reserve); • Cap on interest and fees on title loans (Active, Guard, or Reserve); • Florida National Guard Foundation Family Assistance Fund to provide emergency assistance to soldiers and dependent family members on deployment and up to 120 days after returning home. (Guard Only); • Spouses of Military members who hold professional licenses received expedited processing for Florida certification (Active, Guard, or Reserve); and • Military Dentist receive expedited processing of Florida certification (Active, Guard, or Reserve). • Deployed military servicemen and women are allowed to designate a family member or stepparent to exercise their visitation rights while the service member is deployed. • Florida law provides that a parent's activation, deployment or temporary assignment to military service and the resultant temporary disruption to the child may not be the sole factor in granting a petition for or modification of time-sharing and parental responsibility. Also, a time-sharing and parental responsibility order in effect before a temporary change due to a parent's military service shall automatically be reinstated after a specified period after return and notice by the returning parent.
Tax and Financial Benefits	<ul style="list-style-type: none"> • Florida provides additional homestead exemptions for deployed service members based on length of deployment in the preceding year; • Service-Disabled Veteran's Businesses receive selection preference when bidding on state contracts. (Active, Guard, or Reserve); • Homestead exemption for disabled veterans of \$5,000 in addition to standard exemption of \$50,000. (Active, Guard, or Reserve); • 100 percent Homestead Exemption for totally and permanently disabled veterans (Active, Guard, or Reserve); and • No fees for Driver's Licenses for 100 percent disabled veterans (Active, Guard, or Reserve); and • Waives the county building permit fee for 100 percent permanently and totally disabled veterans who are Florida residents when improving access and convenience for activities of daily living to their dwelling. (Active, Guard, or Reserve). • The Citizen Soldier Program provides grants to reimburse private sector companies that provide wages to federally activated National Guard and Reserve members. (Guard and Reserve) • Death Gratuity of \$50,000 to \$150,000, plus \$1,000 burial expenses are provided to National Guard members who are killed or die on state active duty. • Enlisted members receive an additional \$20 per day on state active duty.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Florida provides National Guard plates free of charge (Guard Only);

	<ul style="list-style-type: none"> • Free plates for disabled (100 percent) veterans (Active, Guard, or Reserve); • Free purple heart plates (Active, Guard, or Reserve); • Free fishing and small game license for disabled (100 percent) veterans (Active, Guard, or Reserve); • Military Gold Sportsman’s License at a substantially reduced cost (Active, Guard, or Reserve); • 25 percent discount on annual passes to State parks for active duty service members and military reservists (Active, Guard, or Reserve); and • Free annual passes to state parks for service connected disabled veterans and surviving spouses and parents of service members killed in action (Active, Guard, or Reserve)
Protections, recognition and employment support	<ul style="list-style-type: none"> • Florida issues a 100 percent service-connected disabled veteran ID card as proof of eligibility for benefits (Active, Guard, or Reserve); • Exempt from arrestor civil process while on duty (Guard only); • Protection from discrimination in public places and in employment (Active, Guard, or Reserve); • State version of Soldier and Sailors Relief Act (Active, Guard, or Reserve); • State version of USERRA: State protected employment and re-employment rights for state and federal active duty (Active, Guard, or Reserve); • One-Stop Career Centers: Veterans receive priority workforce services to find employment and increase opportunities for veterans (Active, Guard, or Reserve); • Vets First: A clearing house website with all veterans benefits, links and contact data listed in one place: http://floridavets.org/first.asp (Active, Guard, or Reserve); • Unemployment for Military Spouses: Spouses of military members forced to quit their jobs due to military ordered moves are eligible for unemployment (Active, Guard, or Reserve); and • Prohibits the use of the name or image of a service member without consent for certain purposes.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Florida holds Florida National Guard Yellow Ribbon reintegration events after every redeployment. • Florida National Guard Family Career Connections is a joint program with the FLNG and the Agency for Workforce Innovation linking soldiers and airmen with employers across the state.

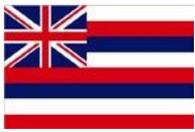
GEORGIA		Members	Spouses	Children		
	National Guard	13,832	5,913	11,165		
	Governor: Nathan Deal	Reserves	13,512	6,330		12,045
	TAG: BG Joe Jarrard	Total	27,344	12,243		23,210
Support to state employees	<ul style="list-style-type: none"> • Georgia war veterans are extended a five point employment preference; • A ten point employment preference credit is extended to war veterans with a 10 percent or greater disability; • Any Guard member or Reservist that is a full time permanent state employee receives 144 hours of military leave each federal fiscal year; • Guard members receive an additional 96 hours of military leave for state active duty missions; • USERRA reinstatement rights are carefully administered by state agencies; and • Guard members are eligible for state retirement benefits. 					

Educational benefits	<ul style="list-style-type: none"> • Georgia provides the Georgia Military Scholarship which includes 42 “full ride” scholarships to attend North Georgia College and State University for GaARNG members; • A National Guard Serve Cancelable Loan fund; • Tuition assistance to current Army National Guard members after one year of service following initial entry level training; and • The Georgia HERO (Helping Educate Reservists and their Offspring) Scholarship Program.
Family support	<ul style="list-style-type: none"> • Georgia Inter-Service Family Assistance Committee (GISFAC) – members represent all branches of the armed forces and community organizations with statewide delivery support for military family services. GISFAC promotes military family programs, coordinates activities, acts as a clearinghouse for information, enhances service delivery to Department of Defense personnel and their families, participates in strategic planning, and communicates with leadership at all levels regarding family readiness issues and concerns. • SB 112, the Military Parents Right Act protects the interests of a deploying parent by ensuring their military duty will not affect custodial rights and that they will have access to their child, when in the child’s best interest, during times of non-deployment.
Tax and financial benefits	<ul style="list-style-type: none"> • Certain disabled veterans and certain widows/widowers, or minor children are allowed the maximum Homestead tax exemption which may be granted under Section 2102 of Title 38 of the United States Code. • Some veterans are afforded exemptions from some filing deadlines for state income tax. • Disabled veterans are also exempt from payment of occupational taxes, administration fees and regulatory fees imposed by local governments for peddling, conducting a business, or practicing a profession or semi profession upon meeting some eligibility requirements.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Any veteran who is a legal resident of Georgia, who files with the Game and Fish Division, Department of Natural Resources stating that he/she is a totally and permanently disabled veteran, is entitled to a lifetime honorary hunting and fishing license allowing the veteran to fish and hunt within the state without the payment of any fee. • Veterans Drivers Licenses are issued free to veterans who were residents of Georgia at the time of enlistment or commissioning and are residents at the time of application for the license or who have been residents of Georgia for at least two years immediately preceding the date of application for the license. Individuals must have served on active duty in the armed forces of the United States or on active duty in a reserve component, including the National Guard, during wartime or any conflict. • Honorary drivers licenses are issued free to: (1) any Georgia resident who is the surviving spouse of a veteran who was eligible for a veteran's license, so long as the surviving spouse does not remarry; or (2) any resident of Georgia who is the spouse of a veteran who would qualify for a veteran's license were it not for the veteran's permanent disabilities which preclude the operation of a motor vehicle. • National Guard Driver’s Licenses- Any member of the Georgia National Guard or Reserve who is in good standing and has completed at least one year of satisfactory service is eligible for a free National Guard Driver’s License. • Veterans’ ID Cards - A veteran who meets the eligibility and residence requirements for a free veteran’s driver’s license and still cannot obtain one may be eligible for a free veteran’s ID card.

	<ul style="list-style-type: none"> • National Guard Plates are provided free of Charge (Guard Only). • Commemorative Service License Plates- Anyone who served during active military combat is eligible for a free commemorative service license plate if he/she is Georgia resident on active duty or a veteran with a discharge from the armed forces of the United States under honorable conditions. The surviving spouse of a qualified deceased active duty member or veteran is also eligible as long as he/she does not remarry. • Disabled Veterans' License Plates- A veteran is eligible for a free disabled veteran's license plate if he/she is a Georgia resident, has qualifying service in the armed forces of the United States, and meets the disability requirements. Qualifying service includes current active duty service in the armed forces of the United States or a discharge under honorable conditions. The surviving spouse of a qualified veteran is also eligible as long as he/she does not remarry. • Reserve Component License Plates-An assigned or attached member of troop program units of any branch of the active reserve components of the United States inside or outside the State of Georgia is entitled to one free reserve component specialty plate, which will identify his/her specific reserve military branch of service. A retiree from any branch of the active reserve components is also entitled. • Retired Military Veterans' License Plates- Veterans who retired from active duty with the armed forces of the United States are entitled to one free retired military veteran specialty plate, if they are residents of Georgia. The surviving spouse of a qualified deceased military retiree is also eligible as long as he/she does not remarry. • Ad Valorem Tax on Vehicles -Exempt are veterans who are verified by the VA to be 100 percent totally and permanently service-connected disabled and veterans who are receiving or who are entitled to receive statutory awards from VA for: (1) loss or permanent loss of use of one or both feet; (2) loss or permanent loss of use of one or both hands; (3) loss of sight in one or both eyes; or (4) permanent impairment of vision of both eyes to a prescribed degree. Exemption is granted on the vehicle the veteran owns and upon which the free Disabled Veteran (DV) Motor Vehicle license plate is attached. • State Park Entrance Fee Reduction- Veterans with a discharge from the armed forces of the United States under honorable conditions and a rating by the VA for a service-connected disability are eligible for a 25 percent reduction of the entrance fee to state parks, historical sites and recreational areas, if they are Georgia residents.
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • The Georgia Department of Veterans' Affairs maintains a Claims Staff in the U. S. Department of Veterans Affairs Atlanta Regional Office, operates field offices with itinerant service in the state's 159 counties, and provides representatives in the Atlanta, Augusta and Dublin VA Medical Centers. The Department owns Georgia War Veterans Homes in Milledgeville and Augusta and assists veterans and their dependents in filing claims with the VA and other federal and state agencies. They also serve as the state approving agency for education programs administered by the U.S. Department of Veterans Affairs. • Active Employer Support to Guard and Reserve Program (ESGR) promoting relationships between reserve and employers.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • Yellow Ribbon Program – Located on Clay National Guard Center provides support to the National Guard and Reserve Forces by connecting them with resources throughout the deployment cycle and coordinates state-wide reintegration initiatives, including employment information, education information and family support. • Georgia National Guard Employment Program serves as a focal point for job opportunities for service members throughout the state of Georgia and to facilitate employer partnering through the posting of job fairs on websites, face to face and

	electronic communication with employers and a constant liaison with the Department of Labor and the GA ESGR Committee to enhance job opportunities for service members.
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GUAM		Members	Spouses	Children	
	National Guard	1,525	893	2,473	
Governor: Edward Baza Calvo	Reserves	957	530	1,274	
TAG: MG Benny M. Paulino	Total	2,482	1,423	3,747	
Support to state employees	<ul style="list-style-type: none"> Guam makes ESGR available to liaison between Employers and Service Members if issues/conflict occur. Guam also provides 15 days of military leave. 				
Educational benefits	<ul style="list-style-type: none"> Guam provides Army National Guard tuition assistance of up to \$4,000 per fiscal year; and Resident tuition rates at post-secondary state College & University for military and dependents. 				
Family support	<ul style="list-style-type: none"> Guam’s Family Support Website (in progress); and Guam’s Family Assistance Center (Barrigada Readiness Center). 				
Tax and financial benefits	<ul style="list-style-type: none"> Workers compensation: Veterans are eligible for the same benefits as territorial government employees while on state active duty. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> Guam’s driver’s license renewal fee waived for service members and Veterans. Vehicle license indicating member of National Guard or Reserve for up to two vehicles. 				
Protections, recognition and Employment Support	<ul style="list-style-type: none"> Guam provides total community support via Keep Your Guard Up for Soldiers returning from deployment and unemployed. ESGR is made available to liaison between Employers and Service Members if issues/conflict occur. Free burial plot in local cemeteries for veterans and spouse. Free discharge records for veterans. Power of Attorney 				
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> Lieutenant Governors welcome back for Soldiers returning from deployment 				

HAWAII		Members	Spouses	Children	
	National Guard	5,439	2,657	4,742	
Governor: David Ige	Reserves	3,971	2,106	3,753	
TAG: Brig Gen Arthur “Joe” Logan	Total	9,410	4,763	8,495	
Support to state employees	<ul style="list-style-type: none"> Hawaii provides veterans 15 days military leave; Preference given to veterans and their widow(er)s for civil service positions, training programs, job counseling and referrals; and Reemployment rights for veterans, Reservists or NG members who leave a position within state or county government for training or active military service. 				
Educational benefits	<ul style="list-style-type: none"> Hawaii provides tuition assistance for ARNG members Several colleges have Yellow Ribbon Programs associated with 9/11 GI Bill 				

Family support	<ul style="list-style-type: none"> • Informational and referral services to family members of veterans • Information about family program available at: http://www.dod.state.hi.us/family/index.html
Tax and financial benefits	<ul style="list-style-type: none"> • Hawaii does not collect state income tax while serving in a hostile fire zone. • Hawaii provides a state income tax exemption of \$3,000 (regardless of activation).
Licensing, registrations and fees	<ul style="list-style-type: none"> • Hawaii provides an extension of certain licenses while deployed in war zone; and • Qualified veterans can acquire distinctive veterans' license plates.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Hawaii Veterans Newsletter, Roster and Website. • Memorial and Veterans Day ceremonies at state cemeteries; leis for veterans cemeteries on Memorial Day. • Hawaii Veterans Memorial Fund

IDAHO		Members	Spouses	Children	
	National Guard	4,440	2,567	5,247	
Governor: C.L. Butch Otter	Reserves	1,170	526	951	
TAG: MG Gary L. Sayler	Total	5,610	3,093	6,198	
Support to state employees	<ul style="list-style-type: none"> • Idaho provides reemployment protection; and • Receipt of benefits if employee dies while activated. 				
Educational benefits	<ul style="list-style-type: none"> • Idaho provides protection of educational status if activated over 30 days; and • Pays up to 100 percent of fees and tuition. 				
Family support	<ul style="list-style-type: none"> • Idaho offers protection of custody and visitation rights; and Idaho Guard and Reserve Family Support Fund provides low interest loans or grants to requesting Reserve/Guard members. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Idaho has a proposal to provide tax breaks to veterans wanting to relocate to Idaho or retire in the state. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Recognition of military driver's license and extension of state license during activation. 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Idaho provides USERRA coverage for state duty; and • SCRA protection when activated by state over 30 days 				
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Idaho provides Yellow Ribbon family services 				

ILLINOIS		Members	Spouses	Children	
	National Guard	13,084	4,837	8,663	
Governor: Bruce Rauner	Reserves	11,369	4,689	8,608	
TAG: MG Daniel M. Krumrei	Total	24,453	9,526	17,271	
Support to state employees	<ul style="list-style-type: none"> • Make-Whole Pay – By Executive Order: Full-time employees are eligible to receive pay difference between military pay and state salary, plus continue to receive any health insurance and other benefits. • Preference for State Entrance Exams – Preference is given to veterans in the Illinois Department of Central Management Services entrance examinations. For more info, visit http://work.illinois.gov/vetsopgm.htm. 				
Educational benefits	<ul style="list-style-type: none"> • Approved G.I. Bill Programs: Educational Programs Directory, Training Programs Directory 				

	<ul style="list-style-type: none"> • The Illinois Veteran Grant (IVG) Program pays tuition and certain fees at all Illinois state-supported colleges, universities and community colleges for Illinois residents. For more info, visit http://www.isac.org/students/during-college/types-of-financial-aid/grants/illinois-veteran-grant-(ivg)-program.html. • The Illinois National Guard (ING) Scholarship will pay for eligible tuition and certain fees (i.e., registration, graduation, general activity, matriculation and term fees) for undergraduate or graduate study for qualified ING members. Benefits are limited to use only at Illinois two- or four-year public colleges. • Illinois Troops to Teachers Program can help eligible veterans with at least 6 years of honorable service transition to K-12 public school teaching. • MIA/POW Scholarship – The State of Illinois provides an education scholarship for the dependents of veterans who are either Missing In Action, a Prisoner of War, died while on active duty, 100 percent disabled due to service connected disabilities or died as a result of a service connected disabilities. 105 ILCS 5/30-14.2 (MIA/POW Scholarship) establishes the benefit and 95 Ill. Admin Code 116 (MIA/POW Scholarship) provides the rules governing the administration and eligibility of dependents. • Financial aid is provided annually to each child between the ages of 10 and 18 years of a veteran who died or became totally disabled as a result of service in the Armed Forces. (Educational Opportunities for Children application form).
Family support	<ul style="list-style-type: none"> • Illinois Warrior Assistance Program – The Illinois Warrior Assistance Program (IWAP) offers confidential assistance for returning Illinois veterans and their families to help deal with the emotional challenges of transitioning back to their daily lives (visit www.illinoiswarrior.com for more info). • Gold Star Families – The Illinois Department of Veterans’ Affairs provides multifaceted, customized support to the family members of a service member died in service to the nation. This includes referral support, event activities and various other forms of assistance. • MIA/POW Scholarship – The State of Illinois provides an education scholarship for the dependents of veterans who are either Missing In Action, a Prisoner of War, died while on active duty, 100 percent disabled due to service connected disabilities or died as a result of a service connected disabilities. 105 ILCS 5/30-14.2 (MIA/POW Scholarship) establishes the benefit and 95 Ill. Admin Code 116 (MIA/POW Scholarship) provides the rules governing the administration and eligibility of dependents. • Family Assistance Centers (FAC) - FAC offers persons affected by an event, a single place to receive reliable information, crisis or grief support and benefits information (www.il.ngb.army.mil/family). • Family Readiness Support Assistants (FRSA) – FRSA’s assist Army Commanders in executing Soldier and Family wellbeing responsibilities at the state and command level throughout the deployment cycle. • Survivor Outreach Services (SOS) – SOS is committed to the Families of our Fallen Warriors. SOS will provide access to support, information and services closest to the location where the survivor resides and will always be there when needed (www.il.ngb.army.mil/family/survivoroutreach). • Illinois National Guard Youth and Children Program – to promote and sustain the quality of life and resilience of ARNG children and youth by providing secure, timely, flexible, high-quality support services and enrichment. • Illinois Military Family Relief Fund Program – IMFRFP offers grant funding to National Guard and Reserve members who were performed active duty. Three grants available based on Status (\$500), Needs (\$2000) or Casualty \$2000/\$5000 (www.il.ngb.arm.mil/programs/imrf.aspx).

<p>Tax and financial benefits</p>	<ul style="list-style-type: none"> • Returning Veterans’ Homestead Exemption provides qualifying Veterans a one-time \$5,000 reduction to their home’s equalized assessed value (EAV) (www2.illinois.gov/veterans/benefits/Pages/real-estate.aspx). • Disabled Veterans’ Standard Homestead Exemption provides a reduction in a property’s EAV to a qualifying property owned by a veteran with a service-connected disability certified by the U. S. Department of Veterans’ Affairs. A \$2,500 homestead exemption is available to a veteran with a service-connected disability of at least 50 percent but less than 75 percent or a \$5,000 homestead exemption is available to a veteran with a service connected disability of at least 75 percent (www2.illinois.gov/veterans/benefits/Pages/real-estate.aspx). • Specially Adapted Housing Tax Exemption – allowed on the assessed value of real property for which federal funds have been used for the purchase or construction of specially adapted housing for as long as the Veteran, or the spouse, or unmarried surviving spouse resides on the property. (www2.illinois.gov/veterans/benefits/Pages/real-estate.aspx) • Tax Exemption for Mobile Home – applies to the tax imposed by the Mobile Home Local Services Tax Act when that property is owned and used exclusively by a disabled veteran, spouse or unmarried surviving spouse as a home. (www2.illinois.gov/veterans/benefits/Pages/real-estate.aspx) • Illinois Veterans Tax Credit (for employers) – Illinois employers can earn an income tax credit of up to \$5,000 annually for hiring veterans of Operation Enduring Freedom, or Operation Iraqi Freedom. The credit is 20 percent of the total wages paid up to \$5,000 to every qualified veteran hired after July 1, 2012. Alternatively, Illinois employers can also earn an income tax credit of up to \$1,200 annually for hiring veterans of Operation Desert Storm, Operation Enduring Freedom, or Operation Iraqi Freedom. The credit is 10 percent of the total wages paid to every qualified veteran hired after January 1, 2010. Veterans must work at least 185 days during the tax year for the employer to qualify for the Veteran's Tax Credit. In addition, for tax years beginning on or after January 1, 2007, and ending before January 1, 2010, the Veterans Tax Credit is 5 percent of qualified wages and may not exceed \$600 per year for any veteran. The Veteran’s Tax Credit can be claimed by employers on income tax returns. • Welcome Home Heroes Program – Launched to honor those who sacrifice to safeguard our freedom, Welcome Home Heroes is open to all qualified Illinois veterans, active military personnel, reservists and Illinois National Guard members. An alternative to a federal VA loan, the Illinois Welcome Home Heroes homebuyer financing package includes a \$10,000 forgivable loan over two years for down payment and closing cost assistance, a 30-year fixed rate mortgage that has an affordable interest rate, and an optional mortgage credit certificate to reduce federal income tax liability. For more information, please contact the Illinois Housing Development Authority. • Bonus Payments – Information on compensation and available bonus payments for veterans of various combat eras can be found at: http://www2.illinois.gov/veterans/benefits/Pages/compensation-benefits.aspx.
<p>Licensing, registrations and fees</p>	<ul style="list-style-type: none"> • Licensing – The Illinois Department of Veterans’ Affairs and numerous Illinois state agencies are actively taking steps to develop policies and procedures through which military experience can be applied toward professional licensing standards. • On February 6, 2013, Governor Pat Quinn issued an Executive Order 13-02 that tasked state agencies to (1) identify overlaps and gaps between military training and state licenses, and (2) propose recommendations by which assessment processes can be implemented that allow such training and education to be considered for purposes of state licensure requirements. To view the Executive Order, please click here.

	<p>Identifying such overlaps gaps has enabled state licensing agencies to provide credit toward state licensing requirements for pertinent military experience. This has resulted in a number of direct equivalences and formalized processes for qualified veterans to seek and obtain professional credentials, including, for example: (1) Military Medics to Certified Nurse Aides, (2) Military Medics to First Responders, (3) Army Medics to Emergency Medical Technicians Basic, (4) a Military Skills Test Waiver to obtain a Commercial Driver’s License, and (5) numerous state firefighter certifications.</p> <ul style="list-style-type: none"> • In addition, identifying the gaps has enabled educational institutions to design programs (for subsequent approval by the relevant state licensing agency), through which service members may obtain any additional training and education necessary to obtain state licensure in the relevant field. This has resulted in (1) the creation of a Military Corpsman to Licensed Practical Nurses Bridge Program at three institutions set to launch in March 2015, (2) the creation of an Army Medic to EMT-Paramedic at three institutions with a target launch in Fall 2015, and (3) the exploration of additional bridge programs for Physical Therapy Assistants, Law Enforcement Personnel, and other occupational areas. • For more information on licensing and credentialing initiatives, please visit www.veterans.illinois.gov/statelicensures. • Priority Registration – Passage of Senate Bill 2245, which requires public universities and colleges to administer priority registration to veterans who are residents of Illinois. The law took effect January 1, 2014. (www.ilga.gov/legislation/publicacts/fulltext.asp?Name=098-0316) • Academic Credit for Military Training – The Office of the Governor and the Illinois Department of Veterans’ Affairs, in cooperation with the Illinois Community College Board, several community colleges, the Illinois Board of Higher Education and MyCredits Transfer, completed a collaborative project to grant student veterans appropriate academic credit for the education and training they gained in military service. As a result of the “Making Military Training Count” initiative, veterans and service members can enter college with earned course credits, useful credits that apply toward meeting degree requirements, simply by documenting their already-completed military training. Veterans can see how their military coursework, exams and/or learning experiences count at specific schools using Transferology™. Visit www.iTransfer.org/MyCreditsTransfer to learn more.
<p>Protections, recognition and employment support</p>	<p>Resources for Job-Seeking Veterans</p> <ul style="list-style-type: none"> • Illinois Job Link & Veteran Employment Services – Job-seeking veterans -- whether unemployed, underemployed, or just seeking a change -- can enroll in the Illinois Department of Employment Security's (IDES) new, free jobs site, Illinois Job Link (IJL). IJL is an Internet-based job search tool that features current job openings and includes both statewide and nationwide job banks. By enrolling in IJL, veterans can navigate job opportunities; may qualify for assistance from IDES's veteran employment representatives; and will be included in the main database used to search for qualified veterans as IDES works directly with major employers seeking to hire veterans. For additional information on setting up an account, FAQ's, and IJL resources, please visit IDES's website. • In addition, the Illinois Department of Employment Security (IDES) has a statewide network of trained Veteran Employment Representatives, fellow veterans who help eligible veterans find employment. Contact your local Employment Security office for more information. • Illinois Work Net – Illinois’ Workforce Development system offers helpful resources and programs for job-seekers, including several specific to veterans. These sites include comprehensive one-stop centers, one-stop satellite offices,

	<p>community-based organizations, community colleges, libraries and more. For more information on these available resources or to locate the nearest Work Net Center, please visit the veteran's page at Illinois Work Net.</p> <ul style="list-style-type: none"> • Career Fairs – State agencies actively sponsor, host and support smart hiring events targeted to the veteran community. From October 2013 to November 2014, the Illinois Department of Veterans’ Affairs co-hosted events that (1) brought in over 1,400 veterans, (2) with over 600 on-site interviews, and (3) nearly 100 provisional job offers. <p>Resources for Illinois Businesses</p> <ul style="list-style-type: none"> • Illinois Hires Heroes Consortium – The Illinois Hires Heroes Consortium (IHHC) is a group of Illinois employers who recognize the great value veterans bring to the workplace and who thus operationalize the term "veteran-friendly" by committing to implement a series of military veteran recruitment, training and retention practices - one in each of the aforementioned human resource category. Consortium members are then rewarded through no cost recruitment of veterans and the ability to exclusively display the IHHC logo, which will be a tell-tale sign to veterans and consumers that the company meets specific goals to be truly "veteran-friendly". • Finding & Training Veteran Candidates – Both the Illinois Department of Employment Security (IDES) and Department of Commerce and Economic Opportunity (DCEO) offer comprehensive assistance to employers seeking to find, hire and/or train veterans. For more information, please visit Illinois Work Net at DCEO or the employer services page at IDES. • Mission: Veterans 2 Entrepreneurs – MV2E is an IDVA and CMS jointly-led initiative (originally launched in June 2012) that brings together pertinent government agencies, educational institutions, trade associations, business sector experts and employers to educate returning service members and veterans regarding resources and advancement opportunities available to veteran-owned businesses. MV2E provides a variety of venues to (1) help returning service members and veterans start their own business and (2) assist existing veteran-owned businesses in expanding their operation and accessing procurement opportunities. • State Procurement Benefits for Veteran-Owned Businesses – Through the Illinois Veterans Business Program (IVBP), administered by the Illinois Department of Central Management Services, state agencies and universities are encouraged to spend at least 3 percent of their procurement budgets with certified veteran-owned businesses. That equates to over \$300 million in state contracts that are specifically targeted to veteran-owned firms every year. State contracting covers everything from construction and building repairs, to building maintenance, office supplies, upkeep for state parks and a variety of other needed services. Eligible businesses include companies with annual gross sales under \$75 million that are 51 percent owned by one or more qualified veteran(s) or qualified service-disabled veteran(s) living in Illinois. For more info, visit www2.illinois.gov/cms/business/sell2/pages/veteranownedbusinesses.aspx.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • Stand Up and Be Counted – The Illinois Department of Veterans’ Affairs helps returning veterans navigate the many federal, state and local resources and benefits available. Whether they have a specific question or would simply like assistance identifying programs and benefits, IDVA’s Veteran Service Officers are standing by to assist. By Standing Up to Be Counted, veterans gain one-on-one assistance from a local VSO, helping them navigate the complex veteran support system and assisting them in obtaining benefits.

	<ul style="list-style-type: none"> • Yellow Ribbon Reintegration Program (YRRP) – YRRP provides a five (5) phase program for Service Members and their Families to assist with the reintegration process. • Warrior 2 Warrior (W2W) – This program is to provide a buddy-to buddy system by allowing Service Members to communicate/share with volunteer veterans. These volunteer veterans assist our service members with support and guidance to resources needed. • Transition Assistance Advisor (TAA) – assists Service Members and their Families with information and understanding of their Veterans Affairs (VA) benefits and the Military Health System. • Illinois Joining Forces (IJF) – IJF provides support and resources from over 180 organizations through their website referral process. Service Members, Veterans, and their Families can receive support and information in the areas of Behavioral Health, Benefits and Emergency Assistance, Employment and Job Training, Housing and Homelessness and Legal support just to name a few. www.illinoisjoiningforces.org
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INDIANA		Members	Spouses	Children	
	National Guard	11,798	3,662	6,241	
Governor: Mike Pence	Reserves	5,855	2,566	4,767	
TAG: Maj Gen R. Martin Umbarger	Total	17,653	6,228	11,008	

Support to state employees	<ul style="list-style-type: none"> • Individuals on active military duty are exempt from jury duty. • Disabled veterans are eligible for a reduced-fee hunting and fishing license. • The Indiana Veterans’ Home in West Lafayette provides nursing and domiciliary care for any Hoosier Veteran with at least one day of wartime service. To qualify you must have been a resident of Indiana for a minimum of three years. The Veterans’ Home is open to both veterans and their spouses. • Each County has a County Veterans’ Service Officer (CVSO). These CVSO's are veterans who are VA Accredited and ready to assist Veterans. The CVSO's have all appropriate forms and other information needed to obtain assistance from the U. S. Department of Veterans Affairs and to apply for State Benefits. • The Indiana Women Veterans Coordinator, located at IDVA, is a VA Accredited Service Officer that can assist women Veterans statewide with VA and State benefits, etc. The Women Veterans Coordinator conducts the statewide Women Veterans Program and outreach. • The Indiana Veterans’ Memorial Cemetery opened for internments on December 1, 1999. The Cemetery is located adjacent to the Madison State Hospital and Clifty Falls State Park in Madison, Indiana. Any Hoosier veteran eligible to be buried in a national cemetery will be eligible for burial in the Cemetery. The spouse of an eligible veteran will also be eligible for burial there. • Burial allowances: Each county Auditor is authorized to pay an amount not to exceed \$100 for the burial of a veteran or the veteran's spouse, and to pay up to \$100 for the setting of a federal headstone. Veterans must have received an honorable discharge, and an application must be filed with the county auditor in the county of residence. • Veteran’s eligible for preference and meet minimum requirements for a posted position are offered an interview. • State seniority includes time spent on active duty.
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	<ul style="list-style-type: none"> • Receive pay differential when on active duty. • Option to continue family health care coverage at employee's expense while on active duty. • Military service is counted for calculating retirement benefits and eligibility for family medical leave. • 15-days paid leave available for each calendar year military service is performed.
Educational benefits	<ul style="list-style-type: none"> • The Remission of Fees is good for 124 semester hours and may be used for either undergraduate or graduate-level work. The amount allotted is 100% of tuition and all mandatory fees. The term "mandatory fees" is defined as any fee that must be paid by each student attending the institution. • The natural or legally adopted child of a disabled veteran may be eligible for remission of fees (free tuition) at any state-supported post-secondary school or university in Indiana. This applies for any college-aged dependent as long as the child was adopted by age 24 and the child is a resident of Indiana. • The State offers tuition-free education at any state-supported college or university for recipients of the Purple Heart Medal. • Tuition-free education at any state-supported college or university is available for children of a wartime-era service-connected disabled veteran. • Active duty military personnel and their dependents stationed in Indiana are eligible for resident tuition rates at any state-supported college or university. • Professional assistance provided for utilization of GI Bill benefits (Offered by IDVA's State Approving Agency.)
Family support	<ul style="list-style-type: none"> • Youth camps and educational weekend activities throughout the state, provide child development resources • Financial management and assistance • Legal assistance, crisis intervention, TRICARE and DEERS assistance • Establish and maintain links between command and families before, during and after deployments, conduct pre-deployment and post-deployment training, steady-state family support • Access to free, confidential counseling to service members and their families • Assistance to families of fallen service members • Hoosier Veterans Seamless Transition Program
Tax and financial benefits	<ul style="list-style-type: none"> • The State provides an Indiana tax exemption in the amount of \$5,000 of military pay for any person serving who entered from Indiana and maintains Indiana as Home of Record. • There is a Total exemption of military pay for the duration of deployment orders to a combat zone. (A Service member cannot claim both exemptions in the same year.) • Disabled service members who own a primary residence in Indiana can be eligible for up to \$37,440 in tax deductions from their property taxes. • Grants of up to \$2,500 (lifetime) for any Post 9/11 active duty service member and their family who are suffering financial difficulties because of deployment orders to a combat zone. (Military Family Relief Fund) (This is also offered to members of the National Guard and Reserve.) • The Indiana National Guard Relief Fund, Inc. provides financial grants to Indiana Army and Air National Guard members and their families who have encountered difficult situations due to mobilizations or financial hardship or disaster. The Indiana National Guard Relief Fund is a private, non-profit, tax exempt corporation. There are two grants, Fund A grants can be a maximum of \$10,000 and Fund B grants can be a maximum of \$2,500.
Licensing, registrations and fees	<ul style="list-style-type: none"> • The Indiana driver's licenses possessed by military members serving outside Indiana remain valid for 90 days following the service member's discharge from the service or return to the US.

	<ul style="list-style-type: none"> • Indiana has established procedures to expedite the issuance, renewal or reinstatement of professional licenses and certificates to the spouse of a person who serves on active duty and is assigned to duty in Indiana. • Any Indiana resident who is service-connected disabled by the U.S. Department of Veterans Affairs may purchase a license to hunt and fish in the State of Indiana for a reduced fee. • Hoosier Veteran Plates: Any resident of Indiana who was honorably separated from the active Armed Forces can purchase a Hoosier Veteran license plate. The DD-214 or Discharge Certificate must be presented at a local BMV office with a request for the special plate. (There is a \$15 charge for the Hoosier Veteran plate.) • Disabled Veteran Plates: Disabled Veteran plates function as a handicap-access plate in Indiana. These are strictly limited to those individuals who have serious mobility impairment due to a service-connected disability. Applications may be obtained from either the BMV or the Indiana Department of Veterans Affairs. The Indiana Department of Veterans Affairs must verify the veteran's eligibility. • Prisoner of War Plates: The POW license plate is available to all former prisoners of war or to the surviving spouse of a POW. Applications for these plates are available from the Indiana Department of Veterans Affairs. The Indiana Department of Veterans Affairs must verify the eligibility of the applicant. • Purple Heart Plates: Any Hoosier Veteran who has received the Purple Heart Medal is authorized to have this license plate. Applications may be obtained at the BMV or from the Indiana Department of Veterans Affairs. The veteran must present official documentation of the award, and the Indiana Department of Veterans Affairs must verify the veteran's eligibility. • State law provides that any wartime veteran who has an honorable discharge shall be granted Peddlers, Vendors, or Hawkers Licenses by all cities and counties free of charge.
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Indiana provides cost-free assistance with job placement after discharge from military service. (This service is offered by WorkOne Offices and the Department of Workforce Development.) • Indiana Employer Support of Guard and Reserve (ESGR) established to support all Service members with employment issues. • ESGR encourages all Service members to nominate their employer for “My Boss is a Patriot” award. • Exemption from jury duty.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • Deployed Service Members are provided the Yellow Ribbon Reintegration events at 30-, 60-, and 90-days after return. • All Service Members complete VA enrollment (10-10EZ) at demobilization site. • Cost-free assistance with disability claims after discharge from military service (Offered by County Veterans’ Service Officers.)

IOWA		Members	Spouses	Children	
	National Guard	8,825	3,554	7,034	
Governor: Terry Branstad	Reserves	2,600	1,133	2,095	
TAG: MG Timothy E. Orr	Total	11,425	4,687	9,129	
Support to state employees	<ul style="list-style-type: none"> • State administrative rules allow for active employees to take military leave to attend military services; • Take military leave without loss of pay for 30 days each calendar year; • May elect to be placed on leave without pay (they continue to receive regular pay and benefits for 30 days), or may be separated and removed from payroll (will be given 30 days of regular pay in a lump sum with their last paycheck); • Receive pay differential between military pay and state salary; • May maintain health and dental insurance coverage while on leave (if less than 31 days, employee must pay the employee’s share of the health/dental insurance premiums); and • Reinstatement of their health benefits. • Upon completion of military service, the state offers several options for return to work opportunities depending on the length of military leave (those discharged from the military under other than honorable service do not have return rights). • Employees returning from military service within the specified time frame are entitled to a restoration of their previous adjusted employment date for vacation accrual purposes, restoration of previous seniority date, restoration of sick leave and vacation balance accruals at time of induction or call to active duty, and all pay adjustments or increases for which the employee would have been entitled had they not entered military service. • Employees entering active military service are eligible for military health and dental benefits and may enroll their dependents in TRI-CARE if they drop health and dental insurance coverage under state group plans. 				
Educational benefits	<ul style="list-style-type: none"> • The Home Base Iowa Certified Higher Academic Military Partner (CHAMP) program designates institutions of higher education as veteran friendly and ensures that there are on-campus veteran resources available, consideration of service member transitions (can include credit for military school training, advanced registration, specific student orientation) and financial considerations and assistance for veterans and their families. • In-state tuition to veterans and their families who move to attend Iowa’s Regents universities (the University of Iowa, Iowa State University, and the University of Northern Iowa) and Iowa’s community colleges, a key component of the Home Base Iowa initiative. • The Iowa National Guard Education Assistance Program, which is a state-funded tuition assistance program that pays schools “up front” for the cost of an Iowa Army or Air Guardsman’s tuition. • Tuition and fees can be refunded or registration and tuition payments can remain intact for a student-spouse if a mobilization causes them to withdraw from classes. • The Operation Recognition High School Diploma program, which furnishes an honorary high school diploma to qualifying veterans who did not complete high school in Iowa due to armed service enlistment. • The Iowa War Orphans Educational Aid program, which is available to children of service members who have died while on active duty since 9/11. Aid is limited to \$600 and may be used to defray the expenses of tuition, matriculation, laboratory and similar fees, books and supplies, board, lodging and any other reasonably necessary expense for the War Orphan to attend the educational institution of higher learning. • State agencies work with federal agencies and colleges to provide service members with information on GI Bill education benefits and to provide training and on-the-job training programs to assist veterans in overcoming educational barriers to employment or to enhance their employability and increase their income potential. • State agencies work to promote green hiring initiatives for veterans. 				

	<ul style="list-style-type: none"> • The Children of Fallen Iowa Service Members Scholarship fund was established to provide post-secondary educational scholarships for children of deceased military service members who died while in an active military status after September 11, 2001. It has been expanded to include siblings of fallen Iowa service members. Awards may be used for any educational expenses.
Family support	<ul style="list-style-type: none"> • “Project LAUNCH” is designed to address substance abuse problems and is targeted to military families currently deployed or residing in certain zip codes in Polk County. • The Monthly Military Family Connections (MMFC) provides military families a place where families can connect with one another, as well as be educated and resourced with activities/information that correlate with the month’s educational theme. • The Iowa National Guard SHARP office has a collaborative partnership with Iowa Coalition against Sexual Assault (ICASA), in which we can simultaneously provide instruction, intervention techniques and services within the sexual assault community to our Soldiers, Airmen and our families. • Assistance to veterans and spouses in overcoming employment barriers and finding employment through a network of 19 Iowa Workforce Development field offices and nearly 1,000 access points (including at armories) throughout the state, including the ability to apply for benefits in person, through employers, or online. Service management from IWD Veteran Representatives is available to Veterans and Spouses who meet “significant barriers to employment” or are aged 18 through 24 as defined by USDOL/VETS. • Unemployment benefits for military spouses who are forced to voluntarily quit employment because the spouse on active duty has been relocated by the military. • Referral services to other support agencies that provide food assistance, TANF funds, child assistance and employment and training services. • Service members may temporarily assign visitation rights to another family member in their absence due to mobilization. • Referral services to other support agencies that provide food assistance, TANF funds, child assistance and employment and training services. • No cost Iowa Veterans Benefits and Services Book explaining benefits available to military families at the state and federal levels. This book is available at all Iowa Workforce Development offices, and county Veterans Affairs offices. • State agencies work with federal agencies to ensure that Iowa military families have access to the National Guard Family Program as well as Military OneSource and Military and Family Life Consultant services in order to receive the resources, information, support and services they need to cope with deployments and returns. • Plots within the Iowa Veterans Cemetery are available for honorably discharged veterans (no charge) and their spouses (minimal fee). • Access to benefit specialists and a network of 99 county veterans affairs offices trained to assist veterans and family members with claims. • Availability in the Iowa Veterans Home for the long-term care needs of a honorably discharged veteran and spouse.
Tax and financial benefits	<ul style="list-style-type: none"> • The Home Base Iowa Act fully exempts military pensions from state income tax. • The Military Homeownership Assistance Program (MHAP) provides eligible service members and veterans a \$5,000 grant to be used as a down payment or closing cost on a home purchase in the State of Iowa (members must have served on active duty on or after 9/11/01 and purchased a home after 3/10/05). The Home Base Iowa Act expanded eligibility for and increased funding for the MHAP. Since January 2009, the program has leveraged over \$178 million of home purchases through FY13. Additional funding for the program is provided in a separate appropriations bill.

	<ul style="list-style-type: none"> • Up to a \$500 bonus for service as an oceangoing Merchant Marine during the period December 7, 1941 through December 31, 1946. • Iowa Workforce Development’s Veterans Program refers Veterans to the Iowa Department of Veterans Affairs and Iowa Vocational Rehabilitative Services for assistance in processing claims for disability compensation and to County Veterans Affairs offices for monetary assistance as needed. • State agencies screen veterans for potential eligibility of the federal Work Opportunity Tax Credit certification. • State law provides mortgage foreclosure protection for activated Iowa National Guard and Reserves, and increases penalties on lenders who knowingly foreclose on a Guard member on state active duty. • The Property Tax Exemption benefit reduces a veteran’s assessed home value by \$1,850 for property tax purposes (members must have served on active duty during a period of war or for a minimum of 18 months during peacetime). • Senate File 2352 expands the individuals eligible for the disabled veterans homestead tax credit (a property tax credit for 100 percent of amount levied). It also strikes the maximum income limitation qualification for the credit. Added qualified recipients include: all veterans with a service-connected disability rating of 100 percent, including former members of the National Guard of any state who meet the requirements for Iowa National Guard members and surviving spouses or children who are receiving dependency and indemnity compensation for a spouse or parent who died in action or from a service connected injury. • The Iowa Injured Veterans Grant, which provides up to \$10,000 to members or former members of the U.S. military who are residents of Iowa and were seriously injured during operations in Iraq or Afghanistan. • The Iowa Veterans Trust Fund, which is a multi-million dollar fund established by the state, provides funding to help Iowa veterans and their families with unemployment or underemployment assistance due to service-related causes, counseling and substance abuse services, housing repair, transitional housing in an emergency; and assistance with vision, hearing, dental care, durable medical equipment and prescription drugs. • Military pay is exempt from state tax and delayed filing available during activation. • \$12,000 military death gratuity is exempt from state tax. • Automatic extension on late tax filing. • Exemption from the computation of the individual state income tax of all pay received for active duty military service and service in operation new dawn and including retroactive applicability provisions. • The Iowa Vital Records Bureau provides one free copy of a death or birth certificate for active military if the death occurs while on active duty (the death certificate is provided to the Veteran’s Administration for benefits determination, but a birth certificate could be provided to both the family and the VA).
Licensing, registrations and fees	<ul style="list-style-type: none"> • Training and access for veterans to certifications through in-house programs such as the Workforce Investment Act (and its successor - the Workforce Innovation and Opportunity Act), and local colleges and training providers. • The Skilled Iowa initiative enables veterans the opportunity to earn a National Career and Readiness Certificate (NCRC) at no cost, regardless of their state of residence. Veterans may also utilize Career Ready 101 to prepare for the test or improve their score at no cost. Finally, veterans receive priority service for all Skilled Iowa internships. • Lifetime hunting and fishing license for a one-time \$5.50 fee available to veterans with service-connected disability or POW.

	<ul style="list-style-type: none"> • Military personnel that qualify as a resident of Iowa, on active duty with the armed forces, on authorized leave from a duty station, do not need a hunting license, deer license, turkey license, fishing license or pay the Habitat Fee. • A limited number of nonresident disabled veterans and nonresident disabled active military personnel who qualify can obtain a hunting license, any sex deer tag and/or turkey tag at resident prices, when participating in a hunt for wounded military personnel provided by a qualified nonprofit organization. • Extension of driver’s license for active duty personnel (valid until six months following separation from active duty). • The Home Base Iowa Act eliminates the special plate issuance fees charged for non-personalized plates associated with military service for eligible honorably discharged veterans. Personalized plates can be purchased at half-price. • Iowa driver licenses do not expire while persons are in active military service, which enables members to renew their license when they return from active duty without penalty. • If member of the military is sent a suspension notice from Iowa DOT while on active duty, SR 22 insurance and appeal time is waived until the member returns to Iowa. • Iowa driver licenses extend the expiration for 5 years for family members of those persons in active duty of the military. • Military’s Motorcycle Rider safety classes can be used to fulfill the safety class requirement for an Iowa Motorcycle license. • Recognizes military training for commercial driver’s licenses and allows them to be exchanged for an Iowa commercial license. • Honorably discharged veterans can obtain a “Veteran” designation on their driver’s license or identification card, which eliminates the need to carry official military or veteran papers for veteran identification purposes. • The Iowa DOT website includes a specialized page for military personnel and veterans that is designed to help them quickly identify available services. • Military personnel who have been on active duty can use “active duty time” to meet the continuing education requirements for the EMS certification period. • The Plumbing, Mechanical and Electrical License (PMB) Bureau grants an exemption from CEU requirements under certain circumstances if deployed, including an exemption from being required to take an exam for licensure if on active duty during the time of the original waiver from examination and if previously held a license or passed an equivalent exam. • Licensees for Athletic Training, Barbering, Chiropractic, Mental Health Counselor, Marriage and Family Therapy, Cosmetology, Dietetics, Hearing Aid Dispensing, Massage Therapy, Mortuary Science, Nursing Home Administrators, Optometry, Physical and Occupational Therapists, Physician Assistants, Podiatry, Psychology, Respiratory Care, Sign Language Interpreter and Translators, Social Work, Speech Pathology and Audiology are exempt from continuing education requirements during the license biennium when the licensee served honorably on active duty in the military service. • The Home Base Iowa Act authorizes Iowa’s licensing boards to adopt rules allowing credit for military training and experience in the licensing process. In addition, the law requires rules to expedite the licensing of a veteran who is licensed in a similar profession or occupation in another state and licensing boards will make a recommendation in 2015 about whether to apply this provision to veterans’ spouses.
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<p>Protections, recognition and employment</p>	<ul style="list-style-type: none"> • Iowa’s commitment has received national recognition, including: <ul style="list-style-type: none"> ○ Iowa named one of four “All-Vet States” by US Chamber of Commerce. ○ Iowa named one of three “Get Skills to Work” states. ○ Iowa was the first state to join the “Hilton HHonors” program, and the first to award hotel points to a qualifying veteran. This program provides 100,000 Hilton points to eligible Veterans, National Guard/Reserve personnel, Transitioning Service Members and Spouses who are looking for employment and/or housing. • The Home Base Iowa Act allows private-sector companies to follow the public sector’s lead by allowing a preference in hiring and promoting veterans. • Home Base Iowa businesses pledge to hire a specific number of veterans and jobs are posted on the Home Base Iowa website. In addition, businesses utilize the Skilled Iowa initiative. • Communities can be designated as Home Base Iowa communities if: ten percent of businesses in the area become Home Base Iowa businesses, the community develops a welcome incentive package for veterans, it displays the Home Base Iowa Community designation, and it obtains a resolution of support from the local governing body. • The Job Connection Education Program (JCEP) helps Guard and Reserve Service Members and their spouses who are unemployed or under-employed find careers. • The State of Iowa assists veterans with résumé development, matching skills to Executive Branch job classes and vacancies and help guide veterans in the hiring process. Disabled veterans may also be eligible for a non-competitive work experience and placement program designed to help match state agency skill needs with disabled veterans who are enrolled in federally funded job training programs. • Recognition of veteran status as defined in Iowa Code Chapter 35.1 for state programs and benefits (veterans status is also granted to those who have been activated for at least 90 days). • Employment support for veterans, including assistance with career exploration, labor market information, skill training and certification, résumé preparation, job interviewing, job search training, unemployment issues and many other needs that the veteran may have (veterans with disabilities may qualify for vocational rehabilitation services if meet statutory definition). • State personnel provide basic information and act as a referral source for veterans to DOL/VETS concerning USERRA issues in order to protect the veteran’s employment rights. • Iowa Workforce Development Veterans Program ensures priority of service in all federally funded job placement and training programs in Iowa and monitors federal job listings to ensure that veterans get preference in referral to open jobs and employment opportunities with federal contractors. • State personnel assist veterans who have been incarcerated with securing employment before the end of their sentence in order to decrease recidivism. • The state is part of the Employer Partnership of the Armed Forces, which provides employers with a direct link to service members and their families. • The Iowa Employer Support of the Guard and Reserve, part of the DoD, identifies and enhances employment opportunities for service members and spouses. • Iowa administrative rules allow veterans to receive additional points added to the scoring system of their application during the hiring process (applicants who were a Purple Heart, or who have a service-connected disability, or who are receiving disability compensation or pension under laws administered by the U.S. Veterans Administration may request to have a maximum of ten points added to examination scores).
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	<ul style="list-style-type: none"> • State personnel administer federal Access to Recovery (ATR), which funds substance abuse treatment and mental health services to all active military and National Guard members at or above 201 percent of the federal poverty level guidelines while enabling those below the threshold to receive subsidized treatment through a Substance Abuse Prevention and Treatment Block Grant or a county mental health plan (Camp Dodge in Iowa has been offered the ability to be an ATR Care Coordinator provider, which allows them to admit soldiers into an ATR and issue vouchers from base). • Iowa Workforce Development provides a job bank specifically for Veterans, www.workiniowa-Veterans.jobs. This mobile-enabled and search-engine optimized site allows Veterans to match their Military Occupational Specialty skills with similar employment opportunities in Iowa.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Self-assessment, attitude, researching companies, résumé and cover letter writing, interviewing and follow-up training and services are offered in day long programs. • Individuals with specific one-on-one assistance are referred to specialists. • State personnel attend Yellow Ribbon events to inform veterans of employment services in Iowa, which include tailored services to all veterans and intensive services for veterans with barriers to employment. • The Veterans Opportunity for Work program, conducted quarterly in Iowa, helps veterans reintegrating back to civilian workforce. • The Iowa DNR’s Water and Wastewater Operator Certification Program collaborated with the U.S. Department of Veterans Affairs, the U.S. Department of Labor, the Iowa Department of Education, and Pensions, (professional career transition experts), to help Iowa water and wastewater utilities recruit and hire Iowa veterans and military service personnel. Together, Iowa was the first in the nation to implement the U.S. Environmental Protection Agency’s initiative to attract and hire veterans in water supply and wastewater occupations. • The Iowa Department of Natural Resources and the Iowa Department of Education have developed a training outline that an Iowa water supply or wastewater utility could use as on-the-job or apprenticeship training that would allow a veteran to receive GI Bill benefits while working towards their water supply or wastewater certification.

KANSAS		Members	Spouses	Children	
	National Guard	7,352	3,727	7,414	
	Reserves	3,817	1,921	3,651	
Governor: Sam Brownback					
TAG: Maj Gen Lee E. Tafari	Total	11,169	5,648	11,065	
Support to state employees	<ul style="list-style-type: none"> • Pay differential for eligible employees activated for full-time duty, mobilized, and deployed for more than 30 consecutive days • A one-time payment of \$1,500 made to state employees upon activation for a period of more than 30 consecutive days • Veterans preference for state jobs – any veteran who is eligible for veteran's preference and who meets minimum requirements for a posted state position is offered an interview • Positions are protected as long as the employee is on active military duty and returns to employment within designated timelines • Retirement system can grant service credits to active military service at no cost to members if their military service interrupts their public service • Active KPERS members receive basic life insurance equal to 150 percent of their annual gross income 				

	<ul style="list-style-type: none"> • Employees retain state provided group term life insurance coverage at no cost while on active military leave; they may also remain in Optional Group Life Insurance, but must pay that premium • Employees may receive payouts for accrued leave prior to leaving for active duty • Employees may request and use appropriate accrued leave at any time while on active duty • Employees on active military duty may continue health insurance coverage for 30 days and the State will continue to pay its share of the premium; employees may continue coverage beyond 30 days, but must pay the total premium • No waiting period for health insurance upon returning from active duty • Employees on active duty during Benefits Open Enrollment may enroll in coverage upon their return without penalty • While on active duty any obligated bonuses or longevity bonuses will be paid when due • General pay increases that would have been received had the employee not been on active duty are granted upon returning to employment
Educational benefits	<ul style="list-style-type: none"> • Up to 100% of tuition fees paid for enlisted members, based on funding • The tuition to attend state universities, community colleges, or vocational technical colleges will be covered for dependents of Kansas residents who are killed in the line of duty, MIAs, or POWs while in the United States armed forces or the Kansas National Guard • Refund or credit for the tuition paid if activated during a semester • Participates in the Interstate Compact on Education Opportunities for Military Children • Residents can return to Kansas within 60 months of departing the state and qualify for in-state tuition • ROTC institutions award scholarships to Kansas soldiers who have returned from military service and are enrolled at community colleges • All service members and veterans receive in-state tuition benefits
Family support	<ul style="list-style-type: none"> • KS Family Programs Office provides help for the military, to include re-deployment and reintegration training and coordination of Family Readiness Groups • Military spouses forced to leave employment due to their spouses' military orders are eligible for unemployment insurance • Sub. for HB 2178 requires a state licensing agency to issue a license to a nonresident military spouse in order for the spouse to lawfully practice a regulated profession in Kansas • KS 76-1908 Any person who served in the active military service of the United States during any period of war, or who served in the active military service of the United States during peacetime and is entitled to veterans administration hospitalization or domiciliary care under title 38
Tax and Financial Benefits	<ul style="list-style-type: none"> • Kansas does not tax military retirees' pensions • Provide a \$250,000 state death benefit for any member of the Kansas NG who is killed in the line of duty • Provide income tax exemptions for members of the military for bonuses received for recruitment and student loan repayments • Defer property tax on principle residence up to two years while on active duty, for service members who have been (or will be) deployed outside of the United States • Ensures full compliance with federal law extending tax return filing dates and other required payments and reports for military personnel serving in a combat zone and their families • Emergency relief available to members of the Kansas NG and Reserves and their families that are Kansas residents

	<ul style="list-style-type: none"> • National Guard Foundation (Kansas) to assist NG members and families when pay or other authorized programs cannot cover costs • Tax credits for businesses employing Kansas NG and reserve members who are unemployed upon returning from deployment • Death benefit of \$250,000 for the beneficiaries of any member of the Kansas NG who is killed on active federal duty • Down payment assistance to qualified Kansas buyers for the purchase of their first home • KS Lottery launched two instant games which split 50% net profit to KS NG Education Assistance Act scholarships and 50% net profit to KS Soldiers' Home, KS Veterans' Home, and the state veterans cemetery system
Licensing, Registration and Fees	<ul style="list-style-type: none"> • Free hunting and fishing licenses for NG members and certain disabled veterans • Professional license continues to be valid while an individual is in military service and for 6 months following their release. No renewal fees, applications or continuing education are required during this period. • Grace period for returning deployed military personnel with an expired registration not to exceed 7 days to properly register their vehicle in their home county • Free processing of requests for vital statistics records by all members of the Kansas NG who have received an alert notice of active duty or have already been placed on federal active duty for mobilization, and their dependents • Free admission to state parks for NG members • Vehicle registration tax exemption for mobilized and deployed military personnel • Distinctive military license plates
Protections, recognition and Employment Support	<ul style="list-style-type: none"> • Require protestors to stay at least 150 feet from any entrance to a cemetery, church or mortuary or other location where a funeral is held • Employers are encouraged to take the “Hire a Veteran Pledge,” located on the Kansas Dept. of Commerce Website: http://www.kansascommerce.com/FormCenter/Industry-Pleges-8/KanVet-Hire-A-Veteran-Pledge-40
Reintegration Programs/ Initiatives	<ul style="list-style-type: none"> • KanVet is a Governor backed initiative that places all state resources in one location. It is the One Stop Shop for state programs and benefits for Kansas’ military, veterans, spouses and dependents. • The Hire A Vet pledge is an initiative that encourages employers to hire veterans. After completing the pledge, employers receive a placard to hang in their businesses, showing their support, and receive free personal assistance from a state Veteran Employment Representative, who aids them in registering their business employment opportunities on the State Job Board.

KENTUCKY		Members	Spouses	Children	
	National Guard	8,286	3,559	6,564	
Governor: Steven Beshear	Reserves	4,718	2,615	5,066	
TAG: Maj Gen Edward Tonini	Total	13,004	6,174	11,630	
Support to state employees	<ul style="list-style-type: none"> • Eligible to purchase one month of retirement system credit for every six months served. • Veterans preference for positions in state government. • Paid military leave of 21 days annually, with carryover of unused leave for one calendar year. • Boards of Education are permitted to: provide the employer's contribution for health insurance; allow military service to count toward continuing service contracts and retirement credit; and to pay teachers' contributions to retirement system for time of deployment. • Teachers and principals called to active federal duty will be granted leave of absence and upon return, state will pay member contribution to receive retirement service credit for active duty period. • Excused day for spouse deployments and returns. 				
Educational benefits	<ul style="list-style-type: none"> • Federal Tuition Assistance- the Federal Tuition Assistance program pays \$250 per semester hour and \$4,500 per fiscal year up to the first professional degree. • State tuition Assistance- Kentucky State Tuition assistance pays 100 percent of tuition for state supported public institutions up to 12 hours. Kentucky State tuition assistance also pays tuition for KHEAA approved private colleges at a capped rate. • GI Bill counseling and testing services. Education Service supports all Soldiers and units with their GI Bill and Kicker issues, as well as providing civilian and military testing. • State tuition waiver for dependents of a veteran who died while serving on active duty. • State tuition waiver for dependents of a disabled veteran. • No discrimination against ARNG called to active duty with respect to attendance and credit for academic work accomplished. 				
Family support	<ul style="list-style-type: none"> • Family Assistance Center that is manned 24/7, 1-800-372-7601 option 1. • Mobilization support. • Family Readiness Support Assistancess- Empowers commanders in their duty to deliver the Total Army Family Program. • Family Assistance Specialists- Provide information, resources and outreach to families throughout deployment cycle. • Military Family Life Consultants- Helps prevent family distress by providing information on family dynamics, parent education and available support services. • Child and Youth Services Program Coordinators- training, resources, activities and events for our military youth. • Military One Source Consultant- 24/7 free access to confidential resources and referral support for Soldiers and families. • Transition Benefits Advisor- Provides technical support on VA benefits and entitlements. • Personal Financial Counselor- Assist families with budgeting, financial counseling, savings, & retirement planning. • Community Outreach Coordinator- Connects the Guard with the community. • Survivor Outreach Services Coordinators- Offers services to survivors of deceased military members. • Also offer assistance with TRICARE and Defense Enrollment Eligibility Reporting System (DEERS) and Military and dependent ID Cards. 				

Tax and financial benefits	<ul style="list-style-type: none"> • Lump-sum payment of \$80,000 death benefit from the state for state active duty and for NG/Reserves on Title 10 military duty. • Receive additional \$20 tax credit if member of the ARNG. • Tax return extension when in a combat zone. • Military retirements are partially exempt from state income tax. • State ARNG pay equal to federal active duty pay. • State income tax exemption of all income sources for members of the active and reserve component killed in line of duty, for the year during and the year prior. • State income tax exemption on all military pay when filing a Kentucky individual tax return. • Veterans' personal loan program, up to \$10,000 and 10 years. • Housing grants to reduce principle and interest payments on a mortgage or rental payable by ARNG or reserve members during federal active duty.
Licensing, registrations and fees	<ul style="list-style-type: none"> • May renew driver's license by mail. • Special ARNG vehicle and motorcycle licenses available for members, retirees and surviving spouses. • Training requirement waived for active and retired federal civilian and military peace officers concealed deadly weapon license. • Automatic extension of certifications while deployed. • Assistance to spouses in obtaining professional and occupational licenses when moving into state due to reassignment. • Professionally licensed or certified spouse of any active duty military personnel transferred to Kentucky issued a six month temporary license. • Waive continuing education requirements for licensed engineers while deployed. • Veterans who have completed a total of ten years of active duty service are eligible for a five year statement of eligibility for teaching. • 30 days to renew vehicle license if stored while deployed. • Eliminate annual proof to renew for veterans and retired military license plates. • Exempt from paying tolls going to or returning from duty. • Free birth and death certificates if within 60 days of deployment. • Applicants with military service experience operating commercial-sized motor vehicles exempt from commercial driver's license driving skills test. • Active duty military personnel professional license or certificate renewal without payment of fees or continuing education as long as they are an active duty member of the Armed Forces and for six months after discharge. • Veterans can apply military experience towards the licensing of heating, ventilation, and air conditional professionals. • Ease licensing requirements for firefighters and EMTs. • "I" Support Veterans" license plate established.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Provide protection when activated under state law as under the SSCRA. • Employers must grant military leave for ARNG active duty or training; re-employment rights. • Cannot deprive ARNG member of employment, obstruct business or profession, or threaten job action to prevent enlistment. • June 24th is Kentucky National Guard Day. • Established National Guard and Reserve Employers' Council. • TAG authorized to appoint attorney for criminal activities while on duty. • TAG may purchase liability insurance to protect ARNG members during state duty. • Provided same powers and immunities as peace officer during state duty. • Immunity from non-felony arrests while on state duty. • Criminalize disorderly conduct within 300 feet of a military funeral. • Devote one instructional period to observe Veterans Day at public schools.

	<ul style="list-style-type: none"> • ARNG and Reserve Medical Task Force. • Kentucky SCRA. • Compensation for state active duty – Receive pay at the same rate as active duty armed forces. • Stolen Valor Act: It is a Class A misdemeanor for anyone to falsely apply for a special military license plate or misrepresent current or former military status.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Provide information, guidance and resources to support the Service Member and families throughout the deployment cycle. • Provide resources to push benefits, information, resources, activities and support available for Service Members and families. • Plan, coordinate and execute pre-mobilization, during mobilization and reintegration events to support Service Members and their families. • All re-deploying Soldiers and families are invited to attend reintegration events to ensure they have the necessary support and tools. They are also able to find additional support and tools at the event.

LOUISIANA		Members	Spouses	Children	
	National Guard	10,922	4119	6,670	
Governor: Bobby Jindal	Reserves	9,169	9,150	9,784	
TAG: MG Glenn H. Curtis	Total	20,091	13,269	16,454	
Support to state employees	<ul style="list-style-type: none"> • Certified state force protection personnel who serve at least 1 year receive supplemental pay at the same rate as other state police/sheriff deputies • Receive pay difference between military pay and state salary • 15 days paid military leave • Option to continue retirement contributions • Option to continue life insurance and group benefits coverage • Continue to receive annual merit increases • Employment preference for veterans 				
Educational benefits	<ul style="list-style-type: none"> • Protection from academic penalties while activated • 100 percent tuition exemption at any state institution of higher learning • Tuition exemption for dependents of veterans with a severe service-connected disability or veterans who died during active duty during a war time period 				
Family support	<ul style="list-style-type: none"> • Military Family Assistance Programs to help Service Members and their families to address hardships. • Additional Family Support information available at: http://geauxguard.com/resources/rio/familyprograms/family-support/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • \$250,000 state death benefit for National Guardsmen who die during a period of activation • \$100,000 state disability benefit for National Guardsmen for a qualifying disability during a period of activation • State income tax deferred during and for 6 months after mobilization • Service officers in every parish are available to assist veterans and/or their dependents in filing for VA benefits • Military retirement pay exempt from state income tax • Property tax assessment frozen under a certain income level for 50% service-connected disabled veterans 				

Licensing, registrations and fees	<ul style="list-style-type: none"> • Recognition of military driver's license and extension of state license during activation • Exemption from payment of reinstatement, renewal or suspension fees for motor vehicles as a result of mobilization • Exemption from payment of reinstatement, renewal or suspension of professional or occupational licenses as a result of mobilization • Free hunting, fishing and drivers' licenses for certain disabled veterans
Protections, recognition and employment support	<ul style="list-style-type: none"> • Public and private sector employers authorized to pay supplemental income to activated employees • Continue cases where a subpoenaed witness or party has been activated • Louisiana Military Service Relief Act supplements the rights provided by SCRA and USERRA • Two veteran eligibility categories for the Hudson Small Entrepreneurship Program allow veteran-owned small businesses and service-connected disabled veteran-owned small businesses to participate in state service, construction, and procurement contracts.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • The Reintegration Office actively assists Louisiana National Guard service members and their families by providing a single source of advocacy, information, support and referral services. • Louisiana National Guard Reintegration Office Consists of: Yellow Ribbon, Office of Family Programs, Child & Youth Program, Employment Assistance, Resilience-Risk Reduction-Suicide Prevention, Transition Assistance, Strong Bonds and Employer Support of the Guard & Reserve (ESGR). • http://geauxguard.com/resources/rio/

MAINE		Members	Spouses	Children		
	National Guard	3,249	1,574	2,824		
	Governor: Paul LePage	Reserves	847	371		690
	TAG: BG James D. Campbell	Total	4,096	1,945		3,514
Support to state employees	<ul style="list-style-type: none"> • Maine provides 17 days per year of paid military leave including health insurance coverage; • The authority to use annual leave to maintain benefits; • Receive retirement program credit for activated service if returning to a position within 90 days of separation; • Protection of seniority, pay and other benefits; • Veterans' preference for any position on an open competitive basis in the classified service; their wives, husbands, widows, widowers, mothers and fathers are also eligible for this preference; 					
Educational benefits	<ul style="list-style-type: none"> • Tuition and fees waived for qualified dependents of certain disabled or deceased veterans. • Current members of the ME Army NG are eligible for up to \$4,500 for federal tuition assistance and up to \$1,500 for state tuition assistance • Current members of the ME Air NGA are eligible for state tuition assistance up to \$6,000. • All veterans and spouses eligible for in-state tuition. 					
Family support	<ul style="list-style-type: none"> • Information available at: http://www.me.ngb.army.mil/Family/. • Services include: a 24/7 hotline; regional Military Family Assistance Centers; Yellow Ribbon Deployment Cycle Support events; a director of Psychological Services; a Military Family Life Counselor; a Child and Youth Services Program Coordinator; a Military OneSource Liaison; a Transitions Benefits Advisor; a Family Readiness Group Advisor • The Maine Military and Community Network has nine regional groups with membership from Service Members, Veterans, Family members, Veteran Service 					

	Organizations as well as concerned citizens which meet regularly to identify unmet needs and leverage local solutions using community resources.
Tax and financial benefits	<ul style="list-style-type: none"> • Property tax exemption for eligible wartime veterans • The Finance Authority of Maine administers a Veterans Small Business Loan Program
Licensing, registrations and fees	<ul style="list-style-type: none"> • Waive or defer all or any portion of continuing education requirements as a condition of license renewal when activated over 30 days. • Special veterans' license plates available. • Certain disabled veterans are exempt from various motor vehicle related fees. • Complimentary hunting, fishing and trapping licenses for certain service-connected disabled war veterans. • Veterans receive a free life-time day-use pass to state parks and historical sites. • Application fee waived for Veterans seeking licensing as electricians, plumbers and stationary steam engineer and fuel technicians.
Protections, recognition and employment support	<ul style="list-style-type: none"> • State recognizes Prisoners of War, Purple Heart recipients and those that die in the line of duty with a state medal. Certificates of appreciation for wartime service are available for WWII, Korea, Vietnam, Cold War, Persian Gulf and current conflicts.

MARYLAND		Members	Spouses	Children	
	National Guard	10,936	5,428	9,523	
Governor: Larry Hogan	Reserves	11,925	6,104	10,610	
TAG: MG Linda L. Singh	Total	22,861	11,532	20,133	
Support to state employees	<ul style="list-style-type: none"> • Activated service members receive pay difference between military pay and state salary. • Veterans and spouses of disabled veterans are given additional points during hiring and for calculating seniority for layoffs. • Veterans may receive retirement credit for eligible military service. 				
Educational benefits	<ul style="list-style-type: none"> • Maryland's public institutions have made a commitment to establish a "One Door" system so that student veterans are able to connect to their educational and support needs through the establishment of a veterans' office or designated staff person. • Maryland's public institutions have policies regarding awarding academic credit for prior learning. Veterans can contact individual institutions for information on whether academic credit can be awarded for military training, coursework and education at public institutions of higher education in Maryland. • Honorably discharged veterans, active duty service members, spouses of active duty members, financially dependent children of active duty members and members of the National Guard will pay in-state tuition. • Maryland National Guard members are eligible for up to 50 percent off tuition and related fees up to \$5,000 per fiscal year for undergraduate, masters, professional and vocational or technical training at state colleges, universities and some private colleges. • Maryland National Guard soldiers or airmen will not pay out-of-state tuition at public institutions of higher learning, regardless of state residence if they are currently serving in critical skill areas. • The Marine Gunnery Sergeant John David Fry Scholarship (Fry Scholarship) pays eligible dependents up to 36 months of the full, 100 percent level, of the Post-9/11 GI Bill. This includes the tuition and fee payment, a monthly housing allowance and a books and supplies stipend. Currently the Fry Scholarship is only available for children of Service members who died in the line of duty after September 10, 				

	<p>2001. Effective January 1, 2015, the Fry Scholarship will be expanded to include surviving spouses.</p> <ul style="list-style-type: none"> • The Veterans of Afghanistan and Iraq Conflicts Scholarship (VAIC) Program provides financial assistance to service members who served in Afghanistan or Iraq and to their family members. • The Edward T. Conroy Memorial Scholarship is for eligible veterans and their family members who are attending an institution of higher learning in Maryland. • The Pat Tillman Scholarship is for veterans and active duty military service members, honorably discharged of pre and post 9/11 service from all branches of the U.S. Military including National Guard and Reserve, current spouses of veterans or active duty service members (including surviving spouses). Service members or spouses pursuing a degree as a full time student, undergraduate (Bachelor's or above), graduate or post graduate degree at a public or private, U.S. based accredited institution are also eligible. • For details on all Maryland State Scholarships & Grants, please visit the MHEC website at: http://www.mhec.state.md.us/financialAid/descriptions.asp.
Family support	<ul style="list-style-type: none"> • A statewide network of volunteers exists to coordinate family readiness services. • A youth council is established to develop a strategic plan for addressing needs of children in military families. • There is integration of youth service participants into the work of statewide assistance volunteer network. • A partnership with 4H extension provides leadership opportunities to children of military families. • Family support organizations exist at both unit and headquarters levels. • National Guard Reintegration has an \$800,000 budget item to aid reintegration of members into society after service overseas. • The Partners in Care Program is provided in concert with local religious organizations. • The Yellow Ribbon Reintegration Program supports service members and their families returning from deployment. • Information about family programs is available at: http://www.md.ngb.army.mil • Morale Welfare and Recreation (MWR) ticket sales are available through the Family Support Office. • Under the Department of Health and Mental Hygiene's Behavioral Health Administration, Maryland's Commitment to Veterans (MCV) provides a referral line and four Regional Resource Coordinators (RRC) for veterans and family members to contact when in need of services to address challenges associated with reintegration, behavioral health, benefits, medical care, employment and housing. An assigned RRC then links them to needed resources. • The Maryland Veterans Resilience Initiative (MaVRI), a project led by the University Of Maryland School Of Public Health in partnership with the Maryland Department of Health and Mental Hygiene, was launched in 2012 to enhance the behavioral health care available to veterans and their families in Maryland. The project has three major components, training for health professionals, student veteran support and research. • Maryland Department of Veterans Affairs provides outreach and advocacy in the form of briefings, website, social media, email communications and resource tables across the State to inform veterans, National Guard, Reserve Units and families on available benefits and services

Tax and financial benefits	<ul style="list-style-type: none"> • Exemption from property tax exists for primary residence of 100 percent disabled veterans and spouses, surviving spouse of active duty military killed in the line of duty, and surviving spouse receiving dependency and indemnity compensation. • \$5,000 of military retirement income is exempt from state income tax. • \$15,000 of military pay is exempt from state income tax when on active duty outside U.S. boundaries or possessions for service members with total military pay not exceeding \$30,000. • Tax credit is available on title tax for active duty members establishing residency in Maryland. Title and registration must take place within one year of moving to Maryland. • For out of state vehicles, if the owner is a member of the military on active duty or a member of their immediate family and has not been a Maryland resident for more than one year, an excise tax credit is allowed with proof of active military status. • For out of state vehicles, if the owner is a Maryland resident on active duty or a member of their immediate family returning to this state, an excise tax credit is allowed if the vehicle is titled within one year of their return, with proof of active military status. • A death benefit of \$125,000 is offered to the surviving spouse, children, dependent parents or estate of a Maryland resident who served in the Afghanistan or Iraq conflicts and who is killed or dies in the performance of duties as a law enforcement or correctional officer, a volunteer or career firefighter, a sworn member of the office of State Fire Marshal, a public aviation employee, a Maryland resident who is a member of the uniformed services of the U.S. serving in the Afghanistan or Iraq conflict or a hazardous material response team employee. • Maryland Department of Veterans Affairs maintains a service and benefits program to assist veterans, active duty service members, dependents and survivors with filing for USVA benefits.
Licensing, registrations and fees	<ul style="list-style-type: none"> • 100 percent service-connected disabled veterans and former POWs may obtain free hunting and fishing licenses. • Service members may hunt without cost if they are on leave. • Maryland offers veterans a variety of military related license plates. • 100 percent disabled veterans are eligible to receive a disabled license plate without charge. • Maryland recognizes veteran status with a notation on the driver's license. • Certain veterans discharged within 12 months of service are eligible to waive the Commercial Driver License (CDL) skills test when becoming a CDL driver.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Provisions of SSCRA and USERRA are incorporated when activated under state law. • Maryland ESGR develops and promotes a supportive work environment for service members through outreach, recognition and educational opportunities that increase awareness of applicable laws and to increase military readiness. • Both Governor Martin O'Malley and Lt. Governor Anthony Brown have signed ESGR Statements of Support for the Guard and Reserve. • Maryland One Stop Career Centers provide veterans and eligible family members with skills training and employment assistance. • Maryland Department of Veterans Affairs manages a Jobs for Maryland Veterans email which shares job announcements with an email subscriber list of over 20,000. • The Maryland Workforce Exchange (MWE) allows veterans to search for current job openings, create resumes and find occupational training. • Disabled Veterans Outreach Program/Local Veteran Employment Representatives provide services to meet the employment needs of veterans.

	<ul style="list-style-type: none"> The Maryland Veterans' Full Employment Act provides expedited occupational and professional licensing to eligible veterans and spouses.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> The MDNG Yellow Ribbon Reintegration Program (YRRP) provides pre-deployment, 30, 60 and 90 day post deployment health reassessment events for service members and family members. The YRRP provides resources on benefits, information and support for service and family members. The YRRP provides comprehensive fitness and resilience training to service and family members who are deployed and returning from deployment. For more information on Maryland's Yellow Ribbon Reintegration Program, visit: http://www.md.ngb.army.mil.

MASSACHUSETTS		Members	Spouses	Children	
	National Guard	8,438	3,303	5,495	
Governor: Charlie Baker	Reserves	7,480	3,027	5,101	
TAG: Maj Gen L. Scott Rice	Total	15,918	6,330	10,596	
Support to state employees	<ul style="list-style-type: none"> National Guard members receive a minimum of \$100 per day while on state active duty; Provides that the state pay half the monthly life insurance premiums for Guard members. Public pension is protected and military service is credited to it; also eligible for reemployment within two years. Provide for pay difference between public service pay and military pay. When on leave, state continues to pay its share of the health insurance premium. Public employees of other states, who have served in the guard, allowed to credit military service to their pension. 				
Educational benefits	<ul style="list-style-type: none"> Exempts Guard members from paying any fees while attending a Massachusetts public college or university. Already, they receive free tuition, but fees can account for as much as three quarters of the cost of a college education. The state, not the schools, will pay for the cost of the waivers. 100 percent tuition and fee assistance in state schools (beginning July 1, 2006). Grants high school diplomas to veterans who left school upon being drafted or enlisting in World War II, Korea or Vietnam wars. 				
Family support	<ul style="list-style-type: none"> The death benefit paid to families of Guard members killed in the line of duty is \$100,000; \$2,000 benefit for Gold Star spouses and Gold Star parents' benefit from \$1,500 to \$2,000. Official documents can be acknowledged by commissioned officers rather than notary. Additional information about family program available at: http://www.mass.gov/guard/family_program/family_support_ma/assistance_centers.htm Military Family Relief Fund (see http://www.mangfriends.org for more information) Massachusetts joined the Interstate Compact on Educational Opportunities for Military Children, or, the MIC3 (Military Interstate Children's Compact Commission). This is primarily an active duty resource, although the child identifier that Massachusetts implemented through the Student Identification Management System program reflects that language is being work on to incorporate the Reserve population. 				

	<ul style="list-style-type: none"> • The governor recognizes the military youth of Massachusetts with a proclamation during the Month of the Military Child each April.
Tax and financial benefits	<ul style="list-style-type: none"> • Guard members receive a minimum of \$100 per day while on state active duty; • Can request extension to file taxes while serving for time served and an additional 6 months, if individual paid 80 percent of taxes due; • Defer real estate taxes at eight percent while serving outside of state over 180 days (local option). • Provides a “Welcome Home” bonus of \$1,000 given to Massachusetts service members who served on active duty in Afghanistan and Iraq after 9/11/01, and provides \$500 bonus to those who served at least six months on active duty in other locations. Also, for service members who have served multiple deployments to Iraq and Afghanistan, the \$1,000 benefit is for the first deployment; for subsequent Iraq and Afghanistan deployments service members receive \$500. • Provides for reimbursement of 50 percent of the premium of monthly SGLI (or equivalent group) life insurance premiums for policies worth up to \$400,000. • Establishes a check-off on the state tax form to help members of the Guard and reserves (called to active duty after 9/11/01) and their families defray the costs of food, housing, utilities, medical services and other expenses • Death benefit of \$100,000 for a Guard member who dies in the line of duty. • Free drug and alcohol shelters for homeless veterans. • One time loan up to \$10,000 at three percent. • Temporary financial assistance on case-by-case basis.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Waive late or renewal fees for veterans or military personnel who are unable to meet license deadlines due to deployment. • Licenses, permits and certificates of registration that expire while holder is serving may be renewed within six months after termination of service to same extent as if application for renewal was made upon expiration. No fee shall be charged for period between expiration and renewal. • Professional licensing in many crafts and trades obtained in the military now deemed acceptable for civilian employment in Massachusetts.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Anti-discrimination clause states that an individual cannot be discriminated against because of his or her connection to military activity. • Military records now in electronic format and available online. • Annual proclamation for Massachusetts ARNG. • Recently enacted (September 2014) legislation adopted the federal Uniform Services Employment and Re-employment Rights Act (USERRA) act for Soldiers and Airmen activated to State Active Duty (SAD). • Recently enacted (September 2014) legislation adopted the federal Service Members Civil Relief Act (SCRA) for Soldiers and Airmen activated to State Active Duty (SAD).

MICHIGAN		Members	Spouses	Children		
	National Guard	10,228	4,703	9,006		
Governor: Rick Snyder	Reserves	5,478	2,069	3,641		
TAG: MG Gregory J. Vadnais	Total	15,706	6,772	12,647		
Support to state employees	<ul style="list-style-type: none"> State agencies provide recognition to those who serve or have served in the Armed Forces by providing credit for time served when it comes to continuous years of service. Civil service rules and regulations exist protecting employee positions for up to five years (i.e. unpaid “military leave of absence”). This includes protection for reinstatement; abolishment, reclassification and combination of positions; salary step increases; requirement for evaluation and extends to limited appointments. Continued health insurance during deployment. Veterans have the ability to self-identify on the application for state employment and explain how their military experience is considered relevant to the position. Eligibility points for service when applying for state employment. Supplemental state-subsidized group health plans. Emergency activation (up to 30 days) with differential pay (general provision is without pay). Local governments are able to provide differential pay for their employees who enter into active uniformed service. 					
Educational benefits	<ul style="list-style-type: none"> In-state tuition: Michigan universities offer in-state tuition to veterans. This link includes all colleges and universities offering in-state tuition: http://www.michiganveterans.com/Home/Education-Summary/In-State-Tuition-for-Veterans. Michigan National Guard State Tuition Assistance Program: Michigan Public Act 259 of 2014 established the State Tuition Assistance Program (STAP) to provide tuition assistance of up to \$250 per credit hour, up to \$4,500 per academic year to members of the Michigan National Guard. Reimbursement includes tuition and most fees. Annual appropriate of \$4.7M for the program. http://www.michigan.gov/dmva/0,4569,7-126-2360_68898---,00.html Children of Veterans Tuition Grant (CVTG): An undergraduate tuition program for children of certain deceased or disabled members of the armed forces of the United States. The program designed to provide assistance to children older than 16 and less than 26 years of age for up to four academic years, for a total of up to \$11,200. For more information please visit: http://www.michigan.gov/mistudentaid/0,4636,7-128-60969_61509-274566--,00.html. Tuition Grant Program: 15 colleges and universities throughout Michigan are offering up to 45 percent off of their tuition per year to National Guard members who attend their institutions. The National Guard Association of Michigan (NGAM) provides annual scholarships that can be applied for by eligible members. NGAM scholarships vary depending on the number of qualified applications received. Grants in combination with other tuition assistance and GI bill can allow an ARNG member to attend college at virtually no cost. 					
Family support	<ul style="list-style-type: none"> The Michigan Veterans Trust Fund (MVTF) provides emergency grants to Michigan veterans and dependent family members to help them weather short-term financial crisis. http://www.michiganveterans.com/Home/Quality-of-Life/Emergency-Assistance The Michigan Veterans Homeowners Assistance Program (MiVHAP) provides financial assistance to active military service members, reserve, Air and Army National Guard members and honorably discharged veterans living or having lived in a home in 					

	<p>Michigan. Eligible surviving spouses of military service members, whose deaths have been deemed combat related since 2006, may also be provided financial assistance. http://www.michiganveterans.com/Home/Quality-of-Life/Housing</p> <ul style="list-style-type: none"> • Veteran legal services programs are available including Neighborhood Legal Services http://www.nlsmichigan.org/veteran.html and University of Detroit-Mercy Project SALUTE http://www.law.udmercy.edu • The Michigan National Guard operates ten Family Assistance Centers throughout the state, providing resource and referrals through the six essential services to family members of all branches. (additional details) • The Michigan National Guard's largest Family Assistance Center (Service Member, Veteran and Family Assistance Center) in Lansing and provide expanded family assistance services to include military and dependent ID cards, survivor outreach services, veterans services, child and youth programming and family readiness. • Military Family Relief Fund provides up to \$2,000 per year for families. • Rules in place to prohibit a court from changing a child's placement while a parent is on active duty. • Teen Resiliency - Participating in an NGB pilot program to offer master resilience training (MRT) to teenagers of Michigan National Guard service members. • Youth Leadership Camp and educational weekend activities at various locations throughout the state, providing military child resources and programming. • Offer free personal financial counseling and non-medical counseling services to military families through the Department of Defense Military Family Life Counselor program and the Military OneSource program. • Assistance to families of the fallen. • Additional information about State Family Programs available at: http://fp.minationalguard.com/ • Transition Assistance Advisor - provides technical support on VA benefits and entitlements. • TRICARE and Defense Enrollment Eligibility Reporting System (DEERS) and military and dependent ID cards. • Michigan Youth ChalleNge Program (Battle Creek, MI) provides resident high-school degree completion to qualified students. The Michigan Youth ChalleNge Academy offers young people between the ages of 16 through 18 the opportunity to change their lives and make a future for themselves. The Academy is a 17.5 month, two phase program. The program incorporates eight core components that encourage physical, mental and moral development. • STARBASE Program (Battle Creek and Selfridge Air National Guard Bases): Provides and maintains a math and science curriculum targeting elementary school students in the fifth and sixth grades. Through STARBASE, the participants interact with caring mentors and positive role models, become involved with inspiring hands-on activities, and have the opportunity to develop their teamwork and goal-setting skills. The time spent at STARBASE sparks children with an enthusiasm to learn and elevates their confidence, motivating them to lead successful, self-satisfying, drug-free lives
Tax and financial benefits	<ul style="list-style-type: none"> • Property Tax Waiver— If you are a 100 percent disabled veteran or surviving spouse, you may request a waiver of property tax. The letter you receive each year from VA states whether you have received this grant. New in 2013, the property tax exemption has been extended to include a veteran's spouse if the veteran passes away before the tax break is granted. If you are eligible, you can apply for the property tax waiver from the local government office issuing your property tax bill (city, village, township, etc.). • Income Tax Credit for Property Tax Paid— The state's income tax code provides a tax credit for property tax paid by a disabled veteran or surviving spouse. This benefit

	<p>varies depending on the percentage of disability rating and the family’s income. Use the MI-1040CR-2 to apply for the tax credit. Even if no income tax is due, an eligible veteran may still submit a MI-1040CR-2 to receive the income tax credit as a tax refund. Visit the Michigan Department of Treasury website for a copy of the form and the instructions.</p> <ul style="list-style-type: none"> • A taxpayer may designate \$1 or more of his/her refund to the Military Family Relief Fund. Eighty percent will go to the Fund and 20 percent will go to special projects at the Michigan’s Veterans Home.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Some licensing fees waived or reduced for veterans in commercial trucking, healthcare, security and skilled trades fields. Waived fees include for non-profit corporations, limited liability company, plumbing, mechanical contractors, electricians. http://www.michiganveterans.com/Home/Employment-Summary/Licensing-Credentialing. • Relevant recent military experience counted towards training time requirements for some licenses in commercial trucking, healthcare (EMT), security (firefighters) and skilled trades fields (boiler operators, mechanical contractors, residential builders, electrical journeyman and journey plumber. • Recreation Passport access to state parks is included with designated license plates: Disabled Veteran, Ex-POW and Medal of Honor. • Veteran Designated Drivers License: (http://www.michigan.gov/sos/0,4670,7-127-1627_68162---,00.html.) • Late fees for driver’s licenses and plate renewals are waived for active duty military personnel. • 100 percent disabled veterans can receive Michigan hunting and fishing licenses (that do not require a lottery) for no charge. (http://www.michigan.gov/dnr/0,1607,7-153-10363_10913_11720-31958--,00.html) • Occupational Licensing, waiver of initial license fee for one year. • Military members stationed outside the state are able to obtain hunting and fishing licenses for one dollar.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veteran employment assistance is provided through a statewide network of MichiganWorks! offices and a dedicated space on Pure Michigan Talent Connect, mitalent.org. Additional support and resources are available for veterans and employers on www.MichiganVeterans.com. • Employment protection for persons called into military service. • Bans protests within 500 feet of funerals and allows for penalties for disorderly conduct. • Active Employer Support of the Guard and Reserve (ESGR).
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Reboot- Michigan is conducting five Reboot sessions around the state to assist veterans in their transition to civilian life. Please see the attached handout on Reboot. Registration can be found on www.MichiganVeterans.com. • Reintegration - Initiated a Lean Six Sigma Green Belt project to design a family master resilience training (MRT) program for Michigan Army National Guard Families. • Deployment cycle support through the Yellow Ribbon Reintegration Program.

MINNESOTA		Members	Spouses	Children	
	National Guard	13,293	4,865	9,039	
Governor: Mark Dayton	Reserves	5,631	2,571	4,741	
TAG: MG Richard C. Nash	Total	18,924	7,436	13,780	
Support to state employees	<ul style="list-style-type: none"> • Minnesota veterans receive 15 days of paid military leave per year; • Receive pay difference between military pay and state salary; • Family members are allowed non-paid leave from state employment for departure and homecoming ceremonies; • Family members are allowed non-paid leave from state employment when an immediate family member has been injured or killed while engaged on active service; • Special employment termination process requirements for veterans who are employees of local units of government or state government; • Veteran preference consideration during state employee hiring process • A state employee who is a veteran with a service-related disability can apply for additional sick leave to receive treatment for the disability; and • A dependent of a state employee who has recently completed military service and was a full-time student immediately before entering military service can enroll in the State Employee Group Insurance Plan (SEGIP) even if the dependent is over age 19 and not a full-time student. 				
Educational benefits	<ul style="list-style-type: none"> • Surviving family members receive 100 percent tuition if a service member is killed in line of duty. • ARNG or military Reserves entitled to tuition refund if ordered to active duty prior to the termination of the school year. • Provided 100 percent tuition assistance; eligible to participate in a tuition reimbursement program. • Tuition Reimbursement program eligibility extended on a limited basis for spouses of National Guard members. • Minnesota GI Bill provides up to \$10,000 in benefits to Minnesota veterans, military members and the children and spouses of deceased or severely disabled veterans. • Established veterans resource centers in state and private universities for quick access to comprehensive information about benefits and resources. • Higher education course equivalency guidelines ensure service members are treated in an equitable manner at different universities within the same system. • Yellow Ribbon Colleges program for educational institutions to develop a work plan and corporate policies promoting a military and veteran friendly environment. • On the Job Training and Apprenticeship Programs provide increased opportunities for Veterans to use their earned federal G.I. Bill's educational benefits for on-the-job and apprenticeship training • Military liaison assigned to the Minnesota State Colleges and Universities (MNSCU) to develop standard template for awarding college credits for military training. • Department of Higher Education provides clarification and advice on the use of education benefits at all Beyond the Yellow Ribbon Training events. • One-time education benefit is offered as a grant to veterans who have exhausted their federal educational benefits. 				
Family support	<ul style="list-style-type: none"> • "Support Our Troops" license plate fund to support service members, their families and recent veterans who are experiencing hardship. • "Support Our Troops" funds extended to allow grants of up to \$1,000 per Family Readiness Group during each deployment of their unit. • Veterans' hotline to provide resources and crisis intervention (888-Linkvet toll-free) assistance line is single stop for all veteran issues. The line has crisis referral and assistance at all times. • Provided \$1.5 million to support reintegration efforts at state level. 				

	<ul style="list-style-type: none"> • Spouses are provided legal protection from being fired because they are married to a member of the military family members are provided at least six days of leave, of which two may be consecutive of non-paid leave in each calendar year, to attend welcome home or departure ceremonies, attend family reintegration academies or post deployment reintegration training. • Service members killed or wounded in action (state or federal service) can be brevetted to next rank without delay. Provides for some select cases of brevet promotion to second lieutenant • State Soldier’s Assistance Program through Veterans Affairs provides dental, optical, subsistence and special needs grants to veterans, their families and survivors. • Veteran case managers to address women and American Indian veteran issues. • LSS CORE service provides mental health, family and financial counseling to veterans and their families at no cost to the service member or their family. The services can be accessed through the LINK VET line or County Veteran Service Officers (CVSO). • Development of a Yellow Ribbon network in each of the 61 Minnesota communities with a MNNG Armory or Airbase. • Availability of Gold Star license plates provided at no expense to qualified applicants for motor vehicles owned or co-owned by the spouse or parent of a person who has died while serving honorably in active military service. • Recently Separated Veterans Program (RSVP) is available for returning veterans, including “Welcome Home” letter to the veteran containing relevant transitional information and directs them to their local County Veteran Service Officer for available services. • Annual Gold Star retreat honors families of the fallen Minnesotans to ensure Minnesota does not forget those who have made the ultimate sacrifice. • Veteran Claims Offices, located at the two VA Regional Offices serving Minnesota, provide accredited representation and advocacy for veteran and family claims for disability and survivor benefits. • Annual grants to facilitate programmatic efforts and new initiatives within County Veteran Service Offices throughout the state. • State Adjutant General can accept uncompensated voluntary services and compensate the volunteers and organizations for travel expenses at the same rate per mile as state employees. • Yellow Ribbon Communities and Counties campaign: organizations and agencies synchronize efforts and develop an action plan to support military members and military families throughout the deployment cycle. • Family preparation academies are conducted prior to all deployments of Reserve component units to provide tools for the service members, families, employers and communities to understand the impact of deployment and to mitigate some of the challenges of deployment. • Focused community training sessions are conducted for law enforcement, education, clergy, community leaders and other interest groups within communities impacted by a large number of deploying service members. • Partnership with the Upper Midwest Policing Institute to promote the awareness of the challenges faced by military families and the returning veteran. • Partnership with Minnesota Certified Public Accountants to provide financial literacy training to service members and families both prior to and after deployment. Multiple youth camps and events provide coping skills for military youth. • Community groups, as exemplified by “Serving our Troops” volunteer organization, provide steak dinners to deploying units and families to highlight the support of the community to the units and families impacted by deployment.
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	<ul style="list-style-type: none"> • The National Guard has incorporated all branches of service into the Beyond the Yellow Ribbon training programs. • Use of social media, such as “constant contact” provides family members with needed information on benefits and opportunities for networking (E-Postcards, Facebook, Twitter, etc.). • Beyond the Yellow Training events for all wounded warriors throughout Minnesota recognizes the unique challenges of transitioning from warrior to citizen • Created a partnership with Minnesota Financial Planners Association to provide pro-bono financial literacy support to service members, veterans and their families. • Provided awareness training and developed partnerships with faith based communities to create awareness regarding the needs of service members and their families throughout the deployment cycle. • Created a video to promote the resources available to veterans and their families regarding mental wellness. • Created workshop curriculum for educators to ensure awareness of the challenges of military youth. • Supported passage of law allowing elementary students to identify themselves as children of military families to allow superintendents to understand scope of needs in their schools. • Information available at: www.beyondtheyellowribbon.org • http://www.minnesotanationalguard.org/familieshttp://www.minnesotaveteran.org/
Tax and financial benefits	<ul style="list-style-type: none"> • Minnesota provides a re-enlistment bonus of \$1,000. • National Guard medics are eligible for \$1,000 biannual recertification bonus. • ARNG income excluded from unemployment insurance requests. • All military pay, except Active Guard and Reserve is exempt from state taxes, including active duty and all drill and special pay earned inside or outside of Minnesota. • Income after qualifying for military retirement below an Adjusted Gross Income (AGI) of \$30,000 receives a \$750 tax credit – essentially removing all tax consequences for that income. The benefit phases out at an AGI of \$37,500. • Special assessments levied against properties owned by mobilized Reservists can be deferred until after the Reservist returns from deployment. • Tax credit of \$120 per month for veterans having served in a designated hostile fire zone. • Veteran-Owned Small Business Preference for procurement and construction contracts provides eligible businesses with a preference in the amount bid on state contracts for certain goods and services. • Veteran-Owned Small Business Preference for competitive bids dictates that veteran-owned business purchases may be exempt from competitive bid process • Market Value Exclusion on Homesteads of Disabled Veterans, Surviving Spouses and Primary Family Caregivers.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Veterans are eligible to purchase distinctive license plates. • “Support our Troops” license plate provides \$15 to Department of Military Affairs “Minnesota Military Family Foundation,” which provides relief to all military families in need in Minnesota. • Returning veterans may participate in a special military hunt at Camp Ripley. • Free small game and fishing license available for 24 months following deployment. • Free high school transcripts are provided to service members. • License and certifications are automatically extended six months beyond the completion of the deployment (includes firearms and law enforcement provisions). • Military members may self-certify their ballots for absentee voting. • Military voters may use alternate forms of identification for absentee voting and their military identification number is treated as protected information.

	<ul style="list-style-type: none"> • Absentee ballots may be electronically delivered to deployed military members to facilitate their enfranchisement. • Business reinstatement fees are waived for returning veterans. • A veteran may request a designation of veteran on his or her Minnesota Driver's License and ID Card. Veteran information is shared with Department of Veteran Affairs to better provide services and outreach to veterans. • Veterans wishing to take the statewide peace officer licensing exam are provided with alternative means of qualifying to do so which includes military experience and the possible combination of civilian education. • Special license plates designed and approved for women veterans.
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Collaborate with federal, state and local entities and with the private sector. • Special attention is paid to the needs and abilities of Wounded Warriors. • Provides awards and recognition to employers who go above and beyond. • Communicate to employers the value inherent in hiring current and former members of the armed forces. • Create personal and virtual channels through which employers and service members can communicate easily and effectively. • Leverage the local knowledge of ESGR Committee Members. • Provide USERRA information and education to employers and service members. • Pay special attention to the needs and abilities of Wounded Warriors. • Provide a free and neutral mediation service to resolve conflicts between employers and service members. • Multi-agency partnership sponsors "Leaders in Veterans' Employment" seminars that pair private sector human resources professionals from Yellow Ribbon Companies with Veterans seeking employment for mentorship, resume review and mock interviews.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • Family Preparation Academy (M-60): was created which is a one day program to empower and resource service members and their spouses, parents, significant others and children to address the concerns of and prepare for deployment. • Family Readiness Planning Conference (Bi-Annually): conducted prior to the unit deploying. Service Members are in IDT Status and volunteers are issued ITA's by DCS. The audience is Commanders, ISG's, Read Detachment and Volunteer FRG leaders. The conference provides a training and workshop environment to develop the unit Family Readiness Plan and gain Commanders approval. • Family Reintegration Training (C-60): This is a one day event, prior to the units return is designed to help families understand the challenges of reconnecting with their military service members. The event is conducted in a "round robin" type format. • 30 Day Reintegration Training: This one day event for military families occurs approximately 30 days after the deployment. Attendees are empowered with information, services and resources to help Service Member and their families become stronger. • 60 Day Reintegration Training: This one day event for military families occurs approximately 60 days after the deployment. Attendees are empowered with information, services and resources to help Service Members and their families become stronger. • MIRT (Monthly Individual Reintegration Training): Joint Force Headquarters-J1- DCS will conduct Monthly Individual Reintegration Training (MIRT) for all REDRAD and CBHO soldiers and their families to provide training on reintegration in order to make a timely and healthy transition back to civilian life. Any soldier who has missed the 30 day and 60 day reintegration events can use the MIRT as a fill in. • CBWTU (Community Based Warrior Transition Unit): The Minnesota CBWTU Conference is designed to give Wounded/Injured Soldiers and their family members a better understanding of services and benefits available. • Couples Check Up: This workshop consists of a Prepare & Enrich pre-test couples access online before the day of the workshop. Their test scores are then reviewed and

	<p>they interact with one another to utilize relationship building techniques improve the areas that were of concern. MFLC taught.</p> <ul style="list-style-type: none"> • Tips for Extended Family: This workshop prepares family and extended family members for the deployment of their loved one. Topics covered include personal resilience by sleeping, eating, exercising, reaching out for help, becoming active in the Family Readiness Groups, learning the resources that are available, etc. MFLC taught. • Tricare: This workshop provides soldiers and family members the Tricare benefits that are available during a deployment. • Pay Benefits and Legal Rights: Participants will be taught how to read an LES and what entitlements they are eligible for during deployment. Legal rights will be addressed prior to deployment and they will review their rights pertaining to interest rates, power of attorney, mortgages, etc. • Finance: Offer a hands on budgeting workshop in which attendees learn how to track everyday income and expenses to understand where their money goes. Practical advice and tips will be offered regarding how to change spending habits. • Higher Ed Life Plan: Participants learn from a representative of Higher Education how to utilize education benefits, plan their educational goals and make a decision on how to further their education while deployed. • Building Resiliency in Children and Teens: Participants will learn how to access services available to children during and following a deployment and understand what services and resources are available to them. MFLC taught. • Surviving Deployment as a Single Parent Workshop: Focuses on how parents left behind during a deployment can cope as a “kind of single parent” with the extra stressors it brings. MFLC taught. • Staying Connected: Spouses learn successful methods of staying connected with their spouse during a deployment. MFLC taught. • Education Benefits: Participants learn what benefits they are entitled to and how to use them including the following; Chapter 30 GI Bill, tuition reimbursement, tuition assistance, scholarships, etc. • Pay-Off Your Debt During Deployment: A hands-on workshop identifying current debts, bills and pay during deployment and establishing a plan to pay off debts using the additional income earned during the deployment. • Basic Finance: How to make a budget, pay your bills and balance your check book. • Parents of Deployed Soldiers: Workshop to assist families in coping when their soldier deploys to a war zone. Discusses the deployment situation, how to cope with fear and anxiety, and resources available to help. MFLC taught. • Strengthening Your Marriage: Workshop discussed way to strengthen marriages pre-deployment, during deployment and post-deployment. MFLC taught. • MOS: Brief on Military One Source services and capabilities for the deployed soldier and the family. MOS rep taught. • What To Expect When My Soldier Comes Home: This interactive class allows participants to discuss their concerns and issues regarding how to reconnect with their soldier. Participants are lead in the discussion by an MFLC and a panel of spouses, parents, children and soldiers who have already experienced deployment and reintegration. • Assistance Networks: Participants learn what benefits are available to them and their service member through the VA, Vet Center, Military One Source, Family Assistance Centers and Military Family Life Consultants. • Tricare/Tricare Dental: Describes what Tricare benefits demobilized veterans and their families are entitled; how to access help with Tricare issues; and find out where Tricare help is located. • Who Are You & What Did You Do With My Spouse?: For those who are feeling anxious about the return of their spouse; those who might be experiencing difficulty and what types of issues they might expect. This is a facilitated discussion regarding the intimate details that spouses might be concerned about prior to their spouse’s return.
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	<ul style="list-style-type: none"> • Education Benefits: Chapter 30 GI Bill, tuition reimbursement, tuition assistance, scholarships are discussed to learn what benefits your service member has earned and how to use them. • Preparing Children for the Transition Back Home: Preparing your children for the readjustment of the service member transitioning back into the household after deployment. • Department of Veterans Affairs: Brief on how to work with the benefits you have accumulated with the Department of Veteran Affairs. • DEED (Department of Employment and Economic Development): The employment services they have to offer the returning service member and the family. • It Takes Time: Message given that a lot happens in a year apart and it takes time to adjust to the difference between the separation and reconnection. Panel consists of those who have had first-hand experience with reintegration who can share their adjustment stories. (MFLC taught). • Let's Communicate: This is a class that helps individuals overcome communication barriers by learning new tips and techniques. (MFLC taught). • Parenting After Deployment: This class helps the participant recognize the changes in their children's ages and learn how to parent them effectively after a deployment.(MFLC taught). • Single Soldier Challenges: Deployment changes people and this class asks the soldier to think about how they have changed. They are prompted to think about different aspects of their lives and list the positives and challenges. In addition they are encouraged to use healthy coping choices to continue their lives at home. (MFLC taught) • Marriage After Deployment: Two classes are given and split into: married less than 10 years and married more than 10 years. Participants in each class identify marriage stressors and ways to improve their relationships. (MFLC taught). • Create an Effective Resume I: Participants in this workshop learn the techniques for writing effective resumes and follow up at the 60 Day Event to learn interview techniques. • Resume Writing II: Participant's goal is to develop a comfort level to write an impactful resume that represents them. They will learn the difference between a functional resume and a chronological resume, construction of a resume, how to showcase themselves, and how to write cover letters during a job search. (Target Corp taught) • Connecting With Your Child Through Play: Certified Parent Educators, Parents as Teachers, Heroes at Home offer an opportunity for military families with children (ages 0-3) to join in a playgroup. Parenting and child development information provided. • My Rush: Participants' learning objective is to recognize that because they have been deployed they may experience difficulty managing their recreation or free time. They also may have developed a tolerance for adrenaline rushes and learn to recognize this while exploring more healthy ways to enjoy life. (DPH taught) • Networking: Participants are taught the benefits of networking and learn some techniques on how to network effectively. (Target Corp.) • Wellness: Participants learn to gage their own signs of personal wellness, learn some new relaxation and meditation techniques, how to cope with stress and essentially how to better take care of themselves. • Investing: Participants learn how to invest their money wisely. • Surviving the Economy: Participants learn budget, spending and saving techniques to help protect them from the perils of the poor economy. • It's All About Me: Single Soldier's will learn more about knowing who they are and how they can relate better to others. (MFLC taught) • All Work and No Play: Participants are asked if anyone has ever told them they work too much; do they find themselves trying to make time for fund but fail to do so; feel their life is off balance because of their work situation? This interactive class helps
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	<p>participants determine if they are working too much and if they discover they are, will give suggestions on how they can bring back balance into their life. (MFLC taught)</p> <ul style="list-style-type: none"> • Parent/Child Together: This workshop has parents and children come together for a joint workshop. The child is released from the youth program for 60 minutes of fun-filled activity rich projects with their parents that also teach about reintegration. (MFLC taught) • Parenting After Deployment: This class helps the participant recognize the changes in their children’s ages and learn how to parent them effectively after a deployment. (MFLC taught). • Don’t Mess With Me: Participants recognize that anger is a natural response to certain situations. Participants are also taught that a combat deployment heightens anger responses. (MFLC taught) • Interview Techniques: This is an interviewing skills and preparation workshop. Participants will learn how to stand out in an interview, learn what important steps need to be taken before, during and after a job interview and how to get ahead of the competition. • My Rush II: This class recognizes that recently deployed soldiers may be struggling with issues related to substance abuse. Participants will learn how to recognize possible issues as well as learn about resources to help them cope. (PTO taught) • Paths to Resilience: This workshop defines resilience and its role in healthy functioning. It also reviews the physical and psychological effects of stress. The ways to boost and maintain resilience are also discussed; while also presenting warning signs of the loss of resilience. Resources for further information and follow-up are offered. • Obstacles Along the Route: Three areas of concern that may derail successful transitions are discussed including: Finance, Employment and Relationships. The common pitfalls and remedies are presented. • Tears, Tenacity & Triumphs: Two family members that have successfully navigated through the recovery process share their stories; take questions; and offer hope, reassurance to others in the midst of similar personal challenges. • Inspirational Speaker: Each year the CBWTU Conference Committee engages a motivational speaker who has faced adversity and used their resilience to thrive in spite of their personal challenges. • 90 Day Reintegration- MUTA-6 to complete Post-Deployment Health Risk Assessment (PDHRA). • One Year Reintegration. • Annual “Joining Community Forces” events to share best practices, synchronize efforts and update support initiatives with our Yellow Ribbon Networks. • Bi-annual Yellow Ribbon Company Seminars to share best practices, synchronize efforts and update support initiative with our Yellow Ribbon Companies.
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MISSISSIPPI		Members	Spouses	Children	
	National Guard	12,451	5,843	11,293	
Governor: Phil Bryant	Reserves	4,350	2,078	4,170	
TAG: MG Augustus L. Collins	Total	16,801	7,921	15,463	
Support to state employees	<ul style="list-style-type: none"> Mississippi provides 15 working days of paid military leave 				
Educational benefits	<ul style="list-style-type: none"> Mississippi will be considering legislation in 2015 that will, when passed, provide in-state tuition and all veterans “covered individuals” as provided in Section 702, Veterans Accountability Act of 2014. Mississippi Education Assistance Program pays tuition up to \$250 per hour, maximum. \$4,500 per year for eligible ARNG members to obtain associates and bachelor’s degrees. Mississippi provides in-state tuition rates for non-resident ARNG members. 				
Family support	<ul style="list-style-type: none"> Mississippi Code Ann. Sections 73-7-23 and 73-50-1 (Rev. 2013) set forth the provisions regarding occupational licensure and reciprocity of a military-trained applicant and/or military spouse. Created the Mississippi Military Family Relief Fund to make grants available to families that have experienced financial difficulties due to a family member from the Guard and Reserves being called to active duty; a Mississippi resident may designate any portion of their tax refund for deposit into the relief fund. Information available at http://www.ngms.state.ms.us/statefamilysupport. 				
Tax and financial benefits	<ul style="list-style-type: none"> \$15,000 state income tax exemption is provided for ARNG or Reserve pay (from federal or state duty) . 				
Licensing, registrations and fees	<ul style="list-style-type: none"> Mississippi Code Ann. Sections 73-7-23 and 73-50-1 (Rev. 2013) sets forth the provisions regarding occupational licensure and reciprocity of a military-trained applicant and/or military spouse. Extension of professional license for ARNG or Reserve Members until 90 days after returning from federal active duty service. 				
Protections, recognition and Employment Support	<ul style="list-style-type: none"> Mississippi Department of Employment Security (MDES) allows Service Members to view and apply for jobs 24 hours prior to the general public. MDES has the Pledge to Hire Mississippi Heroes program to encourage veteran employment by Mississippi employers and recognize employers who commit to hiring veterans. The Mississippi National Guard (MSNG) operates an employment outreach program to assist Service Members with job searches, locating employment and educating employers about the benefits of employing Service Members. The Mississippi Governor's Job Fair Network opens job fairs early to Service Members and works closely with the MSNG, ESGR and NGB programs to ensure Service Members' and veterans' needs are met at their events. Mississippi complies fully with all requirements for service member employment and reemployment under USERRA, and provides 15 days of paid military leave per year which accrues and paid even if the service member is away on duty. 				
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> Mississippi partnership with Yellow Ribbon Integration Program. The Attorney General Veterans Mortgage relief program for Mississippi veterans who currently claim Mississippi as their residence. 				

MISSOURI		Members	Spouses	Children	
	National Guard	11,706	5,495	10,586	
Governor: Jay Nixon	Reserves	8,199	3,769	7,093	
TAG: MG Stephen L. Danner	Total	19,905	9,264	17,679	
Support to state employees	<ul style="list-style-type: none"> Missouri State Employee Retirement System: Veterans may be eligible to purchase up to four years of active duty military service credit performed prior to last becoming a member of the Missouri State Employee Retirement System (MOSERS). Leave of Absence to Perform Military Duties: All officers and employees of Missouri, or of any department or agency thereof, or of any county, municipality, school district or other political subdivision, and all other public employees of this state who are or may become members of the National Guard or of any Reserve Component of the Armed Forces of the United States, shall be entitled to leave of absence from their respective duties, without loss of time, pay, regular leave, impairment of efficiency rating, or of any other rights or benefits, to which otherwise entitled, for all periods of military services during which they are engaged in the performance of duty or training in the service of this state at the call of the Governor and as ordered by the Adjutant General without regard to length of time, and for all periods of military service during which they are engaged in the performance of duty in the service of the United States under competent orders for a period not to exceed a total of one hundred twenty hours in any federal fiscal year. America's Job Center Staff facilitate or provide assistance in job placement and accessing needed services. Services provided are job development, monitoring job listings, identification of employment and training opportunities and direct referrals to jobs. Missouri has 34 Disabled Veteran Outreach Program (DVOP) Specialists who work one-on-one with veterans who have a significant barrier to employment until they are job ready. Fourteen Veteran Employment Representatives (LVER) conduct outreach to employers to advocate on behalf of veterans and connect Missouri's military men and women with meaningful employment. Veterans' Preference with State of Missouri Employment: Missouri Veterans receive five-point preference when testing for any position with the state, with a ten-point preference for a service-connected disabled veteran. Spouses of eligible veterans can also qualify for Veterans Preference for state testing. State Benefits for MO Guard Members Ordered to State Emergency Duty/State Active Duty: <ul style="list-style-type: none"> <i>Medical Benefits:</i> State Active Duty covered under worker's compensation. <i>Injury/Death Benefits:</i> State Active Duty under worker's compensation. <i>Workers Compensation:</i> State Active Duty receives worker's compensation. 				
Educational Benefits	<ul style="list-style-type: none"> A+ Schools Program: Exempts a student who is a dependent of an active-duty military member from the three-year attendance requirement to be eligible for the program. Interstate Compact: Allows military dependents who have completed an accredited prekindergarten program or completed or attended a kindergarten program in another state to enter kindergarten or first grade even if the child has not reached the required age for Missouri schools. It also allows school districts to accept a course in government completed in another state when a student transfers to a Missouri high school in ninth to twelfth grade to satisfy the state's graduation requirement. Missouri Returning Heroes' Education Act: This act limits the tuition to no more than \$50 per credit hour at public colleges and universities while enrolled in an 				

	<p>undergraduate certificate or degree program after all other financial aid is taken into account.</p> <ul style="list-style-type: none"> • War Veteran's Survivor Grant Program: Provides for the spouse and children of a Missouri Soldier who was killed while serving in action, or became 80 percent disabled from an injury sustained in action to receive a grant to attend a public college or university in Missouri. • Tuition Assistance: Enlisted Missouri National Guard members with fewer than 10 years military service receive up to 100 percent of the semester hour cost charged a Missouri resident at the University of Missouri for a maximum of 39 credit hours per state fiscal year. Those with more than 10 but less than 17 years receive 50 percent. Officers without a bachelor's degree receive 100 percent of the semester hour cost regardless of years of service. Based on available funding. Minimum GPA of 2.5 is required. • In-State Tuition Eligibility for Military Dependents: All dependents, as defined by 37 U.S.C. Section 401, of active duty military personnel, or activated or temporarily mobilized reservists or guard members, assigned to a permanent duty station or workplace geographically located in Missouri, who reside in this Missouri, shall be deemed to be domiciled in this state for purposes of eligibility for in-state tuition and shall be eligible to receive in-state tuition at public institutions of higher education in this state. All such dependents shall be afforded the same educational benefits as any other individual receiving in-state tuition so long as he or she is continuously enrolled in an undergraduate or graduate degree program of an institution of higher education in Missouri, or transferring between Missouri institutions of higher education or from an undergraduate degree program to a graduate degree program. • Students of higher education called to active military service--option for refund or incomplete grade--requirements--rules and regulations, promulgation, procedure: When any person who is enrolled as a student in a public higher education institution in Missouri is called into service of the United States pursuant to 32 U.S.C. 502(f)(1), section 41.470 or 41.480 or the authority of 10 U.S.C. 12301(d) or 10 U.S.C. 12304 or any such subsequent call or order by the President or the Congress, to active service in the armed forces of the United States, whether voluntarily or involuntarily, not including active service for training, prior to the completion of the semester, or similar grading period, that person shall be eligible for either a complete refund of all tuition and incidental fees charged for enrollment at that institution for that semester, or similar grading period; or the awarding of a grade of "incomplete" pursuant to this section. • Bright Flight Scholarship Status: If a Bright Flight Scholarship recipient cannot attend an approved institution because of military service in any branch of the Armed Forces of the United States, the student will be offered the scholarship if he or she returns to full-time status within six months after ending the military service and verifying to the Coordinating board of Higher Education that the service was satisfactorily completed.
Family Support	<ul style="list-style-type: none"> • Missouri Department of Social Services: Provides public assistance to children and their parents, access to health care, child support enforcement assistance and to provide specialized assistance to troubled youth. Some of the many assistance programs include: child care assistance, food stamps, home and community based programs, low income energy assistance programs, Missouri HealthNet, MoRX, nursing care, temporary assistance to families in need. • Free Counseling and Claims Assistance: Located in nearly every county of the state, Veterans Service Officers and Assistants are highly trained individuals who provide counseling and assistance in completing and submitting applications for VA and State Veterans Benefits, as well as any necessary follow-up claim work.

	<ul style="list-style-type: none"> • Eligibility: These services are provided free of charge to Missouri's Veterans and their dependents. • Missouri Veterans Cemetery Benefits: The Missouri Veterans Commission provides the following benefits at no cost to Veterans, their spouses and eligible dependent children: opening and closing of the grave, concrete grave liner if a vault is not provided by the family, upright granite headstone, perpetual care, full military honors for the Veteran, cremation choice of in-ground burial or placement within a columbarium niche, pre-registration for future burial is also available for those who wish to do so. • Burial Benefits: Benefits available for Veterans include a Government headstone or marker, a burial flag and a Presidential Memorial Certificate, at no cost to the Family. • Missouri Military Funeral Honors: When requested by the commander of any recognized Veteran's organization, military commander or by any friend or relative of a deceased person or the director of a funeral home for any deceased person who served in the armed forces of the United States during a time of war or is otherwise entitled to military honors at the person's burial, interment or memorial service, the Adjutant General shall order the appropriate requested uniformed honor detail to attend and render the appropriate service. • Missouri Association for Community Action: Community action agencies provide critical services to families and communities. They assist with childcare so parents can obtain education to improve their job opportunities, find solutions to transportation obstacles so people can get to work, help families save to buy homes of their own, and help families work their way to self-sufficiency. • Division of Alcohol & Drug Abuse National Guard Initiative: The Division of Alcohol and Drug Abuse work with the Missouri National Guard to offer substance abuse consultation and evaluations, assessments and treatment services at no cost to Missouri National Guard Soldiers. • Exceptional Family Member Program (EFMP) program: Offers title 10 and AGR soldiers support to military families with children that have special needs. Resources are provided for those families who qualify. Missouri National Guard works closely with Ft. Leonard Wood to provide assistance and the necessary resources. • Adult Head Injury Program: The Adult Head Injury Program provides assistance to Missouri residents, individuals and families, in locating, coordinating, and purchasing rehabilitation and psychological services for adults who have survived a traumatic brain injury. • Long Term Care Ombudsman: The Long Term Care Ombudsman program consists of volunteers serving residents of nursing homes and residential care facility to provide support and assistance with any problems or complaints.
Tax and financial benefits	<ul style="list-style-type: none"> • Missouri Military Family Relief Fund (MMFR): This is a state administered fund which assists families of persons who are members of the Missouri National Guard or Missouri residents who are members of the Reserve of the Armed Forces of the United State and have been called to active duty as a result of the terrorist attacks on September 11, 2001. • Missouri Linked Deposit Program: The Missouri Linked Deposit Program is a low-interest loan program administered by the State Treasurer's Office and Missouri financial institutions. The financial institutions receive low-interest rate deposits from the State Treasurer eligible programs, and pass on the interest savings to approved borrowers. Borrowers are required to meet requirements of the lending institution. • Missouri Universal Service Fund: Assists low-income and disabled Missourians in receiving additional discounts for basic local telephone service.

	<ul style="list-style-type: none"> • Low-Income Weatherization Assistance Program: Federal program administered by the Missouri Department of Natural Resources, which provides funding and training to assist with weatherization. • Missouri Association for Community Action: Community action agencies provide critical services to families and communities. They assist with childcare, transportation, financial education. • MO VA Homeless Veteran Program: Coordinators assists veterans in case management, referrals to benefits counselors, health care and housing assistance. • HERO (Housing, Employment, Recovery, Opportunities): Provides transitional housing for Homeless Veterans with mental illness and/or substance abuse issues. • Interest and Penalties: The Missouri Department of Revenue follows the federal guidelines on assessment and collection deadlines. During the extension period, assessment and collection deadlines will be extended, and Military Members will not be charged interest and penalties attributable to the extension period. Combat Pay Exclusion: Missouri allows a subtraction of all military income received while serving in a combat zone, which is included in federal adjusted gross income and is not otherwise excluded. • Agent Orange Settlement: Payments made from the Agent Orange Fund to a Veteran or his/her dependents are exempt from state tax. • Income Tax Exemption for Certain Retirement Benefits: Beginning January 1, 2010, 15 percent of a military pension income will be exempt from state taxes. This tax deduction will increase 15 percent annually until January 1, 2016, when all military retirement & pension income will be tax-free. • Retired Military Pay/ Survivor Benefits: For individuals with a modified state adjusted gross income of less than \$25,000 or a married couple with a combined income of \$32,000, a government pension exemption of up to \$6,000 is allowed. If a husband and wife each receive a government pension, each can qualify for an exemption of up to \$6,000. SBP benefits are taxed following federal rules. • Military Disability Retired Pay: Disability Portion - Length of Service Pay; Member on September 24, 1975 - No tax; Not Member on September 24, 1975 - Taxed, unless combat incurred. Retired Pay - Based solely on disability: Member on September 24, 1975 - No tax; Not Member on September 24, 1975 - Taxed, unless all pay based on disability and disability resulted from armed conflict, extra-hazardous service, simulated war, or an instrumentality of war. • VA Disability Dependency and Indemnity Compensation: Not subject to federal or state taxes. • Property Tax Exemption: The Homestead Preservation Credit gives qualified senior citizens and 100 percent disabled individuals a credit on their real estate property tax if those taxes increase 2.5 percent in a non-reassessment year or 5 percent in a reassessment year. The credit would be for the amount that exceeds the 2.5 or 5 percent increase in taxes. The act requires a legislative appropriation to fund the credit. If the funding is less than 100 percent, the credit will be a flat statewide percentage based on the appropriation amount. This credit will be applied against the taxes for the following year. • Exclusion for Combat Troops: The Internal Revenue Service (IRS), as well as Missouri tax laws, provides special benefits for active members of the U.S. Armed Forces, including those serving in combat zones. For specific information regarding Missouri tax exclusions for combat troops, contact the Missouri Department of Revenue • Unemployment Compensation for War on Terror Veterans: A war on terror Veteran is entitled to a weekly benefit for 26 weeks based on eight percent of the highest
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	<p>wages paid to the Veteran in the five calendar quarters prior to deployment. Maximum benefit amount a Veteran can receive is \$1,153.64.</p> <ul style="list-style-type: none"> • Unemployment Benefits for Military Spouses: The bill specifies that a claimant seeking unemployment compensation is not disqualified for waiting week credit or benefits, regardless if the claimant has earned wages for insured work equal to 10 times the claimant's weekly benefit amount, if the claimant quit work in order to relocate with his or her spouse who is on active duty in the United States armed forces, the national guard, or other reserve. If a claimant is not disqualified as a result of this provision, no benefits based on wages paid for work prior to the quitting date can be chargeable to the claimant's former employer. • Vietnam Veteran Survivor Grant Program: Grants available to children and spouses of Vietnam Veterans whose deaths were attributed to, or caused by, exposure to toxic chemicals during the Vietnam conflict.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Professional License Extensions due to Military Service: A person whose job requires licensing or certification by the State of Missouri who is called to active duty in the National Guard or any Reserve Component of the Armed Service will not be required to attend the continuing education or training required to maintain the licensing or certification during the time of active duty. Upon returning from active duty, the person will not have to make up or retake any training or education missed during that time. • Waivers for Dissolved Corporations' due to Military Service: The Secretary of State will waive reinstatement fees and procedures in the event a corporation was administratively dissolved for failure to file an annual registration report when the failure was due to the business owner's active military service. The Secretary of State will waive all late fees, cancel the certification of dissolution and reinstate the corporation in these circumstances. Annual registration report fees may still be due for the years in which no report was filed. • Courtesy Professional Licenses for Nonresident Military Spouses: Any state agency or board that regulates an occupation or profession must establish criteria for the issuance of a temporary courtesy license to a nonresident spouse of an active duty member of the military who has been transferred to Missouri allowing the spouse to lawfully practice his or her occupation or profession in this state: <ol style="list-style-type: none"> (1) Requires an applicant for a courtesy license to hold a current license or certificate from another state, district, or United States territory whose licensing requirements are equivalent to those established by Missouri law for that occupation or profession; (2) Requires an applicant to have been engaged in the active practice of the occupation or profession for at least two of the five years immediately preceding the date of his or her application (3) Specifies that an applicant cannot have committed an act in any jurisdiction that would have constituted grounds for the refusal, suspension, or revocation of a license or certificate under Missouri law at the time the act was committed (4) Specifies that an applicant cannot have been disciplined by a licensing or credentialing entity in another jurisdiction or be the subject of an unresolved complaint, review, or disciplinary proceeding by a licensing or credentialing entity in another jurisdiction; (5) Authorizes the appropriate board or agency to conduct and pay for a criminal background check (6) Requires an applicant to pay any required fees and comply with other requirements as provided by the appropriate board; and

	<p>(7) Specifies that a temporary courtesy license or certificate will be valid for 180 days and may be extended at the discretion of the applicable regulatory board or agency for another 180 days upon application of the holder</p>
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Missouri Association of Veterans Organizations (MAVO): The Missouri Association of Veterans Organizations, is composed of federally chartered Veterans Organizations. MAVO is an organization that brings together the common interests and concerns of the many organizations to speak with one voice on issues that impact their fellow Veterans. MAVO is an independent organization that works closely with the Missouri Veterans Commission. • Operation Recognition: The Missouri legislature created Operation Recognition in order to provide honorary high school diplomas for Veterans and civilian prisoner of war (POWs) who left high school before graduation to serve in the Military: • Missouri Veteran Awards Program: The Veterans Awards Program provides a medal, medallion and certificate to Missouri residents who served in the following conflicts: World War II, Korea and Vietnam. World War II Veterans who participated in the D-Day Invasion of Europe are also eligible to receive a replica of the Jubilee of Liberty medal. • Heroes Way Interstate Interchange Program: This program allows for interstate highway interchanges to be designated for Missouri residents who are in the armed forces and have been killed after September 11, 2001, in either Iraq or Afghanistan while serving in the Military. • State of Missouri National Medals and Ribbons: Missouri Legion of Merit, Conspicuous Service Medal, Meritorious Service Medal, Missouri Governor Unit Citation, Missouri Vietnam, Iraq, Afghanistan, Kosovo campaign ribbons, Missouri National Guard First Sergeant Ribbon. • Show Me Heroes: Started by Governor Nixon in 2010, Show-Me Heroes is a cooperative effort between the Missouri National Guard and the Missouri Division of Workforce Development. Show-Me Heroes' ultimate goal is to connect every job seeking Veteran and Service Member with a Missouri business. We want other employers to experience for themselves the value added to their companies by hiring these highly skilled workers. Today, more than 7,200 employers have taken the pledge and have hired over 4,400 veterans and service members.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • DoD Yellow Ribbon Re-integration program: This program supports both families and soldiers through the entire deployment cycle by providing outreach and resource benefits. • The Division of Workforce Development has staff throughout the state to specifically assist Veterans who have barriers to employment in areas of Counseling through case management, job development, testing, transitional assistance to separating service members, identification of employment and training opportunities and job development, monitoring job listings for federal contractors to ensure eligible Veterans get priority referrals to these jobs, monitoring Missouri Career Centers to ensure priority of service to Veterans, monitoring federal department and agency vacancy listings, referral screening of complaints for veterans regarding observance of Veteran's preference in federal hiring to the Director of Employment and Training Service. • Veterans Employment & Training Services: Provides Veterans and transitioning service members with the resources and services to succeed in the workforce by maximizing their employment opportunities, protecting their employment rights and meeting labor-market demands with qualified Veterans. • Show-Me Heroes On-the-Job Training Program: Veterans, National Guard members Reservist and eligible spouses of a Veteran may be eligible for the program. The

	<p>program reimburses employers 50 percent of wages spent during training for hiring qualified individual. These resources help Missouri veterans obtain necessary skills to transition from military to civilian careers.</p> <ul style="list-style-type: none"> • Veterans Preference with State of Missouri Employment: Missouri Veterans receive five-point preference when testing for any position with the state, with a ten point preference for a service-connected disabled Veteran. Spouses of eligible Veterans can also qualify for Veterans Preference for State testing. • Priority for Qualified Veterans Employment: State agencies which administer federally funded employment and training programs for Veterans shall give priority to qualified Veterans. • Incarcerated Veterans Re-Entry Program: Assists incarcerated Veterans and their families with accessing VA benefits and transitioning back into the community. • HERO (Housing, Employment, Recovery, Opportunities): The HERO Program is collaboration with the St. Patrick Center in St. Louis to provide a transitional housing program for Homeless Veterans and mental illness and/or substance abuse issues in the St. Louis, Missouri area. Participating veterans receive housing, employment assistance and other support services to help move them toward permanent housing within two years.
Program Performance Management	<ul style="list-style-type: none"> • The Division of Workforce Development Performance Unit works to improve the ability to analyze outcomes for Veterans programs by configuring the program reporting database to permit the analysis of participant demographics and how they have been served in workforce programs and how they have fared in education and labor force attachment. These analyses are used to make program management decisions for continuous improvement and better serving Veterans.

MONTANA		Members	Spouses	Children	
	National Guard	3,659	1,659	2,950	
Governor: Steve Bullock	Reserves	3,350	450	799	
TAG: MG Mathew T. Quinn	Total	7,009	2,109	3,749	
Support to state employees	<ul style="list-style-type: none"> • Reemployment and restoration of elected office is provided upon completion of service. • Veterans receive a preference in hiring for state, municipal, county and city employment. • 15 days of paid military leave are granted annually. 				
Educational benefits	<ul style="list-style-type: none"> • Deployed service members and Guard are provided academic leaves of absence. • Other benefits include, flexible and liberal tuition refund opportunities, course curriculum protection, and support to complete courses prior to activation. • College scholarships are available for Air and Army National Guard members (State Scholarship-\$490,000/biennium). • The Board of Regents (University System) may waive tuition fees for certain veterans and family members. • MT participates in the Yellow Ribbon Program (new GI Bill). • Veterans support centers and wrap-around services are available at all Montana University System campuses through the Veterans Success Initiative. 				
Family support	<ul style="list-style-type: none"> • Families of National Guard, Reserve and active duty members may provide an extended period of delegation of power of attorney to another non-family person while performing military service. • Parents who receive military service orders may receive expedited hearing procedures for child custody proceedings. 				

Tax and financial benefits	<ul style="list-style-type: none"> • Property taxes may be suspended for up to 1 year after release from active duty. • Income taxes filings may be suspended for up to 6 months after release from active duty, if service qualifies. • The first \$3,600 of retired pay is exempt from income tax, if Federal Adjusted Gross Income is less than \$30,000 • Insurance premium reduction are available for eligible National Guard members. • A \$50,000 death benefit is payable to survivors of National Guard members killed while performing state military service. • Certain categories of disabled or deceased veterans are eligible to receive property tax waivers for their residence and up to five acres of land.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Licensing fees and continuing education fees or occupational /professional licenses are suspended during activation, with procedures for reinstatement upon demobilization. • Teaching license extensions are provided during mobilization for up to 5 years.
Protections, recognition and employment support	<ul style="list-style-type: none"> • National Guard members eligible for general relief from court actions and actions related to mortgages, leases and rental payments similar to SCRA for non-federalized military service • Protections under state law mirrors USERRA and also includes specific State Active Duty protections • Montana Military Service Employment Rights provides employment related rights and protections to National Guard members during military service that is not covered by USERRA • Montana Absent Uniformed Services and Overseas Elector Voting Act provides enhanced protection for absentee military voters • Three full-time ESGR Support Specialist, one in Helena and two in Great Falls, are available for National Guard, Reservists and employer assistance, recognition and training. • All local Job Services have enhanced veteran services for employment seekers such as Priority of Service.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Montana Yellow Ribbon program supports National Guard Members and families with reintegration events 30, 60 and 90 days following deployment. • Embedded civilian behavioral health providers are available during all IDT drills. • Post-deployment health assessments and periodic health assessments are conducted for all redeploying National Guard and Reserve members. • Crisis Response Teams and Veteran Resource Centers are available for post deployment National Guard and Reserve members experiencing mental health challenges.

NEBRASKA		Members	Spouses	Children	
	National Guard	4,515	2,078	3,998	
Governor: Pete Ricketts	Reserves	2,098	967	1,911	
TAG: Maj Gen Daryl L. Bohac	Total	6,613	3,045	5,909	
Support to state employees	<ul style="list-style-type: none"> • Nebraska state employees receive 120 hours of paid military leave granted annually. • Any official or employee, subject to Chapter 10, Section 009.02 of the Nebraska Classified System Personnel Rules, shall receive his or her normal salary or compensation minus the State active duty base pay he or she receives in active service of the State. • Veterans preference for state employment; effective January 1, 2015 (the definition of veteran is expanded to include spouses of veterans with a 100 percent service connected disability). • The Veterans Preference Act allows veterans to receive a five percent preferential treatment when applying for initial employment in positions with the state or its governmental subdivisions; if the veteran is competent to perform the services. 				
Educational benefits	<ul style="list-style-type: none"> • Through an MOU with the state, public and private post-secondary institutions in NE provide educational leaves of absence with protection of credits, special scholarships/grants, and refunds of tuition/fees. • During their first 10 years of service, NE National Guard members are eligible for tuition assistance up to 75 percent reimbursement of tuition costs (program limit of up to \$900,000 and 1,200 members per fiscal year). TAG may extend tuition assistance eligibility period beyond 10 years for individuals unable to complete course of study due to deployment over 120 days; extension equivalent to deployment period up to a maximum of five years. • State universities, colleges and community colleges may waive tuition for children and spouses of service members who are rated permanently and totally disabled as a result of military service; or have died of a service connected disability; or have died subsequent to discharge as a result of injury or illness sustained while member of the Armed Forces; or have been classified as missing in action or a prisoner of war during armed hostilities while a member of the Armed Forces. • In-state tuition for veterans who left service within the last two years, their spouses, and dependents is authorized. Veterans must demonstrate intent to become a resident of Nebraska by registering to vote, motor vehicle registration, or obtaining a Nebraska drivers license. 				
Family support	<ul style="list-style-type: none"> • The Warrior & Family Support office leverages resources to provide coordinated readiness support to members and their families across Nebraska, assisting with managing the challenges of daily living experienced in the unique context of military service. • Resources and information include deployment support, Child and Youth programs, support for Family Readiness Groups, individual crisis support and referral, counseling access, alcohol and substance abuse resources, resilience training, suicide prevention programs and community collaboration to help members and families access resources close to their homes. • Additional info about family and member support programs available at: http://www.neguard.com/ 				
Tax and financial benefits	<ul style="list-style-type: none"> • State's income tax brackets will be adjusted annually for inflation and the amount of Social Security benefits decreased that are in the federal adjusted gross income for state income tax purposes. The adjustment applies to taxpayers with an adjusted gross income of \$43,000 for single filers and \$58,000 for those filing joint returns. 				

	<ul style="list-style-type: none"> • A partial tax exemption for military retirements for taxable years beginning January 1, 2015 is authorized. The exemption applies to retirements that start on or after July 17, 2012. Military retirees may choose one of the following elections within two calendar years from the date of separation: • The military retiree may elect to exempt forty percent of his or her military retirement benefit income for seven consecutive taxable years beginning with the year in which the election is made, or; the military retiree may elect to exempt fifteen percent of his or her military retirement benefit income for taxable years beginning with the year in which he or she turns sixty-seven. • Exempt from state income tax while in combat zone, plus period of continuous hospitalization, plus next 180 days. • Member killed in action is exempt from state income tax for year killed. • Residents of other states are exempt from vehicle taxes while residing in state. • National Guard members may be reimbursed for up to 102 percent of costs incurred for employer provided or personally held health insurance during any period of state activation over 31 days. • VA Disability Dependency and Indemnity Compensation not subject to state taxes. • Nebraska homestead exemption for eligible veterans, none remarried widows and widowers of veteran who died because of a service connected disability or of a veteran whose death on active duty was service connected.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Nebraska Military Honor License Plates are authorized in six designs to reflect each of the Armed Services. A person may qualify for a Military Honor Plate by registering with the Department of Veterans' Affairs. The Department of Motor Vehicles shall verify the applicant's eligibility for a plate by consulting the registry established by the Department of Veterans' Affairs. • Specialty license plates available – Purple Heart, Ex-POW, Pearl Harbor Survivor, Disabled Veteran, and Gold Star Family. • Driver's license remains valid during activation; renewal is granted without test for 60 days following separation. • Veteran designation is voluntarily listed on driver's license or State ID Cards. • Military members who purchased hunting or fishing licenses and then are deployed for at least half of the license period receive 1 time discount on next license period upon return from deployment. • Veterans may qualify for hunting and fishing license permits for a fee of \$5. • Hunting and fishing licenses are free for eligible disabled veterans.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Nebraska Department of Labor offers One-Stop Career Centers that provide job seekers with a full range of assistance to include training, referrals, career counseling, job listings, and similar employment services through the federal Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives (LVER). • Nebraska Department of Labor has partnered with the United States Chamber of Commerce and the Employer Support for the Guard and Reserves state committee to conduct "Hiring Our Heroes" expos for returning veterans and their family members. • State statutes mirror specific portions of federal USERRA during state activation. • Established law which sets a 300-foot limit for protestors during funeral services.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Yellow Ribbon Program includes five separate events for each deploying unit, which are mandatory for military members and encouraged for family members. These events are designed to help members and families prepare for deployment, navigate the deployment successfully and to ease reintegration once the military member returns to family and the work force.

	<ul style="list-style-type: none"> • Ongoing support is provided for members and families regardless of deployment status; resources are available prior to and following the Yellow Ribbon events to ensure continuous readiness report for any issues with which the member or family would like assistance. • Strong Bonds P.I.C.K. (Single Soldier) – This Army Chaplain-run program - open to single soldiers in the Army, Army Reserves and National Guard - offers practical, useful information to help the military members examine their priorities, manage mate-choosing patterns and learn to evaluate a relationship’s potential for long-term success. • Prevention and Relationship Enhancement Program (PREP) – Education program designed to teach couples the skills and principles needed to maintain a healthy and lasting relationship. • Emotional Support Groups (ESGs) – These groups offer a casual, non-threatening place to meet with and network with other family members of deployed military members, and to discuss the deployment and bring up concerns to members of the Command Staff, Chaplains and Support Staff.
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NEVADA		Members	Spouses	Children	
	National Guard	4,235	1,778	3,215	
Governor: Brian Sandoval	Reserves	3,356	1,452	2,489	
TAG: Brig Gen William R. Burks	Total	7,591	3,230	5,704	
Support to state employees	<ul style="list-style-type: none"> • Receive 39 days of paid military leave. • Receive pay difference between military pay and state salary for periods over 15 days. 				
Educational benefits	<ul style="list-style-type: none"> • Eligible for 100 percent tuition waiver for fall and spring semester at state schools (including text books but excluding tech and lab fees). • Eligible for 100 percent of summer semester costs subsidized through the Education Encouragement Fund. 				
Family support	<ul style="list-style-type: none"> • Information about family programs available at: http://www.nv.ngb.army.mil/index.cfm. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Financial aid program available to assist NG members and their families who face financial hardships when called to Title 10 (Federal) active duty. • National Guard members' SGLI premiums are reimbursed upon completion of a Title 10 activation. • National Guard members are eligible for county personal property tax exemptions. • Disabled veterans are exempt from property tax. 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • National Guard members are exempt from fees for hunting and fishing licenses. • Veterans are eligible for special license plates. • Veterans status can be noted on driver’s licenses. 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans' Guardianship Program: Veterans services to act as the financial guardian for incapacitated veterans, their widows and children. • Civil service job preference is provided. • Employer support and community outreach programs are provided through the ESGR program. • Information about veteran’s benefits and services can be obtained at http://www.veterans.nv.gov. 				

NEW HAMPSHIRE		Members	Spouses	Children		
	National Guard	2,834	1,341	2,344		
Governor: Margaret Hassan	Reserves	1,295	436	729		
TAG: Maj Gen William N. Reddel, III	Total	4,129	1,777	3,073		
Support to state employees	<ul style="list-style-type: none"> • Each year, state employees are authorized to use up to 15 days with full pay for military leave and state employees are also entitled to an additional 30 days of partial pay for any other military drills or training. • State employees who serve in NG or Reserves and are on full-time Active Duty status or EMAC receive differential pay between military pay and state salary, if military basic pay and allowances are less than state salary. • State employees continue to receive health & dental benefits for both the employee and their dependents. • State employees who serve in NG or Reserves continue to receive retirement contributions. • Qualified veterans are granted priority in obtaining training funded in whole or part by the State of New Hampshire. • Provision to buy back up to three years of military service towards state retirement credit. • Preference is given to any person who served in any war in which the United States was engaged when bidding on state contracts or applying for state positions with certain councils, commissions, and departments. 					
Educational benefits	<ul style="list-style-type: none"> • Scholarships are available annually to New Hampshire National Guard (NHNG) members; awarded through the State Scholarship Committee. • Tuition-free, space available attendance for NHNG members is provided at state-supported postsecondary institutions. • Army National Guardsmen are eligible to receive a maximum of \$4000 or 16 credit hours (whichever comes first) per fiscal year in tuition assistance at any school. After utilizing tuition assistance, soldiers may qualify for a waiver for the remainder of their tuition at select state schools. • Interstate Compact on Educational Support for Military Children: removes barriers imposed on children of military families because of frequent moves and deployment of their parent. • Children of certain service members or veterans who are currently or were formerly POW/MIA, may be eligible to receive waivers for 100 percent tuition at schools within the NH Community College system. • Children of service members killed while on active duty or certain deceased veterans may be eligible to receive reimbursement of room and board, books, and supplies at an institution of higher education. 					
Family support	<ul style="list-style-type: none"> • The NH National Guard Family Program offers a variety of resources and referrals, veteran benefits, emergency financial assistance, discounts and deals throughout the community. A robust corps of family member volunteers receive training, information and resources to assist other families through the deployment cycle. Youth camps and programs are also offered. • The Care Coordination Program is a federal contract unique to NH. The program offers services to all branches of the military and their families since 9/11. Services include a broad range of support, including mental health, relationships and parenting, financial counseling, deployment and readjustment support, and more. Those veterans not covered by this contract are provided services through Easter Seals of New Hampshire. • Employment Transition Coordinators provide direct employment services for all service members, veterans and their families. 					

	<ul style="list-style-type: none"> • Transition Assistance Program facilitates access to benefits for veterans and their families. • Psychological Health Coordinator offers behavioral health assessment and referral to NH service members. • Yellow Ribbon Reintegration Program provides assistance to NHNG service members and families pre- and post-deployment. • The Sexual Assault Prevention and Response Program is part of a DOD-wide initiative to end sexual assault in the military and encourage service members to protect and defend one another against unwanted sexual advances.
Tax and financial benefits	<ul style="list-style-type: none"> • Standard and optional veteran property tax credits are available for wartime era veterans and their surviving spouses, those determined to be permanently and totally disabled by the US Department of Veterans Affairs (VA) and their surviving spouses, and surviving spouses of those killed in action. • A \$100 bonus for active service in the Vietnam Conflict, Gulf War, or Global War on terrorism is available to those who were NH residents at the time of enlistment. • A \$100,000 death gratuity is provided to members of the National Guard who die while on State Active Duty.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Special veteran license plates are available. • Special National Guard license plates are available. • Permanently and totally disabled veterans are eligible for fee exemptions for various state licenses, including: hunting, fishing, trapping, hawker, and peddler. • Eligible NH veterans receive discounted or free admission to NH State Parks.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans are eligible for interment in the State Veterans Cemetery. • Impoverished veterans may be buried at the expense of the municipality in which the veteran died. • The NH Veterans Home provides long-term care services to elderly and disabled veterans. • NH ESGR staff foster supportive relations between Reserve component service members and their civilian employers. • The Justice Involved Veterans Task Force serves veterans who are in the judicial system. • NH State Legislature established a Legislative State Suicide Prevention Council with a strong military focus. • The Traumatic Brain Injury Collaborative Effort creates networking, referral and training for brain injury professionals. • State Veterans Advisory Council, a group of state, federal, private, public and veterans service organizations, assist state leaders in identifying the needs of the state's veterans. • A permanent state employee shall be granted seniority credit for each full month of verified service during a period of war or armed conflict as a result of a draft, enlistment period, or federalization in the Armed Forces of the United States, to a maximum of 12 months. • NH State Medal of Honor for soldiers killed in action.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Statewide campaign to encourage civilian agencies to ASK THE QUESTION - "Have you ever served in the military?". This campaign will reach health care agencies, social service organizations, law enforcement, schools, state agencies and others – helping to integrate the tracking of veterans into their daily practice, as well as improving the referral process and overall services for military and veterans.

	<ul style="list-style-type: none"> • An aggressive, statewide campaign has been developed to provide military culture training to health care agencies, social service agencies, law enforcement, schools, state agencies, courts and others. • Consistent protocols, training and best practices have been developed with ServiceLink Aging and Disability Resource Centers across the state to ensure that resources, referral processes and services are in place for all military and veterans. • \$100,000 in training reimbursement payments are available to representatives from hospitals, mental health centers and private practitioners, focusing on military culture awareness, education and training • First Veterans Behavioral Health Track available within Mental Health Court System, which will establish new veteran-focused tracks moving forward. • DHHS has been a strong advocate of veterans programs and created a position for the sole purpose of coordinating services for New Hampshire veterans.
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NEW JERSEY		Members	Spouses	Children	
	National Guard	8,545	3,175	5,428	
Governor: Chris Christie	Reserves	8,886	3,973	6,884	
TAG: Brig Gen Michael L. Cunniff	Total	17,431	7,148	12,312	
Support to state employees	<ul style="list-style-type: none"> • State employees who are also NG members are eligible for 90 days military leave. • Eligible veterans receive a civil service preference for hiring. 				
Educational benefits	<ul style="list-style-type: none"> • National Guardsmen receive 100 percent Tuition Assistance at state colleges and universities (above and beyond the current GI Bill). • Troops to College Program - the New Jersey Department of Military and Veterans Affairs, in partnership with the Higher Education Commission, provides an overview of the array of services available to provide a smooth transition for veterans into New Jersey public colleges and universities including several independent and proprietary colleges and universities. • VETeach Pilot Program in Department of Education facilitates the teacher certification of veterans. 				
Family support	<ul style="list-style-type: none"> • Joint Military and Family Assistance Center – maximizes personnel, resources and funding by establishing a combined military and family readiness center capable of providing full-spectrum assistance to service members, and families of all reserve component branches and displaced active duty families. • National Guard State Family Readiness Council – a non-profit entity which provides grants in times of crisis for NG families and NG members owning businesses. • Healers and Heroes Program - a partnership between the Medical Society of New Jersey and the New Jersey Department of Military and Veterans Affairs designed to help service members obtain recommendations for proper healthcare treatment while providing a forum to speak with a military-experienced physician in confidence. More information available at http://njhealersandheroes.com. • Psychological Health Program - educates NG members and their families on how to access behavioral health services to build psychological health fitness and resilience while dispelling stigma. • Survivors Benefit Packet – a New Jersey law that requires the state to provide surviving beneficiary of a deceased service member with a comprehensive benefits packet. • Veteran Memorial Homes – three homes located in NJ which provide long term care service to elderly and disabled Veterans. • Veterans Haven - transitional housing program for Homeless Veterans. 				

	<ul style="list-style-type: none"> • PTSD Hotline – established in conjunction with Rutgers University, is available for all service members, their families and veterans. This is the only hotline that also assists family members. • Information about family programs available at: http://www.nj.gov/military/familysupport/index.html.
Tax and Financial Benefits	<ul style="list-style-type: none"> • Tax exemptions for housing and food allowances received by NG members serving in state active duty status. • Toll road exemption for NG members going to and from drills. • Full tax exemption on military pensions (see N.J.S.A. § 54A: 6-26) • \$250.00 property tax deduction for eligible veterans. Property tax exemption for eligible Veterans rated 100 percent permanent service-connected disabled by the VA.
Licensing, Registration and Fees	<ul style="list-style-type: none"> • Disabled National Guard veterans receive free fishing, firearm hunting, bow hunting and trapping licenses. • Free admission to State Parks and forests for National Guard members. • Professional license extensions - Extensions during deployment of certain professional licenses to protect self-employed and small business owners who are NG and Reserve members. • Skills test is waived for Commercial Driver’s Licenses for experienced military members. • Professional boards established to provide credit toward licensure for veterans with equivalent military training. • EMT and Paramedic certification is available for military/veterans with equivalent training. • Temporary professional or occupational licensure for qualified non-resident military spouses is available including: temporary nurse licensure and temporary instructional certificate for military spouses with out-of-state teaching licenses. • Free access provided to beach facility at Sea Girt National Guard Training Center.
Protections, Recognition and Employment Support	<ul style="list-style-type: none"> • No court shall enter a final order modifying the terms of custody or parenting time contained in an existing order; or establish child custody terms, until 90 days after a Service Member’s deployment ends. • NJ ESGR staff provides employer support and community outreach. • NJ provides full USERRA coverage. • Employee rights - for “State Active duty” or Governor “call-ups” are protected under N.J.S.A. 38:23C-20a • Workers compensation benefits are eligible for injuries while on State Active Duty. • Supplemental unemployment benefits is provided to ex-service members in an amount such that the total benefits they receive between the regular unemployment compensation that was based on wages transferred to the state by the Federal government, and the supplemental benefits, under this bill equals 26 times their weekly benefit amount, regardless of the number of base weeks worked or the amount of contributions paid by the ex-service members or their employers. • Hiring preference established for veterans seeking position with the State Police. • Troops to Teachers – in partnership with the federal program, assists eligible military personnel with the transition into a second career in K-12 public school teaching. • New Jersey Department of Labor: One Stop Career Center staff is trained to assist veterans with employment and training opportunities, one-on-one help to develop a resume, job search workshops and to take advantage of veteran priority referral status. In addition, specially designated and trained staff, who are veterans themselves, work with veterans with significant barriers to employment overcome educational, legal, economic and physical issues preventing them from achieving their work-directed goals. The department also partners with veteran service organizations to organize job fairs and resource events. http://jobs4jersey.com/

	<ul style="list-style-type: none"> The state supports U.S. Department of Veterans Affairs Stand Downs held twice a year to assist homeless veterans
Reintegration Programs/ Initiatives	<ul style="list-style-type: none"> Yellow Ribbon Program - provides 30, 60, 90-day reintegration programs for returning service members to include, psychological, medical, job placement, family support and counseling. Transition Assistance Program - assists in the transition and reintegration of Service Members back to their civilian life.

NEW MEXICO		Members	Spouses	Children	
	National Guard	3,733	1,711	3,455	
Governor: Susana Martinez	Reserves	1,352	684	1,256	
TAG: BG Andrew E. Salas	Total	5,085	2,395	4,711	
Support to state employees	<ul style="list-style-type: none"> 30 days paid military leave; Authority to use annual leave to maintain benefits; Re-employment protection if the service member returns to their position within 90 days of separation; State contribution to insurance while on military leave; Re-instatement of insurance upon return if coverage lapses during activation; and Veterans preference for state employment. 				
Educational benefits	<ul style="list-style-type: none"> In state tuition rates for veterans and dependents, including National Guard and Reserves; and Full Scholarships are available to combat veterans and the children of deceased veterans. Veterans who have been residents of New Mexico for a minimum of 10 years, served in Vietnam, and were issued Vietnam Campaign or Service Medal are eligible for full tuition and books at any state funded post-secondary school. Any veteran who left a New Mexico high school before graduating to serve in World War II or the Korean War will be awarded a valid high school diploma from the school they were attending. Priority enrollment status is automatically assigned to incoming students for the New Mexico schools system whose active-duty, National Guard, or Reservist parent is transferred to a New Mexico military facility. 				
Family support	<ul style="list-style-type: none"> Unemployment benefits for spouses who accompany military service members; State partnership with Presbyterian Medical Services to provide medical and mental health care to any veteran or dependent; Pro Bono counseling services provided statewide by private therapists free of charge for one year to any returning veteran and their dependents; Service Member Child Custody Protection - Child custody arrangements cannot be modified while a parent is deployed for military service. All child custody issues involving a deployed parent must wait to be resolved until the deployed parent returns to New Mexico; Annual Youth Camps sponsored by the New Mexico National Guard; Strong Bonds marriage counseling program within the New Mexico National Guard; and Service Member and Family Emergency Relief fund provided for by legislature for National Guard Members deployed in support of GWOT. 				

Tax and financial benefits	<ul style="list-style-type: none"> • State general fund pays for reimbursement of up to \$250,000 life insurance for every member of the National Guard; • All honorably discharged veterans qualify for \$4,000 reduction in the taxable value of real estate taxes that they or the surviving spouse owns for county taxation purposes; and • All property taxes are waived for veterans who are rated 100 percent service connected disabled by the VA, benefits awarded to the surviving spouse also. • Any veteran who has suffered the loss, or complete loss of use on one or more limbs due to their service in the military are exempted from excise taxes when purchasing a new vehicle. • Any U.S. Congressionally-chartered veteran’s service organization is exempt from paying property tax on the property of its facility. • Any business in the State of New Mexico can qualify for up to \$1,000 business tax credit for each hire of a recently-retained veteran.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free license plates with no annual registration fee for members of the National Guard; • Free distinctive license plates for veterans rated 50 percent disabled by the VA, Medal of Honor recipients, Pearl Harbor Survivor, Gold Star Families, Purple Heart Recipients, and former POW’s; • Free or reduced hunting or fishing licenses for disabled veterans; • Free state monument and museum passes for veterans rated at 50 percent disabled or higher; • Day-pass/three free camping nights for disabled veterans (rated 50% or higher); • Lifetime hunting and fishing license for any veteran rated 100% service-connected disabled; • Expedited professional licenses for veterans, members of the military or their spouses; and • Veteran’s day recreation and museum privileges
Protections, recognition and employment support	<ul style="list-style-type: none"> • “Troops to Truckers” for military drivers and Law Enforcement Certification programs for military/security police; • Veteran business outreach center available for veterans who own businesses or would like to establish a business; • Heroes Hiring Heroes program links veterans with veteran-owned businesses; • Expedited professional licenses for veterans, members of the military or their spouses; • Veterans Day in Santa Fe during the legislative session – DVS honors a group of veterans and has them recognized by the state legislature; • DVS, the Governor, and the State Legislature have provided over \$20 million to local communities for memorial walls, parks, and monuments; • Service Member Child Custody Protection Act; • State apprenticeship and theoretical training programs for qualified veterans for up to two-to-five years for carpenters, ironworkers, sheet-metal workers, plumbers, construction and architectural design; • On-the-Job Training programs lasting between six months to two years for HVAC repair, law enforcement, security and corrections officer training, warehouse operations, shipping and relieving clerks, landscaping, welding, commercial painting, auto mechanics and the food/beverage industry; • Designation of veteran’s status to anyone honorably discharged after serving six consecutive years as a member of the Army Reserve, Navy Reserve, Coast Guard Reserve, Army/Air National Guard or commissioned officers from the Public Health

	<p>Service or the National Oceanic and Atmospheric Administration who service on active duty in defense of the United States; and</p> <ul style="list-style-type: none"> • 5% Procurement advantage for Veteran-Owned Businesses or Contractors.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • State funded Veteran Integration Center for homeless veterans to assist veterans with temporary housing, job placement, medical and mental health care; • Partnership with Goodwill Industries of New Mexico to assist near homeless veterans with financial assistance to help with rent, food, and utilities; • Collaboration between the State of New Mexico and Department of Veterans Affairs for bi-annual stand-downs to support homeless veterans; • Partnership with New Mexico Legal Aid to assist veterans with civil law advice and assistance; • Partner with the USDVA for a monthly Civil Justice Clinic for all veterans needing civil law advice; and • Veteran Court established in the NM 2nd Judicial District Court as well as the Bernalillo County Metro Court.

NEW YORK		Members	Spouses	Children	
	National Guard	16,507	6,678	12,317	
Governor: Andrew Cuomo	Reserves	14,189	5,440	8,970	
TAG: MG Patrick A. Murphy	Total	30,696	12,118	21,287	
Support to state employees	<ul style="list-style-type: none"> • Supplemental military leave benefits provided to state employees who are ordered to active military duties. • Public retirement system may suspend the obligation to repay any loan while a member is absent on military duty. • Military leave with pay provided through 90 days following service member-employee's return from mobilization. 				
Educational benefits	<ul style="list-style-type: none"> • All students in the State University of New York (SUNY) and (City University of New York (CUNY) system utilizing federal GI Bill benefits have residency requirements waived and are eligible for in-state tuition rates. • New York is a Member of the Interstate Compact on Education Opportunity for Military Children. • Experience Counts Program - ensures military experience is properly credited towards civilian credentialing and professional accreditation. • Military Enhanced Recognition Incentive and Tribute (MERIT) Scholarship - provides financial aid to veterans, children and spouses of certain members of the U.S. Armed Forces who died or became severely or permanently disabled while engaged in hostilities or training. • Regents Awards for Children of Veterans - provides up to \$450 a year to students of deceased or disabled parent who served in the U.S. Armed Forces during specified times of national emergency. • Combat service scholarships equal to SUNY annual in-state tuition are available for eligible qualified applicants. • Veteran Tuition Award (VTA) provides up to 98 percent of tuition cost of a SUNY undergraduate tuition to eligible veterans in an undergraduate or graduate degree-granting institution or vocational training in New York. • Leave of absence from higher education provided during periods of military service and for one year after completion of service. • Refund or credit for tuition provided during military leave of absence. 				

	<ul style="list-style-type: none"> • New York Bureau of Veterans Education assists Soldiers locate employers who participate in the Registered Apprenticeship (RA) program, enabling them to learn a highly skilled occupation while earning a salary and their Montgomery GI Bill benefits at the same time. • Operation Recognition allows certain veterans to earn high school diplomas if they left school without graduating.
Support to Families	<ul style="list-style-type: none"> • Access to free video teleconferencing centers available for families of activated members. • Free internet access at public libraries available for communication between families and activated members. • Veteran’s Health Care Information Program • Two Statewide Youth Coordinators and nine Family Assistance Centers available to assist all service member and their families with information, education and referral services. • Seven Family Readiness Assistants are available to coordinate and assist unit volunteers of Family Readiness Groups (FRGs). • Annual Volunteer, Family and Youth Symposium offering training and education • Annual Volunteer Recognition events to honor unit FRG volunteers • Additional information about these programs is available at: http://dmna.ny.gov/family/
Tax and Financial Benefits	<ul style="list-style-type: none"> • No lapse permitted in life insurance for non-payment of premiums for 2 years following activation. • Professional liability insurance protection is suspended during activation plus 30 days. • Prohibition against foreclosure of mortgage for nonpayment during activation plus 6 months. • Protection provided against enforcement of storage liens on household goods. • Prohibition of adverse credit reporting for members who previously obtained a stay of obligation under the SCRA. • Vehicle lease contracts may be terminated for service members when activated. • Interest rates are capped at 6 percent on debts incurred prior to SM activation. • Obligation to repay any loan to a public retirement system may be suspended while activated. • Localities are allowed to extend payment period of any real estate tax during duty subject to hostile fire or imminent danger. • Supplemental burial allowance of \$6,000 is provided for members killed in combat zones or dying from wounds incurred in combat. • Group Life Insurance premiums reimbursed for eligible service members. • Legally blind wartime veterans or their surviving un-remarried spouse receive an annual payment of up to \$1318.56 in 2014 and \$1341.00 in 2015. • Gold Star Parents may receive an annuity payment of up to \$500. • Partial exemption on real property taxes and school taxes provided to certain veterans or their family members. • Veterans are eligible for fixed-rate mortgages with interest rates .5 percent below the interest rates charged on State of New York Mortgage Agency (SONYMA) mortgages with closing cost assistance. • Military pay received in Title 10 status is exempt from state income taxation. • Any state military pay received while serving on any emergency state active duty is exempted from state income taxation.

Licensing, Registration and Fees	<ul style="list-style-type: none"> • Experience Counts Program - ensures military experience is properly credited towards civilian credentialing and professional accreditation. • Licensure as a real estate broker, real estate salesperson, barber, cosmetologist, natural hair stylist or nail specialist available for any spouse, domestic partner, or other member of the household of a service member who has been licensed as such in another state and relocated to New York with the service member. • Waiver of fees available for renewal of a temporary teaching certificate that lapsed while activated • Free lifetime access to New York State Parks and free or discounted greens fees, camping, and many other Parks activities for qualifying disabled veterans through the “Lifetime Liberty Pass.”
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Hiring Our Heroes Veterans’ Job Fairs held to connect employers with veterans, military spouses and members of the National Guard and Reserve • Experience Counts Program - ensures military experience is properly credited towards civilian credentialing and professional accreditation. • Troops-to-Energy public-private partnership established with five electric and gas utilities to hire returning veterans for utility industry jobs. • Tax credits provided for any private sector employers that hire veterans to full-time positions. • Veterans Temporary Hiring Program established to provide temporary and seasonal State job opportunities to veterans. • One-stop web portal for qualified disabled Veterans to apply for State jobs.

NORTH CAROLINA		Members	Spouses	Children	
	National Guard	12,664	5,810	10,185	
Governor: Pat McCrory	Reserves	12,602	5,711	10,611	
TAG: MG Gregory A. Lusk	Total	25,266	11,521	20,796	
Support to state employees	<ul style="list-style-type: none"> • Employment Service Division of the Employment Security Commission - assists in securing suitable employment for disabled veterans. (http://www.nccommerce.com/workforce/job-seekers/veterans) • NC National Guard (NCNG) Pension Fund (see N.C.G.S. § 127A-40): <ul style="list-style-type: none"> ○ Provides a supplemental retirement benefit to retired members of the NC National Guard. ○ In 2014, state-funded National Guard pension benefit increased to a new range of \$99-\$198 per month (depending on the number of years of service) (see NC Session Law 2014-100). • State Employee Hiring - preference in state government employment is granted to veterans, their surviving spouses, and the spouses of disabled veterans. • State Employee Salary - pay difference between military pay and state salary is provided during activation. • Substance Abuse Services Initiative for NCNG - provides service members who test positive for drug use with clinical substance abuse assessments and vouchers that authorize payment for assessment and limited counseling. • Teachers’ and State Employees’ Retirement System: <ul style="list-style-type: none"> ○ Receives credit towards state employee retirement time for creditable service on active duty. ○ Members are not denied benefits due to an absence for military service and can continue to receive long-term disability benefits, if eligible. (https://www.nctreasurer.com/ret/Pages/default.aspx) 				

Educational benefits	<p>Monetary Benefits:</p> <ul style="list-style-type: none"> • In-State Tuition Rates - In-state tuition is provided for any Active Duty member of the armed services in the state and partial in-state tuition is provided for veterans and their families (begun in 2014 and will be fully implemented by 2015). • Military Tuition Refund - At community colleges, upon request of the student, each college will provide a military tuition refund for reserve and National Guard personnel called to active duty or active duty personnel who have received temporary or permanent reassignments out of North Carolina. (see 23 NC Administrative Code 02D.0202) • NCNG Tuition Assistance Program (NC TAP) - \$1.8M in tuition assistance funding available to be awarded to eligible NCNG members at approved schools up to full tuition and fees. • Veteran Scholarship Program (Children) - provides four-year scholarships for qualifying children of certain class categories of deceased, disabled, combat, or POW/MIA veterans. (http://www.doa.nc.gov/vets/benefitslist.aspx?pid=scholarships) • Yellow Ribbon Program - Participating higher education institutions enter into a voluntary agreement with the VA to fund tuition and fee expenses that exceed the amounts payable under the Post-9/11 GI Bill.; institutions contribute a specified dollar amount of those expenses, and the VA contributes up to 50 percent of the difference. <p>Educational Support:</p> <ul style="list-style-type: none"> • Center for Military Families and Veterans - provides life-long education and career development for veterans and their family members at Central Piedmont Community College. The Center provides academic advising; career services and resources; counseling services; connecting to community resources; and transitioning services. (http://www.cpcc.edu/military) • Educational Opportunities for Military Children - Enactment of the Interstate Compact on Educational Opportunity for Military Children. (see N.C.G.S. § 115C-407.5) • Enhancement Services for Veterans - provides support services, such as education counseling and assistance with applying for educational benefits, which contribute to the student success of Pitt Community College veterans and their dependents. (http://www.pittcc.edu/academics/financial-aid/veterans_affairs.html) • Military Affairs Center - provides military students and their families at Craven Community College with one-on-one assistance for all of their needs from course registration and financial aid assistance to veteran-specific services. (http://cravencc.edu/military/military-affairs-center) • NC Military Educational Positioning System - a web portal providing military affiliated students with the resources to explore the state's higher education options; the tools to navigate the application, admission, and enrollment process; and the knowledge to graduate and pursue their career goals. (http://ncmileps.northcarolina.edu/) • NCNG Education and Employment Center - increases career opportunities for North Carolina Guardsmen/veterans by developing proactive positive relationships with North Carolina employers and connecting our Citizen Soldiers/Airmen with those employers through all available channels in order to obtain stable careers and optimal retention. (http://www.nc.ngb.army.mil/Pages/EEC.aspx)
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	<ul style="list-style-type: none"> • The University of North Carolina (UNC) System-wide Evaluation and Recommendation for Veterans Education and Services (UNC SERVES) - a commitment from the university to improve access, retention, and graduation rates for active service members, veterans, and their families at UNC campuses. (http://old.northcarolina.edu/frc/uncserves/serves.html) • UNC Partnership for National Security - This system-wide effort is a branded initiative of UNC and serves as the umbrella identity for direct services for veterans and military affiliated students provided by the university. (http://old.northcarolina.edu/frc/natsec.htm) • Veterans Upward Bound – a program to motivate and assist veterans at Central Carolina Community College in the development of academic and other requisite skills necessary for acceptance and success in a program of postsecondary education. (http://www.cccc.edu/vub)
Family support	<ul style="list-style-type: none"> • Behavioral Health Target Population - NC Department of Health and Human Services is required to include veterans and their families in the target population definition for mental health services, substance use treatment, and services for those with intellectual and developmental disabilities and traumatic brain injury. (see NC Session Law 2008107, Section 10.15(v)) • Camp Corral - A 501(c)(3) tax-exempt, non-profit corporation that provides a free, one-of-a-kind summer camp for children of wounded, disabled or fallen military service members. Although any child from a military family is eligible, registration priority is given to children of wounded, disabled or fallen military service members. (http://www.campcorral.org) • Citizen Soldier Support Program - UNC-Chapel Hill established the program to connect and focus community resources to NG and Reserve and their families. (http://www.citizensoldiersupport.org) • Division of Mental Health, Developmental Disabilities and Substance Abuse Services Traumatic Brain Injury (TBI) Program – coordinates services and support for military members who have sustained a TBI and their family members and caregivers; to develop educational information, support services and activities for persons directly or indirectly affected by TBI. (http://www.ncdhhs.gov/mhddsas/services/TBI/index.htm#) • Family Assistance Centers - Three state-funded centers to support geographically dispersed family members of all services. • Guard and Reserve Institute (GRI): <ul style="list-style-type: none"> ○ Sponsored by the Military Child Education Coalition (MCEC) ○ The Institute focuses on the challenges for children who are “suddenly military”; those children who have a parent or parents serving in the National Guard or one of the Reserve branches of the military and are mobilized for deployment. The GRI target audience is school counselors and other professional educators; school nurses; and family support personnel of the National Guard and Reserves. ○ The MCEC, NC Department of Public Instruction, and NC National Guard Family Programs conducted one GRI this year and are in the process of scheduling two for the next school year. (http://www.militarychild.org/professionals/programs/supporting-children-of-the-guard-and-reserve-institute-gri) • Joint Family Support Assistance Program (JFSAP) – the program is focused on augmenting DoD-sponsored family programs with additional high-quality family services to families who are geographically dispersed from a military installation and who might otherwise be unable to access much needed support. The program includes two Military Family Life Consultants, a Military OneSource Rep, an

American Red Cross Liaison, a Personal Financial Counselor, and a 4-H Operation Military Kids representative.

(http://www.militaryonesource.mil/deployment/joint-family-support-assistanceprogram?content_id=266627)

- Mental Health Program - One state-funded Mental Health Program manager is committed to assisting returning veterans and their families.
- Military Child Education Coalition (MCEC) programs:
 - Living in the New Normal (LINN)/Helping Children Thrive through Good and Challenging Times - Training topics include supporting children through challenges such as a sick or injured parent, trauma and loss, cycles of deployment as well as developing resilience skill during the good times.
 - Exceptional Family Member Program - addresses the additional challenges associated with transitioning military connected students with exceptional needs. (<http://www.militarychild.org/>)
- More at Four Pre-Kindergarten Program: Provides services to children who are at risk and prepares them for success in school. Any age-eligible child who is a child of either of the following shall be eligible for the program, without regard to income: (i) an active duty member of the military, including the NCNG or a reserve component of the Armed Forces, who was ordered to active duty by the proper authority within the last 18 months or is expected to be ordered within the next 18 months or (ii) a member of the military, including the NCNG or a reserve component of the Armed Forces, who was injured or killed while serving on active duty. (http://ncchildcare.dhhs.state.nc.us/general/mb_ncprek.asp)
- NC Care-Link - A comprehensive health and human services website. (<http://www.fullcirclecare.org/nc/carelink.html>)
- NC Department of Public Instruction (NC DPI) Military Consultants – Personnel placed in public schools to assist faculty and staff to support children of military members. A website is also available to help educators identify and assist students of deployed service members. (<http://www.ncpublicschools.org/militarysupport>)
- NC Military Business Center - A statewide component of the NC Community College System which provides free job matching services through www.MatchForce.org to National Guard personnel, family members, transitioning military and other job seekers in the state. Services are provided free by the state, MatchForce.org automatically matches individual skill profiles to jobs posted by registered businesses in the state, and notifies the job seekers by email of current job opportunities that match their skills profiles.
- NC National Guard Employment Readiness Program - provides a multi-agency partnership to train and assist unemployed Soldiers/Airmen and family members who are actively seeking employment. Partnerships have been established with ESGR, Department of Labor, State Employment Security Commission, Army Spouse Employment Program, Military Spouse Corporate Career Network, Employer Partnership of the Armed Forces, and the Direct Employer Association.
- NCNG Family Programs - provides assistance to all members of the military (active and reserve), veterans, and family members with obtaining benefits and procuring needed in-house and community resources. (<http://www.nc.ngb.army.mil/SS/FP/Pages/FP.aspx>)
- NCNG Integrated Behavioral Health System: Consists of a team of eleven (11) licensed clinicians, behavioral health case managers and administrative staff

	<p>provides 24/7/365 Hotline and Clinical Service Providers in behavioral and mental health services to members and their spouses.</p> <ul style="list-style-type: none"> • NCNG Legal Assistance Section (part of the Office of the Staff Judge Advocate) - provides free legal assistance to eligible members of the NC Army National Guard, their families, retirees, and active and reserve component soldiers. (http://www.nc.ngb.army.mil/SS/FP/Pages/FPLegal.aspx). • Operation Kids on Guard - program to support the emotional and physical well-being of children of NG families by creating an environment that is exclusively theirs. (http://www.nc.ngb.army.mil/SS/FP/Pages/KOG.aspx) • Operation Purple Camps - the National Military Family Association's Operation Purple Camp is a time for having fun, making friends, and reminding military kids that they are the Nation's youngest heroes. These free, week-long, overnight camps are open to all military children ages 7-17. The program aims to help military kids experience carefree fun while also learning coping skills to deal with deployment-related stress and fostering relationships with other children who know what they are going through. (http://www.militaryfamily.org/ourprograms/operation-purple/traditional-camps) • Operation Reaching Out to Children: 133 NC banks provide toll-free financial counseling to service members, Guardsmen and veterans. • Project Community Action Readiness Effort - provides emergency vehicle and home repair, child care assistance, transportation and interpreter services for military families, plus support to local businesses and community. • Soldiers and Airmen Assistance Fund - provides emergency financial aid to NG members and families experiencing a financial crisis. (http://www.saaf-nc.com) • Standing Committee on Legal Assistance for Military Personnel - NC Bar Association assists military attorneys with access to NC law and advice to help them help their military clients. (http://www.nclamp.gov)
Licensing, registrations and fees	<ul style="list-style-type: none"> • Admission Discounts – available for active-duty military and veterans at the following NC state-operated attractions: Aquarium at Fort Fisher; Aquarium at Pine Knoll Shores; Aquarium at Roanoke Island; Museum of Art; Museum of History; NC State Fair; Tryon Palace; USS NC Battleship; and NC Zoological Park. • Conceal Weapons Permit Extension - If service member is deployed, under certain circumstances a service member's concealed weapons permit can be extended after expiration (up to 90 days after end of mobilization). (see N.C.G.S. § 14-415.16) • Guardians for Certain Veterans and Dependents - State law provides for the appointment and supervision of guardians for incompetent veterans, incompetent dependents of veterans and minor dependents of members of the Armed Forces or veterans in certain circumstances, to manage U.S. funds payable to such persons. (N.C.G.S. § 34) • NC Department of Motor Vehicles programs – Service members are provided vehicle license plate extension when activated. (http://www.ncdot.gov/dmv/military) • NC Wildlife Resources Commission veterans programs: <ul style="list-style-type: none"> ○ Hunting, Fishing, Trapping, and other Licenses - Members of the Armed Forces and their families stationed in NC are deemed residents when purchasing licenses issued by the Wildlife Resources Commission. ○ Hunting and Fishing Reduced Recreational Fees - Reduced fee for residents who are 50 percent or more disabled as determined by VA for the following types of sporting licenses: Basic Hunting/Inland Fishing,

	<p>Coastal Recreational Fishing, Inland Fishing, Sportsman, and Sportsman/Coastal Recreational Fishing.</p> <ul style="list-style-type: none"> ○ Wounded Warrior Hunting and Fishing Program - To offer recreation and safety training on hunting and fishing for wounded veterans. (http://www.newwildlife.org/Home.aspx) ● Recordation of Discharges with Register of Deeds - This service provided free of charge. Additionally, service members may request a certified copy of discharges at no cost.
Tax and financial benefits	<ul style="list-style-type: none"> ● NC Foreclosure Prevention Fund - assists responsible NC homeowners experiencing a temporary, financial hardship to avoid foreclosure. Also assists veterans transitioning to civilian life who are struggling to make their mortgage payments while they are enrolled in VA employment or vocational training programs or attending school on the GI Bill. ● Retirement Benefits Deduction - Military retirees may deduct up to \$4,000 each year of military retirement benefits included in federal taxable income. ● Retirement Income Exclusion - State and federal retirees, including military, who have five or more years of creditable service prior to August 1989 may exclude their entire retirement income from state income tax. ● State Income Tax Cancellation or Abatement - Any assessment of state income tax due prior to the time a person was inducted into the Armed Forces will be canceled and abated if the serviceperson was killed while a member or is receiving service-connected disability compensation. ● State Income Tax Exemption while in Combat Zone - State income tax is canceled for qualifying Armed Forces personnel for the year of death and any prior year ending on or after the first day served in combat. ● State Property Tax Exemption - Honorably discharged veterans who have a total and permanent service-connected disability or who receive benefits for specially adapted housing are exempt from property tax up to the first \$45,000 of the appraised value of their permanent residence. (see N.C.G.S. § 105-277.1C) ● State Tax Exemption for Motor Vehicles - A motor vehicle, owned by a disabled veteran and altered to accommodate a service-connected disability, is exempt from state tax. (see N.C.G.S. § 105-275.5a) ● State Tax Exemption for Pay – service members serving in a combat zone or hospitalized as a result of wounds, disease, or injury incurred while serving in a combat zone during any part of a month receive an exclusion from their gross income., the amount excluded from gross income, The exclusion provided by rank is: <ul style="list-style-type: none"> ○ Enlisted personnel and warrant officers: all military pay for that month; ○ Commissioned officers: limited to the highest rate of enlisted pay plus imminent danger/hostile fire pay. ● State Tax Exemption for Real and Personal Property - Real and personal property belonging to veterans organizations such as American Legion or Veterans of Foreign Wars is exempt from state taxes. (see N.C.G.S. § 105-275.17). ● State Tax Filing Extension - Military personnel serving in a combat zone and their spouses filing tax returns, paying taxes, filing claims for refunds, and taking other actions with the Department of Revenue automatically receive an extension of until at least 180 days after leaving the combat zone or dismissal from a qualified hospitalization. Penalties and interest will not be charged during the extension period. (see 17 NC Administrative Code 06B.3407)

	<ul style="list-style-type: none"> • State Veterans Cemetery Program - Three state veteran cemeteries provide free burial plots and services to North Carolina veterans and eligible family members. (http://www.doa.nc.gov/vets/cemeteryprogram.aspx) • Veteran Service Office Support - A network of 16 district offices are in operation to advocate for veterans and connect them and their family members with benefits and services. The offices support the 100 counties and their respective veteran service organizations in addition to a central processing office in Winston-Salem. (http://www.doa.nc.gov/vets/vso-map.aspx) • Veteran State Nursing Homes - provide high-quality care to eligible veterans at four skilled nursing care facilities with 500-bed capacity for veterans and their spouses.
<p>Protections, recognition and employment support</p>	<p>Protections:</p> <ul style="list-style-type: none"> • Consumer Protection – a military consumer protection specialist is housed within the NC Department of Justice. • Custodial Rights - State statutes protecting custodial rights of a parent who receives temporary duty, deployment, or mobilization orders and has full custody or joint custody with primary physical custody. Generally, the statutes make any orders issued during the custodial parent’s absence due to military duty temporary. (see N.C.G.S. § 50-13.7A) • Insurance Sales Protection – NC state law places statutory restrictions on dishonest and predatory sales of insurance products to military personnel. (see NC General Statute § 5858-320) • Legal Proceedings while Serving State - Legal proceedings in any court in which a person called into service of the State by the Governor is involved, either as plaintiff or defendant during the period of service or within 60 days after period of active service, all actions may be stayed by the court or shall be stayed on application of service member. (see N.C.G.S. § 127A-41.1) • Military Property Owners - A mortgagee, trustee, or other creditor shall not exercise a power of sale contained in a mortgage or deed of trust, or provided by statute, during, or within 90 days after, a period of military service. • Military Tenants: <ul style="list-style-type: none"> ○ Requires notice of sales in foreclosure proceedings that address early termination of rental agreement by military tenants. ○ Early termination of rental agreement by military personnel when active duty personnel are required to move because of a permanent change of station, service member is involuntarily discharged or release from active duty, or has deployment orders not less than 60 days. • NCCU School of Law Veterans Law Clinic - provides legal students with practical experience while advising veterans and their families about the complexities and technical aspects of filing their claims with the United States Department of Veterans Affairs Regional Offices nationwide, the Board of Veterans Appeals, and the United States Court of Appeals for Veterans Claims. (http://law.nccu.edu/clinics/veterans-law) • Voting by Mail - Some citizens, such as people serving in the military who are away from their permanent home on Election Day, their families, or U.S. citizens who are living abroad, have special voting rights and ways to register to vote. These people have the choice of either requesting a mail-in absentee ballot the same way as other registered voters, or they can apply to register and/or vote through special programs for military and overseas voters. (http://www.ncsbe.gov/ncsbe/Voter-Registration/Military-Overseas-Voting) <p>Recognition:</p>

- NC Department of Motor Vehicles: (<http://www.ncdot.gov/dmv/military>)
 - Motor Vehicle Driver Licenses and Identification Cards (Veteran-Designated) - Allows veterans to carry the designation of veteran on their driver licenses and identification cards. Implementation began in 2013. (NC Session Law 2011-35)
 - Motor Vehicle License Plate (Special) - Special “In God We Trust” license plate with yellow ribbon with proceeds going to Soldiers and Airmen Relief Fund, plus contribution option on state tax form.
 - Motor Vehicle License Plate (Veteran-Designated) - The North Carolina Department of Motor Vehicles (NCDMV) makes available to veterans 16 specialized license plates at little to no charge depending on the type.
- Professional Licensure Endorsement for Military Training - allows a military trained applicant to lawfully practice in this state if the individual has been awarded a military occupational specialty in the occupation, and allows licensure endorsement for military spouses who hold a current license, certification, or registration from another state. (see NC Session Law 2012-196)
- Professional Licensure and Education Requirement Extensions/Waivers - Various North Carolina statutes provide extensions of time or waivers for many professional licensing and educational requirements when, due to military service, service member is unable to meet the professional requirements.

Employment Support:

- Apprenticeship and Training – The state works to develop and administer the Registered Apprenticeship programs, and ensure program quality by inspecting, approving, and supervising programs offered by qualified training establishments and performing compliance surveys. (<http://www.nccommerce.com/workforce/job-seekers/apprenticeships>)
- Employer Discrimination Prohibition – State law provides a general prohibition on private, public and employer discrimination against service members based on membership in state or federal military service. (see N.C.G.S. § 127B-11)
- Jobs for Veterans State Grant (JVSG) – the state uses this federal grant to promote employment among eligible veterans and others by providing placement services for job training and employment. (<http://www.dol.gov/vets/grants/state/jvsg.htm>)
- NC Back-to-Work: providing short-term, pre-employment training to develop skill competencies that lead to industry-recognized or state-regulated credentials and increase the employment potential of unemployed workers. (<http://www.nccommerce.com/Portals/11/Documents/Reports/NC-Back-to-Work.pdf>)
- On-the-Job Training/Apprenticeship Program - NC Department of Veterans Affairs has an established OJT/Apprenticeship Program. (http://www.benefits.va.gov/gibill/onthejob_apprenticeship.asp)
- Reemployment Rights - Any member of the NCNG who, at the direction of the Governor, enters State duty, is entitled, upon honorable release from State duty, to reemployment rights. (see N.C.G.S. § 127A201)
- Troops to Teachers Program – NC participates in this program assisting eligible military personnel in transitioning to new careers as public school teachers in high-need schools. (<http://troopstoteachers.net>)
- Veteran Hiring Preference - State law grants hiring preference to veterans in employment with every state department, agency, and institution.
- NC National Guard Yellow Ribbon Reintegration Program (YRRP) - provides the NCNG service members and their families access to programs, resources, referrals, and services to minimize stress on families during all phases of the

	<p>deployment cycle. The YRRP consists of a core curriculum and provides uniform information and instruction for each phase as specified in the YRRP Department of Defense Instruction (DODI) 1342.28. (https://www.jointservicesupport.org/YRRP/Default.aspx)</p> <ul style="list-style-type: none">• NC Operation Recovery-Jail Diversion and Trauma Recovery Program - identifies veterans with traumatic stress disorder and/or traumatic brain injuries who are involved with the criminal justice system and connects them with services in order to reduce prison sentences and improve their well-being. (http://www.ncoperationrecovery.org)• “Operation Re-entry North Carolina” (ORNC) - East Carolina University’s ORNC is a university-wide initiative to address the rehabilitation and re-entry concerns of military personnel, combat veterans, and their families. (http://www.ecu.edu/cs-dhs/ah/ornc)• Post-deployment Health Benefits - Soldiers who have deployed overseas for 30 or more days in a combat zone are eligible for post-deployment health benefits. The Post Deployment Health Reassessment (PDHRA) is a tool for documentation of post-deployment illnesses, injuries, or diseases. (http://www.armyg1.army.mil/hr/pdhra)• Veterans Specialty Court Pilot Project - promotes public safety and reduce recidivism in a cost-effective way by providing veteran offenders with intensive court supervision and a comprehensive VA-driven treatment program resulting in a productive and law-abiding life. Two courts are operational in NC and a wider roll-out is planned.• Veteran Peer Support Program - provides training certification and monitoring of peers trained to provide recovery and other supports for individuals seeking intervention for mental health and substance use problems.
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NORTH DAKOTA		Members	Spouses	Children	
		National Guard	4,115	1,951	
Governor: Jack Dalrymple	Reserves	437	155	10,611	
TAG: MG David A. Sprynczynatyk	Total	4,591	2,106	4,170	
Support to state employees	<ul style="list-style-type: none"> • 20 days of military leave per calendar year. If the state employee is mobilized for federal title 10 duty, they receive an additional 10 days. • Entitled to leave of absence from civil service for a period of active service without loss of status or efficiency rating. • Comprehensive benefit package 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance up to 100 percent combining federal payments with state and school reimbursements. • Rights of Students called to federal service - provides a student with three choices upon receiving federal mobilization orders for fourteen days or longer: withdraw from any/all classes, even after any established deadlines, for a full refund of tuition and mandatory fees; request an incomplete under the school's incomplete policy; or work with each instructor and complete the courses early. • Veterans Centers at schools for education assistance • \$2.5 million in state Tuition Assistance available for each biennium. • Free tuition for dependents of a North Dakota service member killed in action, totally disabled as a result of military service or declared missing in action. 				
Support to Families	<ul style="list-style-type: none"> • Tragedy Assistance Program for Survivors (TAPS-ND) – Provided under the ND National Guard Foundation. Provides grants to families of service members killed in action or killed in association with mobilization for the Global War on Terror to attend the national grief and healing seminar in Washington, DC. TAPS-ND also supports families of soldiers that have died by suicide. • Special state tax deduction when mobilized for federal duty (under Title 10 status) • Veterans' Adjusted Compensation - \$100 a month for NG and Reserves activated under Title 10 if receiving hazardous duty pay or during overseas deployment; \$50 if not receiving hazardous duty pay or deployment within the U.S., not to exceed \$1,800 • Emergency Relief Fund available for soldiers and airmen. • \$5,000 death benefit for families of service members killed on active duty. • \$2,500 benefit for service members who receive the Purple Heart. • Enlistment and re-enlistment bonuses provided to ND National Guardsmen. • Property tax credit for veteran's homestead with 50 percent or greater service-related disability. This credit may be extended to unmarried surviving spouse. • Veterans Affairs Hardship Assistance Grant provides financial assistance to veterans and their spouses, or eligible widows/widowers. • Veterans Aid Fund makes loans to eligible veterans and their widows/widowers • Post War Trust fund for veterans, spouses and widow/widowers provides monies to provide aid and comfort during times of hardship. 				
Licensing, Registration and Fees	<ul style="list-style-type: none"> • Special hunting deadlines and privileges • Combined general game, habitat stamp, small game, and fur-bearer license for resident disabled veteran with 100 percent service-connected disability is \$3. • Resident fishing license for resident disabled veteran with 50 percent service-connected disability is \$5. • Special license plates to ND National Guard members and veterans; license plate categories are: National Guard, POW, Purple Heart, military veteran, Disabled American Veteran, and Gold Star family. • ND driver's licenses with "V" for "veteran" designator. 				
Protections, recognition and Employment Support	<ul style="list-style-type: none"> • ESGR representatives located throughout North Dakota • Veterans' transportation system provides free transportation to veterans hospital • ND operates both a veterans cemetery and veterans home. 				

Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • ND Yellow Ribbon Program - Reintegration for soldiers, airmen and family. The program is 30, 60, 90 day events which include stations for benefits, workshops and presentations. This is followed by a 1, 3, and 5 year reunion. • Deployment/post deployment wellness calls made to families/service members. • Elementary schools identify deployed moms/dads. • Five Family Assistance Centers are located across ND. • Referrals and assistance for legal/financial/medical/mental health/childcare/reintegration/access to veteran services. • OMK Military Youth Camp and Teen Advisory Council established. • 119th Wing Family Program ensures that all air guard members' needs are individually met. • ND Guard sponsors an annual fish and music camps for military children. • Specially designed Outreach Program established to encompass all veterans, families and employers in the state. • ND National Guard Foundation – Emergency Relief Fund – provides up to \$2,000 annual grant for Guard soldiers/families in financial crisis related to medical treatment, tragic loss, loss of work, etc.
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OHIO		Members	Spouses	Children	
	National Guard	16,153	6,236	11,261	
Governor: John Kasich	Reserves	11,961	5,455	9,636	
TAG: Maj Gen Mark E. Bartman (Acting)	Total	28,114	11,691	20,897	
Support to state employees	<ul style="list-style-type: none"> • 22 days paid military leave (with full salary) provided. (176 hours or 480 for EMS & fire) • 20 hours paid leave provided to participate in veteran funeral honors details. • For duration of any title 10 federal mobilization, state employees: <ul style="list-style-type: none"> ○ continue to receive seniority and longevity pay increases; ○ are allowed to makeup payment to the deferred compensation plan and receive employer contribution; and ○ are entitled to return to former employment position or a comparable position at the same pay, seniority and benefit level. • Public Employee Retirement System provides service purchase time opportunities. • National Guard service years are credited toward vacation accrual. 				
Educational benefits	<ul style="list-style-type: none"> • 100 percent Tuition Assistance provided for Ohio National Guard (OHNG) members attending state schools or, if attending a private school, the average cost of all state schools will be paid toward the cost of the private school tuition. • War Orphans Scholarship - for children of those killed in action or 60 percent service-connected disabled or higher. • Ohio GI Promise - in-state tuition & financial aid for military, veterans, and dependents. • Other benefits include: military transfer assurance guide, campus veterans services, priority registration, and no charge for military credit. • Ohio College Opportunity Grant • Safety Officer College Memorial Fund - for dependents for those killed in action in Iraq or Afghanistan. (www.ohiohighered.org/veterans) 				

Family support	<ul style="list-style-type: none"> • Six staffed Family Assistance Centers in the state. Conduct Family Readiness Briefs for every member of a deployed member’s family. (http://www.ohionationalguard.com/family) • Interstate Commission on Education for Military Children (www.mic3.net) • Civil legal assistance through Operation Legal Help Ohio (www.mvlap.org) • Grassbaugh Veterans Project (http://moritzlaw.osu.edu/grassbaugh) • Inter-Service Family Assistance Committees (www.homefront.ohio.gov)
Tax and financial benefits	<ul style="list-style-type: none"> • Combat zone pay is not subject to state taxes. • Members deployed overseas have an automatic six-month extension to file state tax returns without penalties or interest. • State Death Benefit - \$100,000 for National Guard members who die while serving on state active duty, Title 32 homeland defense/homeland security or Title 10 duty. • State reimburses for SGLI premiums while on state active duty, Title 32 homeland defense/security and Title 10 duty. • Military Injury Relief Fund - established by the state of Ohio to financially assist Ohio service-members who were injured as a result of active service in support of OIF and OEF. • Ohio Veterans Bonus (www.veteransbonus.ohio.gov) • The state supports County Veteran Service Office (CVSO) emergency financial assistance and VA claims assistance programs. • \$50,000 Homestead Exemption available for 100 percent service connected disabled veterans. • Active Duty pay earned outside Ohio is not taxable by the state. • Military Retirement Pension is not taxable by the state. • Smart Money Choice program (http://www.ohiotreasurer.gov/smartmoneychoices) • Ohio Heroes Program – the Ohio Housing Finance Agency provides special interest rate benefits for first time veteran homebuyers.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Special National Guard license plate available for NG members. • License renewals permitted upon return from deployments without a test. • Other licensing benefits/programs for SMs, Guard and veterans: <ul style="list-style-type: none"> ○ credit provided for military experience & training; ○ some fees waived/discounted or eligible for GI Bill; ○ veteran prioritization; ○ renewal without penalty; ○ continuing education waivers; and ○ some temporary licenses for spouses on a website (more info at www.OhioValuesVeterans.com, coming late 2014) • Designated military service logo available for driver’s license. • Military license plates available for free for Purple Heart, Medal of Honor, 100 percent service-connected disabled veterans, and POW-MIA. • Hunting and fishing licenses are free for 100 percent service-connected disabled veterans & active duty on orders. • Boat licenses are free for 100 percent service-connected disabled veterans. • Discounts provided for lodging and camping fees at Ohio State Parks.
Protections, recognition and employment support	<ul style="list-style-type: none"> • The state manages the Jobs for Veterans State Grant provided by the Department of Labor/Veterans Employment and Training Service. • 89 One-Stops (OhioMeansJobs Centers) across the state provide priority and direct services to veterans seeking employment.

	<ul style="list-style-type: none"> • State employment assistance is provided to upcoming graduates of the Department of Veterans Affairs Vocational Rehabilitation Program. • The state utilizes National Guard ESGR staff to support OHNG access to employment. • The state recognizes the protections provided by federal USERRA laws. • Service Member’s Civil Relief Act/Patriot Program - protects veterans and families from fraud and identity theft. (www.ohioattorneygeneral.gov/individuals-and-families/military-and-veterans) • Public and private sector employers are authorized to pay supplemental income to activated employees. • OHNG are eligible for workers compensation benefits for injuries while on state active duty. • Other employment-related benefits and programs include: <ul style="list-style-type: none"> ○ Ohio’s premier job matching system (www.OhioMeansJobs.com); ○ a Veteran Business Support Center to assist Ohio’s employer community with their veteran hiring needs; ○ an optional designation for employers to be identified as “veteran-friendly”; ○ private employer veteran preference; ○ military and veteran protected class; ○ Ohio National Guard Employer Advisory Council; and ○ Employer sector initiatives (Insuring Ohio’s Future, Get Skills to Work, Energy Workforce Consortium) • Military Ready to Vote (www.sos.state.oh.us/omv/MRV.aspx)
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Department of Veteran Services Military Liaison perform outreach to Ohio-based military organizations. • Defense Personnel Record Information center provides services to Ohio veterans seeking military records. • Department of Veterans Services operates a mobile application. • Department of Veterans Services Benefits has a Resource Guide available on federal, state, local benefits and programs. (www.ohiovet.gov/home/veterans_benefits_guide)

OKLAHOMA		Members	Spouses	Children	
Governor: Mary Fallin	National Guard	9,186	4,472	8,256	
TAG: MG Myles L. Deering	Reserves	4,995	2,670	5,084	
	Total	14,181	7,142	13,340	
Support to state employees	<ul style="list-style-type: none"> • 30 days paid military leave (full salary) for NG members and Reserve members • Pay differential between military and state pay provided for duration of active military deployment (retroactive to 09/11/01) • Continue to receive seniority and longevity pay increases • Allowed to continue to participate in the deferred compensation plan and receive employer contribution • Continue retirement contributions • USERRA applies to state employees 				
Educational benefits	<ul style="list-style-type: none"> • Tuition Fee Waiver Program to state supported colleges and universities for National Guard members • Member of State Interstate Compact on Educational Opportunity for Military Children 				

Family support	<ul style="list-style-type: none"> Information about the Oklahoma Family Support Program available at (http://www.ok.ngb.army.mil/FamProg)
Tax and financial benefits	<ul style="list-style-type: none"> Oklahoma National Guard Relief Program - provides financial relief for approved expenses to qualified NG members; funds generated via an income tax check-off revolving fund (not subject to fiscal year limitations). TAG is authorized to pay/reimburse for insurance premiums for NG members to provide coverage up to \$250,000 in service members Group Life Insurance or State Sponsored Life Insurance programs. State income tax deduction for first \$1,500 in pay available for members of the Armed Forces. Incentive bonus provided for officer recruits into the Armed Forces.
Licensing, registrations and fees	<ul style="list-style-type: none"> Members of the Armed Forces on active duty pay \$23 for two car tags.
Protections, recognition and employment support	<ul style="list-style-type: none"> Employer support and community outreach activities are handled through local ESGR programs.

OREGON		Members	Spouses	Children	
	National Guard	8,321	4,346	7,853	
Governor: John Kitzhaber	Reserves	1,705	771	1,344	
TAG: MG Daniel R. Hokanson	Total	10,026	5,117	9,197	
Support to state employees	<ul style="list-style-type: none"> Military leave up to 15 days Continued health care benefits up to 24 months while activated Right to reemployment with seniority and benefits Employees can donate leave to activated members within their agency. 				
Educational benefits	<ul style="list-style-type: none"> Veterans' Dependent Tuition Waiver available for eligible dependents. Tuition benefit available for Oregon residents who served as members of the National Guard or Reserves in an active duty capacity in a combat zone since September 11, 2001. In-state tuition provided at Oregon universities and community colleges 				
Support to families	<ul style="list-style-type: none"> Reintegration Team provides post-mobilization support to service-members and their families. Family Program operates through the Oregon National Guard. 				
Tax and financial benefits	<ul style="list-style-type: none"> State veterans' home loan available as a separate benefit from the Federal VA Home Loan Guaranty Program. Oregon Veterans Homes for long term care A conservatorship program for when a veteran is unable to manage his or her own personal finances or estate due to any type of disability Property tax deferral and exemption benefits 				
Licensing, registrations and fees	<ul style="list-style-type: none"> One-time registration fee for motor vehicle registration for service-connected disabled veterans Military veteran recognition license plates Free hunting and angling license for disabled veterans rated at 25 percent or more Free year-round camping is available to service-connected disabled veterans and active-duty personnel on leave Free recording and certified copies of public records for veteran-related purposes, including birth, marriage, death, and divorce decrees 				

Protections, recognition and employment support	<ul style="list-style-type: none"> • Full support of USERRA • Veteran preference for public employment • Veteran representatives to assist in employment and developing job training opportunities • National Guard's Career Transition Assistance Program
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Reintegration Team that provides post-mobilization support to service-members and their families • Reintegration website to connect service-members and veterans to resources • State veteran service officers to assist in claims and counseling • Yellow ribbon reintegration programs and job fairs

PENNSYLVANIA		Members	Spouses	Children	
	National Guard	16,384	5,817	10,356	
Governor: Tom Wolf	Reserves	11,819	4,221	11,819	
TAG: MG James R. Joseph	Total	28,203	10,038	17,723	
Support to state employees	<ul style="list-style-type: none"> • Right to reemployment • Employee may receive paid benefits while on military leave. • 15 days paid military leave per year • Up to 15 days additional paid military leave for certain involuntary active duty away from home station (not for training) • Pay and allowances are \$75 per day minimum • Additional civil service preference of 10 points for veterans, widows, and wives of veterans with service-connected disabilities • Retirement credit for active duty time for honorably discharged veterans 				
Educational benefits	<ul style="list-style-type: none"> • Paid tuition, fees and room/board provided at state schools for surviving children of a service member who dies in the line of duty. Paid tuition and fees provided at state schools for surviving spouse of a service member who dies in the line of duty. • Up to 100 percent tuition assistance for National Guard members at all state schools • In accordance with PHEAA: "Student loan forgiveness may be granted for those members of the military who use federal teacher loans or agriculture education loans". • Full refund of tuition granted to students enrolled in state schools that are members of the National Guard or Reserves and are ordered to active duty. • Special grants to children of POWs or MIAs • Scholarships for military children • Educational leave of absence and reinstatement of status without loss of credits, tuition or scholarship as a result of mobilization • Guidance counseling for service members, veterans and dependents on GI Bill and other state financial aid, degree planning, and career preparation (interviewing, resume, etc.) • Access to libraries and computer labs for service members, veterans, and dependents • Post-Secondary Education Gratuity Program - provides waivers of tuition, fees, and room and board, for children of Pennsylvania National Guard (PNG) members killed on Federal/State active duty. • PNG scholarships available 				

	<ul style="list-style-type: none"> • Operation Recognition - authorizes school districts to grant a high school diploma to any honorably discharged veteran who served in WWII or the Korean War. Payment of up to \$500 per semester for qualified children of veterans.
Support to families	<ul style="list-style-type: none"> • Military Family Relief Assistance Program with expanded eligibility for veterans as a resource to assist with financial hardships • Six extended care facilities for veterans and spouses • Family and marriage enrichment and Strong Bonds weekends to assist in rebuilding the "family unit" post deployment • Fulltime chaplain support for counseling and related matters • Military funeral honors to veterans of all branches • Veterans Emergency Assistance, administered by County Veterans Affairs Directors, provides financial aid to veterans, widows, families with basic necessities. • Sixteen joint Family Assistance Centers offer 24/7 family assistance to service members, veterans and their families. • Community outreach initiatives with state, non-profit and private organizations to network and collaborate in ways and means to promote opportunities for service members and veterans, honor service within communities, develop initiatives for increased employment opportunities, and develop initiatives to meet the unique needs of service members, veterans, and their families • Regional state level Family Readiness trainings deliver professional training to Family Readiness Group/Key Volunteer Team statutory volunteers. • Fifteen Family Readiness Support Assistants are co-located with unit commanders in order to coach/teach/mentor service members and their families. • Child and Youth Day Camps offer respite to PNG parents and an opportunity for military kids to connect with one another and engage in fun and educational activities. • Family Camps offer entire PNG families an opportunity to participate in activities and connect with other PNG families in an outdoor setting. • Military Family Life Consultants available to address problems associated with the unique requirements and stresses associated with military service. • Three regional Substance Abuse Program Prevention Coordinators provide prevention training and treatment referral services. • Sexual Assault Prevention and Response Program (SAPR) - an educational and prevention-based program to help protect the rights and safety of PNG members. • Employment Outreach Program assists PNG members and their immediate family members in finding meaningful, permanent employment in the civilian workforce through outreach and networking. • Military OneSource coordinator promotes Department of Defense services at no cost to Service members and their families to assist with a broad range of concerns including financial management, spouse employment and education, parenting, childhood services, and concerns of families with special-needs dependents. • Pennsylvania Military Financial Alliance is a partnership between DMVA and PA Department of Banking and Securities in an effort to provide resources to service members and veterans to improve their awareness of methods to better manage their finances.
Tax and financial benefits	<ul style="list-style-type: none"> • NG pay for state active duty for emergencies exempt from state income tax • Federal military pay earned outside of the state exempt from state income tax • Retirement income exempt from state income tax • Qualifying 100 percent disabled veterans may be exempt from real estate tax.

	<ul style="list-style-type: none"> • State reimbursement of SGLI premiums for NG members deployed to combat zone • State sponsored blind veterans’ pension of \$150 per month • State sponsored paralyzed veterans’ pension of \$150 per month • Bargain rate loans for honorably discharged veterans from PA Housing Finance Agency • \$75 - \$525 per month for qualified veterans of Persian Gulf conflict and \$5,000 to POWs and beneficiaries of service members who died in the line of duty • Health insurance for PNG members who are full time students, under parents’ health insurance policies when deployed 30 days or more • Families entitled to a \$100K benefit if NG service member is killed in the line of duty. • Health insurance coverage for eligible NG and Reserve returning from deployment who are full-time students • Six State Veteran Homes with skilled nursing /dementia care • Free assistance for veterans and their dependents applying for federal, state, and county benefits with accredited County Veterans Service Officers. • TRICARE Reserve Select medical benefits provided for NG and Reserve. Support personnel located throughout the state to assist service members enroll for medical and dental insurance programs.
Licensing, Registration and Fees	<ul style="list-style-type: none"> • Reduced price on hunting and fishing licenses for service members returning from deployment or for former POWs • Extension of professional licenses and waiver of some educational requirements while service members are deployed • NG and veterans license plates and placards; no fee for disabled veterans • Free fishing/hunting/fur trapping/antlerless deer licenses for qualifying disabled veterans • Free certified copies of birth and death records to veterans and their families • Free recording of military discharge papers at county courthouses or the Office of Veterans Affairs • “V insignia” on State driver’s license signifying veterans’ status
Protections, Recognition and Employment Support	<ul style="list-style-type: none"> • ESGR informs and educates service members and their civilian employers regarding their rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA). • Employer must provide health insurance and other benefits for first 30 days of activation. • Receive full civil liability protection while activated by state • Exempt from jury duty while serving on active duty • Exempt from arrest while going to annual training or returning from military duty (except for treason or felony) • State Sponsored Group Life Insurance with \$1,000 free benefits to eligible NG members • Worker’s compensation equivalent to state employees for eligible NG members • State provisions that parallel SCRA in areas of stays of evictions and legal proceedings, termination of leases, and rates of interest • Deployed service members may defer motor vehicle insurance coverage • Veterans employment representatives provide free job counseling, training referrals, and placement services. (www.pacareerlink.state.pa.us) • County grave markers are provided free of charge by the county. • Discharge certificates, birth, death, marriage and divorce records are issued without cost to eligible veterans or members of the Armed Forces.

	<ul style="list-style-type: none"> National Guard Employment Outreach Coordinator available to assist with resume writing, interview techniques, and job searches.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> Transition Assistance Advisors available for redeploying and separating service members PA active in Yellow Ribbon Reintegration Program Annual Services of Remembrance at the Pennsylvania Veterans Memorial Risk, Reduction, Resiliency and Suicide Prevention Program Pre-deployment, reunion and reintegration briefs for both the service and family member to ensure information concerning benefits and assistance is disseminated. Service is provided for all PA Guardsmen. Employment Outreach website assists the service members in finding a job (private, federal or state). The Employment Outreach initiative also includes employment briefs throughout the state. (www.msccn.org/PANationalGuard/PAJobs.html) Personal Financial Consultant will assist service members with all aspects of their financial situation. Behavioral Health efforts focus on both the service and family member. The Director of Psychological Health has two Military Family Life Consultants (all licensed) available to provide behavioral health counseling. Resiliency training is conducted during pre-deployment, reunion and reintegration events for both the service and family member. Deploying soldiers also receive a block on instruction in resiliency prior to their deployment. Post-deployment Health Reassessments are conducted 120 days after a deployment. This service ensures that the service member is not experiencing any physical or behavioral problems resulting from their deployment overseas. These events are conducted at local VA hospitals so appointments can be made and assistance rendered immediately if necessary. Establishment of County level Veteran's Court Program

PUERTO RICO		Members	Spouses	Children	
	National Guard	8,614	841	1,553	
Governor: Alejandro Garcia Padilla	Reserves	4,928	5,893	10,590	
TAG: COL Marta Carcana (Acting)	Total	13,542	6,734	12,143	
Support to state employees	<ul style="list-style-type: none"> Receive pay differential between military pay and state salary when activated (if state salary is higher than military pay). Eligible to receive Christmas bonus for 12 months prior to having been activated. 				
Educational benefits	<ul style="list-style-type: none"> Tuition assistance for graduate degree (max of \$1,350 per year). Tuition assistance for under graduate/vocational degree (max of \$900 per year). Tuition assistance for M.D. residency (max of \$1,350 per year). Veterans who are government employees and are pursuing higher education have the right to apply, and their employer the obligation to concede, an unpaid leave of absence for the entire duration of their educational program. Free admission and additional financial aid is available to veterans that have depleted their federal funding for their undergraduate education in the state university system. Priority admission for veterans and their families in state universities and academic institutions. 				

	<ul style="list-style-type: none"> • Availability of vocational and technical schools and priority admission for veterans.
Family support	<ul style="list-style-type: none"> • Information about family program available at HQ Puerto Rico NG State Family Program Director Office email: lymary.cepdacolon.civ@mail.com • Family Support Program provides information, assistance, referral, and follow-up services to service members, families and survivors from all branches of service and components regarding pay/financial issues, military medical benefits, legal issues, ID Cards/DEERS enrollment, ESGR accessing benefits and services from local installations and a wide variety of other family related issues. • Counseling in behavioral health advice services available through the local services. • Child & Youth Program designed to promote and sustain the quality of life and resiliency of NG children and youth by providing recreational and educational social activities in the community. • Yellow Ribbon Program, gives tools for soldiers and families to be resilient during the soldier deployment cycle.
Tax and financial benefits	<ul style="list-style-type: none"> • Exempt from tax on service income while in a combat zone. • Six month extension for paying income tax debt without interest. • Veterans have the right to a \$1,500 tax deduction for life. • Veterans and their spouses are exempt from property taxes up to \$5,000 per year, and a cumulative total of \$50,000 for the tax years from 2009 through 2013. • Disabled veterans are totally exempt from property taxes with a maximum property size of one thousand square meters. • All veterans that receive disability compensations (for more than 50 percent disability) from the VA are exempt from property taxes up to \$50,000 per year, and a cumulative total of \$500,000 for the tax years from 2009 through 2013.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Veterans are exempt from vehicle taxes and payments for obtaining a driver's license. • Veterans and their families are exempt from payments for obtaining most state-issued certificates.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Psychology seminars and workshops provided free by the University of P.R. and by private universities. • Inter-service support network works in cooperation with Veteran's Centers. • Veterans are provided preference, when they are found to be in equal conditions to other citizens regarding academic or technical experience, for the purposes of their hiring, appointment and or promotion. • Veterans who occupy a career position in the government or in a private company at the moment of their integration in the armed forces have a guarantee of reemployment upon completion of their service.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Transition Assistance Advisor (TAA) Program - the advisor is located at the G1 office and serves as an advocate for Guard members and their families, as well as other geographically dispersed military members and families. The TAA Program provides VA benefits enrollment assistance, claim submissions, and assist in facilitating access for veterans through the overwhelming maze of programs, with the compassion of someone who knows what is like to transition from Guard to active duty and then back to civilian status. Through this program several NG members have receive premiums up to \$100,000 from the Traumatic Service Group Life Insurance (TSGLI) assisted by the TAA.

RHODE ISLAND		Members	Spouses	Children	
	National Guard	3,300	1,352	2,381	
Governor: Gina Raimondo	Reserves	1,306	651	1,127	
TAG: MG Kevin R. McBride	Total	4,606	2,003	3,508	
Support to state employees	<ul style="list-style-type: none"> • Receive pay differential between military and state salary • 15 days of paid leave per year for military training • Protection of employment and reemployment rights 				
Education Benefits	<ul style="list-style-type: none"> • Free tuition to state schools: up to 5 free courses at CCRI, URI, RIC, during fall/spring semesters • Free tuition for summer courses at state schools: up to 1 free course per summer session at each of the state schools • Pay tuition and fees at state schools for surviving children of members who were killed in action in support of Global War on Terror 				
Support to Families	<ul style="list-style-type: none"> • State Family Program Director – oversees the operation throughout the RI Military Community including all service members, and focuses on Rhode Island National Guard (RING) Members and their Families. • Joint Family Service Assistance Program – includes Military Family Life Consultants for both adults and children, providing consultation to service members and their families, focusing on relationships, parenting/child behavior and coping skills. • Personal Financial Counselor – provides private consultation, as well as guidance with financial challenges and building financial strength. • Military OneSource Representative – serves as a liaison and provides assistance with securing child care, personal finance guidance, tax preparation, emotional support, relocation information, and much more. • Director of Psychological Health (DPH) – serves as an advocate, and promotes/guides service members and their families by supporting psychological fitness for operational readiness. The DPH also provides critical incident guidance, suicide and substance abuse prevention, as well as Traumatic Brain Injury (TBI) and Post Traumatic Stress Disorder (PTSD) expertise. • Family Assistance Center (FAC) - consists of a Family Assistance Center Coordinator and a Family Assistance Center Specialist, both first responders who are available 24/7. The main function of the FAC is to provide information on six essential services: Financial Resource Information, DEERS Identification Information, Crisis Intervention, Legal Referral/Assistance, Community Resource, and Tricare Resource Information. • Survivor Outreach Services Coordinator – provides assistance to survivors of military casualties. • Airmen and Family Readiness Program Manager – provides assistance and coordination of all Military Family Assistance Programs to members of the Air National Guard. • State Youth Coordinator – supports the social, emotional and academic needs of military children through activities and camps. • Rhode Island Military Family Relief Fund and Rhode Island Soldiers and Airmen Relief Fund – two resources available in the event of financial hardship. 				
Tax and Financial Benefits	<ul style="list-style-type: none"> • Six-month extension to file a state personal income tax return without accruing any penalties or interest • Suspension of collection efforts for personal income taxes as long as a Guard Member is mobilized, and an additional six months upon return • Several municipalities offer tax exemptions to veterans. 				

	<ul style="list-style-type: none"> • Reimbursement of SGLI premiums for NG personnel mobilized in excess of 30 days
Licensing, Registration and Fees	<ul style="list-style-type: none"> • War Veteran License Plates can be ordered for a fee of \$10.00 except license plates for former Prisoners of War are free. • Any veteran of any conflict or undeclared war, who has earned a campaign ribbon or expeditionary medal for service in the conflict or undeclared war, is eligible. • National Guard Member License Plate • No Fee Purple Heart License Plate
Protections, recognition and Employment Support	<ul style="list-style-type: none"> • Provide employer recognition for employers who show above and beyond support of their military members in the form of award luncheons, Boss-lifts, on-site award presentations and educational events. • ESGR serves as a functional conduit between employers searching for military members or veterans and unemployed/underemployed service members. • For service members or employers who have a discrepancy under the USERRA laws, provide trained ombudsman for a free mediation service to help resolve the issues at hand. • Protect the jobs and rights of service members to include protection against discrimination from hiring or rehiring following military duty. • Protection of pay, benefits and seniority during and following military service. • ESGR provides free education regarding the USERRA laws and the protections they provide to service members and civilian employers
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • The Deployment Cycle and reintegration programs are staffed by two Yellow Ribbon Support Specialists (one dedicated to the Army, and one dedicated to the Air). They coordinate Yellow Ribbon Program events and activities throughout the Deployment Cycle providing Resiliency, Sustainability and Reintegration Training.

SOUTH CAROLINA		Members	Spouses	Children	
	National Guard	10,504	4,831	8,625	
Governor: Nikki Haley	Reserves	8,336	3,831	7,063	
TAG: MG Robert E. Livingston Jr.	Total	18,840	8,662	15,688	
Support to state employees	<ul style="list-style-type: none"> • 45 days annual leave and 90 days sick leave for activation • 30 additional days for military leave authorized by governor's Executive Order • Option during activation to continue state health plan and retirement plan by paying employee share 				
Educational benefits	<ul style="list-style-type: none"> • Priority given to reimbursement of tuition for state institutions due to activation 				
Family support	<ul style="list-style-type: none"> • Priority given children of deployed members to attend the National Guard Summer Youth Camps • 10 staffed Family Assistance Centers • Conduct Family Readiness Briefs for every member of a deployed member's family • Morale calls forwarded to anywhere in the state without charge • Information about family program at: www.scguard.com/family/default.aspx 				

SOUTH DAKOTA		Members	Spouses	Children	
	National Guard	4,183	2,139	4,302	
Governor: Dennis Daugaard	Reserves	518	244	491	
TAG: MG Timothy A. Reisch	Total	4,701	2,383	4,793	
Support to state employees	<ul style="list-style-type: none"> • May use up to 40 hours per year of accumulated sick leave for personal leave. The leave can be used for a call to state active duty of NG or Reserve members. • Permanent employees are entitled to Military Training Leave of up to 15 days per calendar year. • Employees requesting military leave for training must obtain a written order from the commander of their reserve or NG unit indicating dates of the training period submitted to supervisor at least 15 calendar days prior to the date of departure for training. • Employees called into national service for the NG or Reserve who will be losing salary as a result of their activation will receive the difference from the Guard/Reserve salary and their state salary from the state while they are activated. 				
Educational benefits	<ul style="list-style-type: none"> • Children who are under the age of 25, are residents of South Dakota, and whose mother or father was killed in action or died of other causes while on active duty, are eligible for free tuition at a state supported school. Children and spouses of prisoners of war, or of persons listed as missing in action, are entitled to attend a state supported school without the payment of tuition or mandatory fees provided they are not eligible for equal or greater federal benefits. • Certain veterans are eligible to take undergraduate courses at a state supported university without payment of tuition provided they are not eligible for educational payments under the GI Bill or any other federal educational program. • Veterans may receive one month of free tuition for each month of 'qualifying service' with a minimum of one, up to a maximum of four academic years. • 50 percent tuition benefits for NG members at state educational institutions under management of Board of Regents. • Any non-resident is entitled to a benefit of fifty percent of the in-state resident tuition to be paid to the institution by the Department of Military. 				
Family support	<ul style="list-style-type: none"> • Family Assistance Center - provides support, education, assistance and resources to all Branches of Service within the borders of South Dakota. • Military OneSource – provides information and referral services 24 hours a day, 7 days a week to all component members of the U.S. Army (active, reserve and Guard) and their family members. Military OneSource also provides service members and their families access to problem-solving, non-medical counseling on a face-to-face basis in the local community, telephonically, or via online chat. • Operation Military Kids – collaborative effort between DoD and communities to support children and youth impacted by their parents military service. • Family Readiness Assistance Programs – Assist and provide ongoing assistance to Family Readiness Groups • Strong Bonds Program – a unit-based, chaplain-led program which assists commanders in building individual resiliency by strengthening the Army Family. Conducted in an offsite retreat format in order to maximize the training effect. The retreat or “get away” provides a fun, safe, and secure environment in which to address the impact of relocations, deployments, and military lifestyle stressors. 				

	<ul style="list-style-type: none"> • Military Funeral Honors – renders professional military funeral honors, in accordance with service tradition, to all eligible veterans when requested by an authorized family member. • Survivor Outreach Program - provides dedicated and comprehensive long-term support for survivors, advocate for proper benefits and services. • Child and Youth Program – provides activities designed to promote leadership, character development, build confidence and resilience, and connection with other military youth.
Tax and financial benefits	<ul style="list-style-type: none"> • Property tax exemptions for certain categories of disabled veterans for equipment, remodeling or other improvements for their home related to addressing their disability. • \$100,000 property tax exemption of the full and true value of a dwelling that is owned and occupied by a veteran who is rated permanently and totally disabled from a service connected disabilities, or the unmarried surviving spouse of such veteran. • Veterans with qualifying service may receive a bonus payment of up to \$500.
Licensing, registrations and fees	<ul style="list-style-type: none"> • SD residents who own a vehicle and is a regularly enlisted or commissioned member of the South Dakota National Guard (SDNG), other than an inactive member, or a retired member with 20 years or more of creditable service may obtain National Guard license plates at a cost. • SD counties may not charge for certified copies of birth, death, marriage, adoption, divorce, and guardianship or conservatorship papers.
Protections, recognition and employment support	<ul style="list-style-type: none"> • If any member of the SDNG is ordered to active duty service by the governor or the President, the member has all protections afforded to persons serving on federal active duty by the SCRA and USERRA. • The ESGR Ombudsman Services Program provides neutral counseling and mediation of issues relating to compliance with USERRA.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Partnership with Department of Defense Transition Assistance Program (TAP) which provides job assistance and separation counseling services for soldiers and their families during the transition away from active service. • Active participant in Yellow Ribbon Programs • Welcome Home Celebrations • Not Forgotten Veterans Salute Celebrations • Honor Flight Program provides flights to Nations Capital and escorts our World War II Veterans to WWII National Memorial. • Fallen Heroes Banner Program recognizes and honors our SD Service Members who have died while in Combat Service to our Country.

TENNESSEE		Members	Spouses	Children	
	National Guard	13,441	7,135	12,731	
Governor: Bill Haslam	Reserves	5,761	2,507	4,595	
TAG: MG Terry M. "Max" Haslon	Total	19,202	9,642	17,326	
Support to state employees	<ul style="list-style-type: none"> • Veterans preferences via the TEAM Act • Reemployment rights • Retirement benefits for creditable military service 				
Educational benefits	<ul style="list-style-type: none"> • Helping Heroes Grant • Diplomas for World War, Korean, and Vietnam veterans • In-state tuition • Early registration • Tuition waiver for dependents or spouses of a veteran who was KIA, POW, or MIA 				
Family support	<ul style="list-style-type: none"> • Unemployment benefits for spouses of reassigned military members • Interments at state veterans cemeteries • State Veterans Homes • Casualty assistance/support • Honor and Remember Flag available to remember fallen military service members • Tennessee Fallen Heroes Medal 				
Tax and financial benefits	<ul style="list-style-type: none"> • Property tax relief for disabled veterans and surviving spouses • County motor privilege tax exemption for permanently disabled veterans • Motor sales tax exemption for eligible active duty service members • State park discounts 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Veteran-related specialty license plates • Free disabled decal for disabled veteran drivers • Veteran designated state ID's available • Waiver of skills test for commercial driver license • Sport fishing and hunting license with a one-time \$10 fee to residents of Tennessee who are 100 percent permanent and totally disabled from service connected cause 				
Protections, recognition and employment support	<ul style="list-style-type: none"> • Expedited issuance of professional licenses – health boards 				
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Veteran Treatment Courts • Special consideration for Tennessee service-disabled veteran owned businesses 				

TEXAS		Members	Spouses	Children	
	National Guard	21,889	10,026	19,705	
Governor: Greg Abbott	Reserves	31,114	15,432	29,719	
TAG: Maj Gen John F. Nichols	Total	53,003	25,458	49,424	
Support to state employees	<ul style="list-style-type: none"> • No loss of pay or benefits for NG and Reserve members while on active duty • Right to reemployment • Entitled to receive differential pay between military and state salary • 15 days of paid military leave per year for training and placement into emergency leave status for entire period a Guard member is called into active duty to ensure continued state benefits 				
Educational benefits	<ul style="list-style-type: none"> • A tuition reimbursement program • 150 credit hours of free tuition and free or reduced fees at public colleges and universities for eligible veterans • Allows military dependents residing in state (regardless of how long in residence) to pay in-state tuition rates even if the military sponsor is stationed outside of state, or retires from the military • Exempts certain military personnel and veterans from the requirements of state Academic Skills Program; • Requires the Texas Education Agency to develop reciprocity agreements with other states to facilitate the dependents of military personnel into public schools 				
Family support	<ul style="list-style-type: none"> • Created a family support program that is manned 24/7 at the Guard Headquarters in Austin that acts in an ombudsman role for families of deployed troops. There is a full time staff at the armories of deployed troops plus a volunteer network around the state • The "2-1-1" Texas website and call center provides access to free information on 20,000 state and local health and human services programs, as well as veteran specific services • Operation Child Care: coalition of child care providers, the National Association of Child Care Resource and Referral Agencies (NACCRRA) and local resource and referral agencies that provide free child care to NG and Reserve families during their rest and recuperation leave • Beyond the Yellow Ribbon Reintegration Program offers service members and their families readjustment programs and services 				
Tax and financial benefits	<ul style="list-style-type: none"> • NG aligned with federal pay and allowances • Deferral of property taxes for mobilized members of the Reserve components • Allows military members who are deployed out of state or out of country due to military service to continue to be able to claim the homestead tax exemption on their home for up to two years. • Extends the period a person activated during a war or national emergency may claim a winning lottery prize. • Texas Veterans Commission benefits: property tax exemptions for disabled veterans, no cost medical records, free recording of discharges, availability of TX State Veterans Homes and TX State Cemetery Program • Texas Veterans Land Board Program, which offers 3 types of loans to qualified vets: land loans, home loans and home improvement loans 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free vehicle registration to disabled veterans, Medal of Honor, Purple Heart, Pearl Harbor Survivors, former POWs, and other medal recipients. Issues free specialty license plates to active and retired Texas National Guard, U.S. Armed Forces Reserve, and veterans of wars • Over 25 low cost specialty license plates are available to military and veterans. • The free Disabled Veteran "Super Combo" Hunting and All-Water Fishing Package is available at no cost to residents and non-residents qualifying as disabled veterans. Disabled Veteran means a veteran with a service-connected disability, as 				

	<p>defined by the Veterans Administration, consisting of the loss of the use of a foot or leg, or a disability rating of 60% or more and who is receiving compensation from the U.S. for the disability. Official proof of disability (issued by the VA) must be shown when applying for this license and must state the rate of disability.</p> <ul style="list-style-type: none"> • Concealed handgun license fees for the issuance of an original, duplicate, modified, or renewed license is waived for members of the U. S. Armed Forces, including a member of the reserves, National Guard, or state guard. Fees are also waived for a veteran who, within 365 days preceding the date of application, was honorably discharged from the branch of service in which the person served. Fees are reduced by 50% for a veteran who, was honorably discharged from the branch of service in which the person served. Call the VA at (800) 827-1000 to get a disability rating letter. Contact the Texas Department of Public Safety at (512) 424-7293 for more information.
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Private sector employees have a right to reemployment • Guard members on state active duty are under Texas Workers Compensation laws for injury, disability, and death benefits • Municipalities required to continue health, life, and dental insurance coverage benefits to police and fire fighter employees while on military duty. • Memorandum of Understanding between Texas Military Forces (TMF) and Department of Labor provides employment seminars to NG service members and their families • Partners Across Texas: coalition of state, TMF, nonprofit and community-based organizations that support pre- and post-deployment activities, community events and special events hosted by the TMF • Transition Assistance Advisors provided to assist returning service members with benefits, entitlements and eligibility, available resources and various other services

UTAH		Members	Spouses	Children	
	National Guard	6,993	4,429	9,658	
Governor: Gary Herbert	Reserves	2,951	1,598	3,052	
TAG: MG Jefferson S. Burton	Total	9,944	6,027	12,710	
Support to state employees	<ul style="list-style-type: none"> • 15 days of paid military leave • Salary, benefits, seniority and job protection when activated • Retirement service credit for period of activation 				
Educational benefits	<ul style="list-style-type: none"> • Tuition assistance for NG members: (state budget of \$1M annually) • 2.5 percent of all state funded scholarships issued by state colleges go to Utah NG members • Tuition waiver for Purple Heart recipients for undergraduate programs • Undergraduate tuition waiver to surviving dependents of Utah resident military members killed on federal and state active duty • Veterans Tuition Gap Program provides recipients of Post 9/11 G.I. Bill with additional grants to complete a bachelor's degree at certain institutions. • In-state tuition for military service members and veterans • Honorary high school diplomas for WWII, Korea and Vietnam veterans who left high school for military service • Free of charge admission to post-secondary schools for instruction and tutoring in the areas of math, English and basic computer applications for qualifying veterans • Scott. B Lundell Program - tuition waivers for undergraduate degree for surviving dependents of Utah resident military members killed in the line of duty after 9/11/2001 				

Family support	<ul style="list-style-type: none"> • Family readiness & assistance • Youth programs • Crisis management • Marriage enrichment • Compact on education opportunities for military children • Family assistance centers throughout the state • Information about family programs at www.ut.ngb.army.mil/family/index.htm.
Tax and financial benefits	<ul style="list-style-type: none"> • Disabled veterans property tax exemption • Utility abatement program • Free access to most of the 41 state controlled parks, national parks, monuments, historic sites, recreation areas and national wildlife refuges for qualifying veterans • Reduced fares for public transit for qualified veterans
Licensing, registrations and fees	<ul style="list-style-type: none"> • Disabled veterans property tax exemption (used with Department of Motor Vehicles) • Veteran designation on driver's license with certifying documentation (DD214) • 90-day extension for licenses and certification expiring during deployment and exemption from continuing education or other training needed for renewal • Credit toward professional licensure for education, training and experience earned by veterans, military members and their spouses • Fishing licenses offered to disabled veterans free of charge • Veterans license plates available displaying individual military services.
Protections, recognition and Employment Support	<ul style="list-style-type: none"> • Utah State Code includes employment/reemployment rights protection for Guard members called to serve in state active duty status • All court civil and administrative cases are delayed for NG members deployed under state active duty. • Veterans hiring priority (see Utah code 71-10-2) • Veterans job preferences (see Utah Code 71-10-3) • Veterans Job Representatives (DVOPs and LVERs) provided through the Department of Workforce Services with intensive employment-related services.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Health and dental assessments post deployment • Yellow Ribbon Reintegration Program (www.jointservicesupport.org/YRRP)

VERMONT		Members	Spouses	Children	
	National Guard	3,939	1,774	3,160	
Governor: Peter Shumlin	Reserves	235	84	135	
TAG: MG Steven A. Cray	Total	4,174	1,858	3,295	
Support to state employees	<ul style="list-style-type: none"> • 15 days of paid military leave per year • Receive pay differential between military pay and state salary • Continued health care coverage for member and family during state activation when military health care is not available • Retirement service credit for period of activation • Salary, benefits, seniority, and job protection when activated • Allow veterans and spouses access to jobs being recruited internally • Veterans receive preference points on civil service tests • Diligent effort to recruit and hire qualified veterans • Credit for military service for employees with 15 years of service 				
Educational benefits	<ul style="list-style-type: none"> • Paid tuition for surviving family members of NG member who dies on active duty • Tuition assistance for members of the Vermont National Guard (VTNG) through the Guard's Education Office • The Vermont Student Assistance Corporation administers tuition assistance programs and scholarships for Guard, Reserve, and active duty veterans, as well as family members. 				
Family support	<ul style="list-style-type: none"> • Vermont Veterans Outreach Program - 11 outreach specialists are located throughout the state to help veterans obtain appropriate benefits from federal, state, and private organizations serving veterans. • Family Assistance Center - Six Family Assistance Specialists throughout the state assist families with community resources for housing, employment, financial and other family issues. • Family Readiness Support Assistants - Two assistants that work directly with the units/commanders of the VTNG and the Family Readiness Group volunteers to provide support during all cycles of deployment. • Youth/Child Program - provides educational and recreational programs for VTNG youths/children located in a state that does not have an active duty military post/base. • Survivor Outreach Services - provides support and resources to the survivors of fallen service members. • Military Family and Community Network (MFCN) - Also known as Joining Community Forces (JCF); a collaboration between the military and community partners for the purpose of community capacity building. (www.jointservicessupport.org/communityforces/VT) • Spouses of military members are entitled to employment and experience credit when moving into Vermont for the purposes of obtaining state professional licenses and credentials. 				
Tax and financial benefits	<ul style="list-style-type: none"> • Veterans with 50 percent or greater service-connected disability are eligible for a property tax reduction • Various emergency financial assistance funds for activated military members, including active and reserve, and veterans available through the VTNG Family Support Program and the Vermont Office of Veterans Affairs • Interment at the Vermont Veterans Memorial Cemetery for the veteran and spouse • Eligibility for residence at the Vermont Veterans Home • \$50,000 death benefit to family when a VTNG member dies on state duty 				

Licensing, registrations and fees	<ul style="list-style-type: none"> • “Veteran” status as a voluntary option on Vermont Department of Motor Vehicle driver's license. • Veteran and Campaign license plates through the Vermont Department of Motor Vehicle at no additional cost • Veterans receive free entrance to Vermont State Parks. • Free hunting and fishing licenses for veterans with 60 percent or greater disabilities. • Veterans who served in a combat theater in support of the Global War on Terror eligible for a special lottery for moose permits.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans coming off federal active duty eligible to receive state medals thanking them for their service directly from the Governor in an annual ceremony at the State House. • Veterans who received an Honorable Discharge and served in WWII, the Korean War, or the Vietnam War may receive a High School Diploma from a public School if they do not have one.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • The VT Department of Labor operates Labor Resource Centers to assist veterans find work in their local area. Additionally, the Veterans Employment and Training Service (VETS) is a State program funded by the federal Department of Labor. • The VT Agency of Human Services provides vocational rehabilitation to help individuals with disabilities find work. • The Vermont Veterans Fund provides grants to private organizations that assist veterans with many issues including housing, transportation, and counseling. • The Vermont Office of Veterans Affairs has three certified Service Officers that assist veterans in filing claims for benefits through the Veterans Administration.

VIRGINIA		Members	Spouses	Children	
	National Guard	7,824	3,200	5,504	
Governor: Terry McAuliffe	Reserves	17,769	9,546	17,647	
TAG: BG Timothy P. Williams	Total	25,593	12,746	23,151	
Support to state employees	<ul style="list-style-type: none"> • Supplemental pay eligibility equal to difference between military and state pay. • Credit for military service in the state retirement system. • Carry over annual leave accrual above maximum amounts for full time employees. • Additional death benefit provided in the amount of \$20,000 for every employee of the state or of a political subdivision called to federal active duty. • Veterans hiring preference established requiring state and local government to give additional consideration to veterans, particularly those with a service-connected disability rating fixed by the VA. 				
Educational benefits	<ul style="list-style-type: none"> • Virginia Military Survivors and Dependents Program – provides education benefits to spouses and children of service members killed, missing in action, taken prisoner, or who became at least 90 percent disabled as a result of military service in an armed conflict. This program may pay for tuition and fees at any state-supported college or university. • Virginia offers in state tuition to active duty members and dependents: <ul style="list-style-type: none"> ○ Active duty - Any active duty members, activated guard or reservist members, or guard or reservist members mobilized or on temporary active orders for six months or more, that reside in Virginia. ○ Dependents – All dependents, as defined by 37 U.S.C. § 401, of eligible active duty military personnel, or activated or temporarily mobilized 				

	<p>reservists or guard members residing or temporarily located in Virginia may receive in-state tuition in Virginia in accordance with federal and state law.</p> <ul style="list-style-type: none"> • The Virginia National Guard Youth Program - strives to engage, empower, and educate geographically dispersed Virginia National Guard youth and families through programming, education, and community awareness. This goal is being achieved through partnerships with community organizations, military programs, and families who work together to build a network of support that instills resiliency in our youth and teens.
Family support	<ul style="list-style-type: none"> • Virginia Wounded Warrior Program (VWWP): <ul style="list-style-type: none"> ○ monitors and coordinates behavioral health, rehabilitative and supportive services for all Virginia veterans (to include National Guard service members and members of the Armed Forces and Reserves not in active federal service) and families is available to provide comprehensive care coordination, peer and family support; and ○ hosts three key activities in the family support realm: family support groups statewide, and Mission: Healthy Relationships and Mission: Healthy Families weekend resiliency retreats for families coping with the strain of military service, deployment, transition, or disabilities. • Veterans Care Centers - two veterans care centers that are operated by the Virginia Department of Veterans Services (DVS). • Sitter & Barfoot Veterans Care Center (SBVCC): <ul style="list-style-type: none"> ○ provides skilled nursing and rehabilitation services. The facility is licensed by the Virginia Dept. of Health and is certified by both CMS (Centers for Medicare & Medicaid Service) and the VA; and ○ has 160 private rooms and Spring of 2015 will open an additional 40 rooms. The mission of SBVCC is to provide affordable, high quality, comprehensive nursing and rehabilitative care to Virginia residents who are honorably discharged Veterans or are active duty service members. • Virginia Veterans Care Center - a state-of-the-art 240 bed facility that also provides affordable, high quality and comprehensive nursing and domiciliary care to Virginia residents who are honorably discharged veterans of the United States Armed Forces. Of the facility's 240 beds, 180 are dedicated to skilled nursing care including 60 for Alzheimer's patients. There are 60 beds dedicated to domiciliary care. • 2014 Initiative: The Virginia Military and Veteran Community Connection (VMVCC) Committee - A partnership network facilitated by DVS and the Virginia NG as a long term comprehensive partnership, solution focused on serving and supporting the service members, veterans, and their families, by connecting them with businesses, churches, civic, and volunteer organizations in their communities to meet their needs while a service member is away on duty or wounded while serving. The three pillars of the program are: employment, education, and wellness. This is part of the White House Joining Community Forces Initiative. • The Virginia National Guard Family Program Office – manages comprehensive programs that facilitate ongoing communication, involvement, support, and recognition between NG families and the National Guard through partnership that promotes the best in both. This is achieved through training and support to unit commanders and volunteers ensuring they have the training and effective resources necessary to operate successful Family Readiness Groups and Key Spouse Programs. Additionally, ensure all families in the state know how and where to access assistance as needs occur. The Family Programs Office facilitates this through education, outreach services, and partnerships leveraging resources,

	<p>training, and constantly capitalizing on new capabilities, concepts, and technological advances to promote family readiness before, during and after mobilization through effective reintegration processes.</p> <ul style="list-style-type: none"> • The State Family Readiness Support Assistant (SFRSA) – Develops and provides Volunteer and Command Family Readiness Training, as well as maintains Joint Services Support for families and volunteers, and unit tracking, updates, and volunteer hours. There are also four Family Readiness Support Assistants (FRSAs) who work directly for brigade level commanders providing assistance and guidance on implementing and maintaining their Family Readiness Program. The FRSA team also is instrumental in working with commanders and securing resources such as Personal Financial Counselors, Military OneSource and Military Family Life Counselors on an as needed basis. The FRSA team believes that bringing awareness to soldiers and their family members as soon as they join the Virginia NG is paramount, therefore the team reaches out to the Recruit Sustainment Program and the Simultaneous Membership Program and provide resources and training at the beginning of the “young soldier’s” military career and starts them on their journey to becoming “strong, self-sufficient, resilient, and ready” Guard families. • Family Assistance Centers (FACs) – There is one Family Assistance Center Coordinator and seven Family Assistance Center Specialists operating in seven locations across the state providing essential services to any service member and their family, regardless of deployment status or branch of service. Services include DEERS/ID cards, TRICARE/Dental, financial assistance/referral, legal assistance/referral, crisis intervention/referral, and community outreach. • Military OneSource is a confidential DoD-funded program providing comprehensive information on every aspect of military life at no cost to active duty, National Guard, and reserve members, and their families. Information includes, but is not limited to, deployment, reunion, relationships, grief, spouse employment and education, parenting and childhood services. It is a virtual extension to installation services. (www.MilitaryOneSource.mil) • Joint Services Support (JSS) – JSS is “one stop” access for military members and their families for all National Guard Family Programs such as Yellow Ribbon, ESGR, Psychological Health, Warrior Support, Financial Management Awareness Program, and Sexual Assault Prevention and Response.
Tax and Financial Benefits	<ul style="list-style-type: none"> • Property tax exemption for veterans who have a 100 percent, service-related disability. The exemption would apply to the principal residence and the land, not exceeding one acre, upon which it is situated. • Property tax exemption for surviving spouse of an eligible veteran, if the veteran died on or after January 1, 2011. The exemption would apply to the principal residence and the land, not exceeding one acre, upon which it is situated.
Licensing, Registration and Fees	<ul style="list-style-type: none"> • Virginia is a participant in the National Governors Association (NGA) Veterans Licensing and Certification Demonstration Policy Academy which focuses on streamlining the process by which veterans can convert the skills they have acquired in the military into various civilian occupations. Its goal is to develop a state specific plan to address barriers to credentialing for separating service members in certain target occupations, by creating crosswalks and gap analyses for the chosen professions. The policy academy’s focus is in the healthcare areas of nursing, physical therapy, and emergency medical services. • Virginia operates three state veteran cemeteries. Services include gravesite, grave marker, and perpetual care for the veteran and their spouse/eligible dependent. Offer three following choices: Casketed Ground Burial, Cremation Ground Burial, or Cremation Above-Ground inurnment in our Columbarium Niches. There is no

	<p>cost to the veteran for these services. For the spouse/ eligible dependent, the cost is equal to the VA burial allowance.</p> <ul style="list-style-type: none"> • Special discounted lifetime hunting, fishing and trapping licenses for resident veterans who have a permanent and total service-connected disability. • Established a special discounted hunting license for resident and nonresident veterans who have a service-connected disability. • Veterans ID Card – issued by DMV as a way to show proof of veteran status. • Secure electronic return of absentee ballots from overseas active military personnel beginning January 1, 2016. • Free vehicle registration for one privately-owned vehicle of a veteran who has been found by the VA to have a permanent and total service-connected disability.
<p>Protections, recognition and Employment Support</p>	<ul style="list-style-type: none"> • Virginia Values Veterans (V3) Program – an employer focused program to educate companies on the value of hiring veterans; train employers on best practices for recruiting, hiring, and retaining veterans; provide connectivity resources between employers and veterans; certify companies who have completed all training requirements and made public goals for hiring veterans.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • Virginia Transition Assistance Program (VTAP) - streamlines the transition process for veterans by channeling them to education, employment and support services through coordination with military installations, federal/state/local governments and community services. Provides a comprehensive military transition program statewide to ensure the successful transition and post military careers of Virginia’s veterans. Maintains regional cohorts to identify issues and challenges that have proven problematic in the transition of service members and work together with military leadership, federal/state/local governments, employers and higher education institutions to find resolutions. • Virginia Wounded Warrior Program (VWWP) - located on several Virginia military installations to ensure that transitioning service members know about how to access supportive services at the earliest juncture and ongoing. Specifically VWWP works with DoD Wounded Warrior Transition Units to provide a seamless transition for service members and their families who may have ongoing support needs after military discharge. • Virginia Military and Veteran Coordinating Committee (VMVCC) – a joint advisory committee led by VWWP and the Virginia National Guard Family Program, which meets quarterly as a full body and more frequently for subcommittee work. The VMVCC ensures regular communication and collaboration between VWWP and National Guard staff to enhance services for service members and their families. • Digits to Digits (D2D) Project - a data delivery service being built by the VA to enable Veterans Service Organizations (VSOs) and agencies such as the Virginia DVS the ability to electronically submit data and related attachments from their claims management system to the VA claims management system (Veterans Benefits Management System, i.e. VBMS) using a standardized method. Virginia has partnered with software vendors to develop/implement claims management systems that enable them to perform the following: capture information for a wide range of claim types; track benefits other than those provided by VA (e.g. benefits provided by states); report on the following items: progress of work, staff skills & certifications, and trends; provide a workflow tool for those who are working directly in support of veterans to file claims and or apply for benefits

VIRGIN ISLANDS		Members	Spouses	Children	
	National Guard	866	269	861	
Governor: Kenneth Mapp	Reserves	36	19	51	
TAG: MG Renaldo Rivera	Total	902	288	912	
Support to state employees	<ul style="list-style-type: none"> • 30 days paid military leave • Veterans Employment Preference on Civil Service Examinations • Employment Assistance/administrative leave for NG/Reserve members 				
Educational benefits	<ul style="list-style-type: none"> • Four-year scholarship at UVI for children under 25 of NG members who are injured or die while on state active duty, active duty for special work or active duty for training • NG members are allowed up to 32 free credits at the UVI • eDISCOVER, the development of a personalized college degree plan; education assessment of previous military experience; and the "Student Guide to Success" help prepare for college exams • Free tuition at local public educational institutions and UVI for eligible veterans • Army National Guard tuition assistance of up to \$4,000 per fiscal year 				
Family support	<ul style="list-style-type: none"> • Statewide network of volunteers to coordinate family readiness services – network includes both unit and headquarters level • Family Assistance Center provides monthly workshops and support for families of deployed service members • Month of the Military Family activities in November • Conduct pre-mobilization briefings and Strong Bonds seminar annually • 4H Extension Service partnership for military children and state youth coordinator provides workshops and monthly activities • Operation Welcome Home – Three day reintegration training • TAG spouse initiative – link families with community organizations willing to help during deployments • List of important numbers to know and information about VI NG Family Program available at http://www.vi.ng.ngb.army.mil 				
Tax and financial benefits	<ul style="list-style-type: none"> • Group life insurance: Entitled to the same rights and benefits as territorial government employees while on state active duty • Workers compensation: Eligible for the same benefits as territorial government employees while on state active duty • \$100 per month retirement pension for 20 years of service (15 years in VI NG) at age 55 • Reenlistment bonuses - \$15,000 for a six year reenlistment and \$7,500 for a 3 year reenlistment • Enlistment bonuses – non-prior service members receive up to \$10,000 for a six year enlistment • NG members on Territorial Active Duty receive \$58-\$300 per day • Veteran Homestead Tax exemption of up to \$650 for veterans and Guard members with veteran's status • Reimbursement of up to \$3,500 for burial expenses for eligible veterans • Veterans Home/Land Loan of up to \$110,000 at an interest rate of 4 percent • Free emergency ambulance service for veterans • Off-island travel assistance for non-service connected veterans with VA medical appointment 				
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free license plates for all veterans residing in the Virgin Islands 				

Protections, recognition and employment support	<ul style="list-style-type: none"> • No civil or criminal liability while on military duty • No discrimination because of military duty • Power of Attorney during Territorial Active Duty • Veterans Employment Assistance • Free burial plot in local cemeteries for veterans • Veterans have an opportunity to acquire taxi medallions • Free discharge records for veterans
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WASHINGTON		Members	Spouses	Children	
	National Guard	8,056	4,256	7,335	
Governor: Jay Inslee	Reserves	11,004	5,629	9,449	
TAG: MG Bret D. Daugherty	Total	19,060	9,885	16,784	
Support to state employees	<ul style="list-style-type: none"> • Uniformed Services Shared Leave Pool (USSLP) – provides soldiers with pay difference between their state employment and their deployment pay. The money in the pool is derived from leave that is donated by state employees specifically to the pool for its intended use. • All state employees who are members of the NG or Reserve are provided with 21 days of paid military leave on an annual basis to be used for active duty, active duty training and in support of weekend drill requirements on scheduled workdays. • Veteran’s Preference – provides veteran’s preference in the hiring process. Veterans are given credit for their years of military service. (see RCW 73.16.010) • Veterans’ Scoring Criteria Status in Examinations – An all competitive examination to determine qualifications veterans are given increased percentage score based on service. (see RCW 41.04.010) • Washington State Department of Veterans Affairs (WDVA) – provides employment support services, emergency financial support services, as well as services for veterans with post-traumatic stress and veterans who are homeless, and veterans who are incarcerated. (www.dva.wa.gov/about_us.html) 				
Educational benefits	<ul style="list-style-type: none"> • State universities, regional universities, The Evergreen State College, and the community colleges, may waive all or a portion of tuition and fees for an eligible veteran or NG member. The tuition waivers vary by institution. • A full tuition waiver to state universities, regional universities, The Evergreen State College, and the community colleges is extended to a child and the spouse or surviving spouse of an eligible veteran or NG member who became totally disabled or who is determined by the federal government to be POW/MIA, or who lost his or her life while engaged in active federal military service. • MOU with colleges and universities committed to helping veterans and NG/Reservists be successful in their higher education goals. In addition to the MOU, many colleges and universities are signing certificates as Veteran Supportive Campuses. (www.dva.wa.gov/benefits/partners-veteran-supportive-campuses) • VETCorps – 50 VETCorps Members (an AmeriCorps Program) are assigned to colleges and universities throughout the state. VETCorps members are veterans and provide one-on-one support to veterans on their campus. They act as a liaison between the veteran and the school and help the schools implement programs to help all veterans on campus. (www.dva.wa.gov/vet_conservation_corps.html) • High School Diplomas can be awarded to veterans of WWII, Korea and Vietnam who left high school early to serve their country. 				

	<ul style="list-style-type: none"> • Military resident tuition - allows veterans to pay in-state tuition rates as long as they move to or declare an intent to move to Washington State after separating from the military. • Academic credit for military students - requires colleges to have a policy in place by December 31, 2015 to award credit based on military training. • Early course registration for veterans - requires institutions of higher education that offer an early course registration period for any segment of the student population to also offer early registration to students who are eligible veterans or NG members. • Military member make-up classes - requires institutions of higher education to provide make-up classes, exams, or other make-up events to NG members or other military reservists called to active duty or training for 30 days or less without prejudice to the final course grade or evaluation. • In-state tuition for Oregon military members - provides that a student who resides in Washington and is on active military duty stationed in one of the nine Oregon border counties is included in the definition of "resident student" and eligible to pay in-state tuition rates. Spouses and dependents of active military members stationed in one of the border counties and living in Washington are also eligible for in-state tuition rates as long as the spouse or dependent also resides in Washington.
Family support	<ul style="list-style-type: none"> • Information about Family Support available at: http://washingtonguard.org/FamiliesandVeterans • Family Programs – Statewide program that builds strong, resilient families through a network of direct assistance, information, resources, services, referral, and proactive outreach to Soldiers, Airmen, spouses, and youth. The front line of family Programs is the Family Assistance Center Coordinator. Located in armories across the state, these “FACCs” provide direct hands-on emergency assistance to individuals and families. This service enhances unit cohesion and increases family readiness. • Survivor Outreach Services – embraces and reassures survivors that they are continually linked to the Army Family through a unified support program that enables them to remain an important part of the Army for as long as they desire. Survivor families are given every opportunity to foster puppies and dogs for use of Veterans under our Canines and Heroes for Independence Program. • Canines and Heroes for Independence – a cooperative effort between the J9 and Brigadoon Youth and Service Dog Program to provide expedited service dog training and placement for our members and veterans in need of emotional and physical independence. Brigadoon is an accredited nonprofit agency that provides the advanced training for certification of service dogs in accordance with the stringent criteria of Assistance Dogs International. • Resiliency Care Team – provides guidance on emerging issues, practical solutions and services to assist commanders with prevention of domestic violence, alcohol and drug related incidents, and suicide prevention. RCT provides clinical and pastoral oversight, reconnaissance, policy development, training and hands-on services as needed. The program goal is to combat stigma about seeking mental health assistance and counseling, suicide prevention/intervention, and sexual assault reporting. • Operation Military Kids (OMK) – Washington State Operation Military Kids reaches geographically dispersed youth of NG and Reserves in four different ways. Through Speak Out for Military Kids (SOMK), Hero Packs, the Mobile Technology Lab (MTL) and Ready, Set, Go! (RSG) Training. The focus in the early going has been on the RSG! training and program development at the local

	<p>level into which we try to incorporate the MTL, SOMK and Hero Packs as appropriate. Our OMK Team consists of 4-H, National Guard, Reserves, The Office of Superintendent of Public Instruction, Boys and Girls Clubs and Staff from other branches of the service. Involving the active military is important for our state. We have major Army, Air Force and Navy installations. Washington OMK is able to work with the installations to leverage programs and gain access to facilities they have.</p> <p>www.operationmilitarykids.org/public/statePOCHome.aspx?state=Washington)</p> <ul style="list-style-type: none"> • Economic services – provides cash assistance, work-focused services, child-care, food benefits, and social services - to help low-income individuals and families meet their basic needs and achieve economic independence. We also ensure that parents provide financial and medical support to their children through Child Support Enforcement services. There are no veteran preferences for these services. (www.dshs.wa.gov/onlinecso/index.shtml) • Combat pay excluded from family income for food benefits. Does not include added income that members of the Armed Forces receive for being deployed in a designated combat zone in food assistance eligibility determination. • Income earned by veterans in the federal VA Compensated Work Therapy program excluded from child support obligations. Coordination with Federal VA Compensated Work Therapy program staff to ensure that veterans participating in the program are excluded from income withholding for child support. • Clients receiving economic services who report having served, and family members of disabled veterans are referred to the WDVA - Recipients of Basic Food, Temporary Assistance for Needy Families, Disability Lifeline, and medical assistance who report having served in the Armed Forces are referred to the WDVA for assistance with federal VA services. The spouse, child, or parent of a disabled veteran may also be eligible for benefits from the VA and therefore are also referred to the WDVA. • Veterans who have child support obligations are referred to the WDVA to access state and federal benefits and entitlements that may help them meet their obligation. • The Department of Social and Health Services works with WDVA on child support enforcement cases involving non-custodial parents who are veterans and need assistance with case modification, paternity establishment, order establishment and provision of visitation and custody resources. • The Department of Social and Health Services informs returning military service personnel on modifying child support orders to persons returning from overseas deployment, Guard duty and/or leaving the military.
Tax and Financial Benefits	<ul style="list-style-type: none"> • Veterans’ benefits for disability exempted from income when determining property tax exemption. • Veterans Estate Management Program - provides fiduciary services to veterans’ rates as incompetent to handle their own finances by the federal VA or by the Social Security Administration.
Licensing, Registration and Fees	<ul style="list-style-type: none"> • National Guard Employment Enhancement Project – expands the Yellow Ribbon program by providing employment assistance such as pre-apprenticeships, short-term training, and certification/testing fees to Washington National Guard members • Legislation has been passed to provide greater transferability of military credentials and licenses to Washington State licenses. • WA State CDL for certain military personnel with specialized truck driver training, through a Military Training Certification Process. • Free or reduced fee hunting, fishing and camping privileges for certain veterans.

	<ul style="list-style-type: none"> • Free recording of veterans discharge documents in County Recorder’s Offices. These records are exempt from public disclosure ensuring personal information remains private. • In 2017, veterans will have the option to include Veteran status on their Washington State driver’s license. This designation will be free.
<p>Protections, recognition and Employment Support</p>	<ul style="list-style-type: none"> • Helmets to Hardhats – formed to help National Guard, Reserve, retired and transitioning active-duty military members connect to quality career and training opportunities in the construction industry. (www.helmetstohardhats.org) • Veterans’ Employment and Training Service (VETS) – work with federal program providing resources and expertise to assist and prepare veterans to obtain meaningful careers, maximize employment opportunities and protect employment rights. (www.dol.gov/vets/welcome.html) • O*Net’s Crosswalk Search – aids veterans in identifying the civilian job which matches their military occupation. (www.onetonline.org/crosswalk) • WorkSource Office Services - Local WorkSource offices provide a multitude of services for all job seekers, including those veterans seeking employment-related support. Services offered include: transferring military skills to civilian employment; learning strategies for finding a job; finding job openings; getting job referrals and job search assistance; getting help preparing your résumé and getting ready for job interviews; posting a résumé online for employers to see; sharing job search strategies with other job seekers (job club); assessing skills and getting career guidance; getting referrals to a training program; and learning how much jobs pay and what jobs are in demand. • Veterans’ Services Specialist - WorkSource has a veteran specialist embedded with the Warrior Transition Unit at Fort Lewis. The specialist identifies potential occupations, performs skill and interest assessments, and prepares veterans for the transition to civilian life. • Federal VA Work Study Program – a supplemental program to the GI Bill. VA work-study students may be employed by any state or federal agency or training institution, but limited to only veterans' programs. • Rural Veterans Outreach Pilot –improves access of employment opportunities to veterans in rural areas. • Military Consumer Protections - against discrimination as it relates to commerce; real estate transactions; places of public resort, accommodations or amusement; insurance transactions; and credit transactions. • NG members excluded for unemployment compensation. • NG members receive the same rights to reemployment when activated by the governor as under the USERRA. • Washington State Department of Transportation internship program established for wounded combat veterans. • Public list of veteran-owned businesses in WA and a decal to help identify these businesses. • Disorderly conduct and protests prohibited within 500 feet of a military funeral. • Homeless veteran and transitional housing services provided through the Building 9 for Veterans Program. • Veterans Courts and Incarcerated Veterans Reintegration Services for veterans provided in county or city jails in several Counties. • Claims assistance to veterans and their families provided through Veterans Service Centers. WDVA serves as an advocate for veterans as they make application for federal VA Benefits.

	<ul style="list-style-type: none"> • A State Veterans Cemetery provides full burial and funeral honors for veterans, spouses and eligible children. • Three State Veterans Homes provide long term care to veterans and their spouses/widows who need long term care. • Women Veterans Advisory Committee ensures that Washington's women veterans have equitable access to federal and state veterans' services and benefits.
Reintegration Programs/Initiatives	<ul style="list-style-type: none"> • Yellow Ribbon and Transition Services - provides NG and Reserve Members and their Families with information, services, referrals, and proactive outreach opportunities throughout all phases of their deployment cycle. The intent of the program is to prepare NG and Reserve Members and their families for the deployment, sustain their Families during the deployment and reintegrate the Service Members with their Families, communities and employers upon re-deployment or release from active duty. YRRP unifies efforts among the active, Guard and reserve components; other federal agencies; and non- governmental organizations in order to provide service members and their families with a wide range of programs and options as close as possible to the service member's residence. (http://washingtonguard.org/FamiliesandVeterans/) • Transition Assistance Advisor Program – Enhances the well-being of service members and their families by providing subject matter expertise and assistance with VA benefits, healthcare services, including TRICARE and access to community resources. • Veterans Innovations Program – Provides assistance to veterans and their families facing financial hardships due to deployments in support of the wars in Iraq and Afghanistan. Works with the veteran and their family to match their individual needs with the appropriate Veterans Innovations Program fund and other veteran or non-veteran programs and services. (http://www.dva.wa.gov/benefits/veterans-innovations-program) • WDVA PTSD Program – Creates community-based avenues to counseling service that are less formal in nature, offering the highest level of confidentiality possible. Services provided throughout the program include individual, couples, family, and veteran group counseling. Some contractors offer group services to women veterans and spouses of veterans. Veterans may be referred to specialized inpatient or outpatient treatment offered by VA Medical Centers or Vet Centers within Washington State. Licensed mental health professional contractors offer a wide range of specialized treatment services, as well as linkage to a variety of other services. Current contractors have an average of 24 years of direct service experience in the field of mental health. (www.dva.wa.gov/benefits/counseling) • Veterans with an alcohol or substance use problems are prioritized for Access to Recovery (ATR) drug and alcohol treatment services (including treatment for drug or alcohol use, emergency housing, mental health counseling, transportation, child care, employment supports, food vouchers or clothing) regardless of discharge status. • WDVA TBI Program provides information and assists veterans in connecting with VA benefits to treat and cope with TBI.

WEST VIRGINIA		Members	Spouses	Children	
	National Guard	6,335	3,078	5,189	
Governor: Earl Ray Tomblin	Reserves	2,069	744	1,300	
TAG: MG James A. Hoyer	Total	8,404	3,822	6,489	
Support to state employees	<ul style="list-style-type: none"> • Veterans Preference - Under the West Virginia Civil Service System, all veterans who have served under honorable conditions in the Armed Forces of the United States during WWII, Korea Conflict, Vietnam Era or during hostile conflict shall have five (5) points added to a final passing score. An additional five (5) points are added to a veteran's score if in receipt of the Purple Heart or has a compensable service-connected disability. • Veterans Bonus - The West Virginia State Legislature approved five separate bonus programs for payment to veterans of WWI and WWII, Korean Conflict, the Vietnam Era and veterans of conflicts in Lebanon, Panama, Granada, Desert Storm, Kosovo, Iraq and Afghanistan. If the application deadline for these bonus programs has expired, that expiration date is indicated: WWI and WWII – December 31, 1955; Korean Conflict – June 30, 1959; Vietnam Era – December 31, 1976; Lebanon, Panama, Granada and Desert Storm – June 30, 1994. – Iraq, Afghanistan, Kosovo – Currently Open • Veterans Re-Education Act Fund - The West Virginia Legislature provides tuition assistance to those veterans who need a new vocation due to dislocation or unemployment. Veteran must have exhausted the federal GI Bill and be in need of tuition assistance. • Veterans Upward Bound - education assistance available from the state. • Jack Bennett Fund – The state will pay for the placement of a standard government cemetery marker. • Veterans Transportation Program - On a yearly basis, the West Virginia Department of Veterans Affairs (WVDVA) purchases vans for the VA Medical Centers in West Virginia to be used for transporting veterans to and from their medical appointments. • Veterans Van Driver Program - The WVDVA pays drivers who participate in the veterans transportation program \$75 per day. 				
Educational benefits	<ul style="list-style-type: none"> • National Guard: <ul style="list-style-type: none"> ○ Veterans Upward Bound – education assistance available from the state ○ Per WV Code Section §18B-4-9 - Development of services and facilities for student veterans, public institutions will be veteran-friendly and provide academic and student support services that will address the unique needs of student veterans. ○ All public institutions are approved for GI Bill and all other VA education programs. ○ Yellow Ribbon Program participation required for all undergraduate programs at public institutions. ○ Tuition waivers for undergraduate programs at public institutions for resident recipients of the Purple Heart or Medal of Honor. ○ Withdrawal and course completion considerations for military students called to serve. ○ All public institutions to assess tuition at the in state rate for nonresident recipients of the GI Bill who enroll within three years of their discharge, beginning July 2015. • Higher Education Policy Commission: <ul style="list-style-type: none"> ○ State Approving Authority responsible for verifying that school programs meet VA guidelines to receive GI Bill benefits. Also audits veteran files to ensure money paid out to veterans was accurate and allowable. 				

	<ul style="list-style-type: none"> ○ <i>Veterans 101</i> handout – a handout is being created with help from CTCS to include information that will be helpful to veterans wanting to enroll in college. Topics covered will include how to apply for VA Benefits, filling out a FAFSA, available grants, requesting military Joint Service Transcripts, Federal and State Tuition Assistance, general information about Montgomery GI Bill Options, creating a budget and available assistance on and off campus. ● Community & Technical College System: <ul style="list-style-type: none"> ○ Provides training on veteran recruitment and retention strategies ○ Creates easy to read flow charts and handout related to VA benefits and veteran status for institution faculty, administration and staff ○ Assists institutions with understanding military lingo and organization structure ○ Strengthens relationships between the veteran organizations at the community colleges and service organizations that provide assistance to veterans in the community ○ Promotes adoption of 8 keys to veteran success ○ Forwards information to institutions about changes in VA policy, jobs available to veterans, and other information relevant to military students ○ Helps strengthen or create veteran organizations on campus and assist with future activities aimed at military students ● Veterans Upward Bound: <ul style="list-style-type: none"> ○ Academic preparation (through our classes, individual tutoring, and/or our online academic assistance program) ○ Assistance with college application process, understanding admissions requirements completing FAFSA, completing VONAPP ○ Changing or switching GI Bill from one school to another ○ Vocational rehabilitation ○ Transferring military experience and/or transcripts into college credit ○ Applying for their West Virginia Bonus ○ Scholarship research (for example, Veterans Re-Education Act Fund) ○ Referrals to other veteran agencies ● West Virginia Veterans Assistance Programs: <ul style="list-style-type: none"> ○ State War Orphans Education Program –Tuition waiver for students whose parents were killed in action ○ Operation Recognition-Diploma - High school diplomas for veterans who joined the service rather than finishing high school ○ Special automobile license plates for qualified veterans ○ Free Hunting and Fishing Privileges - For veterans with a 100 percent permanent and total service-connected disability ○ Veteran's Bonus – Various monetary awards for those who served during war time ○ Veteran's Re-Education Act Fund - Tuition assistance for veterans who have exhausted ○ GI Bill and need a new vocation due to dislocation or unemployment ○ Jack Bennett Fund – Funding for installation of grave markers ● West Virginia Veterans Assistance Facilities: <ul style="list-style-type: none"> ○ West Virginia Veterans Home (Barboursville) ○ West Virginia Veterans Nursing Facility (Clarksburg) ○ Donel C. Kinnard Memorial State Veterans Cemetery (Dunbar) ● West Virginia Veterans Assistance Services:
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	<ul style="list-style-type: none"> ○ Field and Claims offices - 16 located throughout the state; goal is to assist veterans with filing for state and federal benefits. ○ Veteran Outreach Program - staffed by licensed social workers who connect veterans in need with a variety of resources
Family support	<ul style="list-style-type: none"> ● National Guard: <ul style="list-style-type: none"> ○ TRICARE Health Benefits - Supporting service members and their dependents regarding TRICARE issues; to include physician encouragement on TRICARE participation. ○ National Guard Child & Youth Program - works with military, families, community leaders and organizations to address the needs of Guard youth within the state. ○ Kids Kamp - for elementary and middle school aged dependent children ○ Youth Leader Camp - for any High School students ○ Transition Assistance - for veterans and referrals to government organizations and veteran service organizations. ○ Comprehensive Family Assistance Center - for support of NG soldiers families ● VA Vet Center: <ul style="list-style-type: none"> ○ Provides a broad range of counseling, outreach, referrals and services to family members of all veterans who are eligible for Vet Center services. ○ Furnishes bereavement counseling services to surviving parents, spouses, children and siblings of service members who die of any cause while on active duty ● National Guard Family Programs: <ul style="list-style-type: none"> ○ West Virginia Child and Youth Program - provides safe, educational, recreational and leadership activities that promote healthy development and positive attitudes for military youth. ○ Resilience, Risk Reduction, and Suicide Prevention Program - helps service member and families develop positive life coping skills by enhancing physical, social, emotional, spiritual, and family fitness. Provides opportunities for suicide prevention training for service members and their families. Coordinates with civilian organizations to support resilience and suicide prevention. ● Yellow Ribbon Program - provides support and training for service members and families before, during and after deployments. ● Family Readiness Support Assistance - provides commanders, Family Readiness Liaison and Family Readiness Group leaders with administrative assistance and training in support of family readiness programs and activities. ● Transition Assistance Advisor (TAA) - Assist service members and their families to navigate through the numerous benefits and entitlements in the Department of Defense and Veterans Affairs system. ● West Virginia National Guard Chaplain Services: <ul style="list-style-type: none"> ○ Ensures the free exercise of religion within the military ○ Provides spiritual, moral and ethical leadership for the military ○ Provides religious ceremonies and services for service members and their families ● Health Benefits Advisor - beneficiary counseling and assistance coordinator involving matters with TRICARE ● West Virginia National Guard Child Development Center <ul style="list-style-type: none"> ○ A military Child Development Center for service members, full time military contractors and their families

	<ul style="list-style-type: none"> ○ Serving ages six weeks to five years ● Survivor Outreach Services and Gold Star Organizations: <ul style="list-style-type: none"> ○ Provide support and training for military survivors of all branches ○ Provide financial assistance for military survivors ○ Referral for employment service and education ○ Organize yearly Gold Star Event ● Personnel Services - provides military identification cards for all services for members and dependents in locations throughout the state, and provides retirement record support to all service members ● West Virginia National Guard Foundation: <ul style="list-style-type: none"> ○ Non-profit organization founded to provide relief and emergency assistance to members of the West Virginia National Guard and family members ○ Sponsors program to perpetuate the memory of deceased veterans and members of the West Virginia National Guard and their survivors ○ Preserves and disseminates the history and heritage of the West Virginia National Guard and to educate members of the Guard and the public ● WV State Military Authority Military Family Assistance Centers - assists families and service members during peace time, training or mobilization; provides information and referrals; empowers families to become independent
Tax and financial benefits	<ul style="list-style-type: none"> ● Homestead Exemption For Certain Eligible Veterans: This normally applies to 100 percent ● Service-connected permanent and total disabled veterans. Specific information is available through the local County Assessor's Office. ● Available Tax incentives for employers hiring an unemployed Guardsman, Reservists and service disable veteran under the state Military Incentive Program. ● Minimum pay of \$100.00 per day, plus subsistence and quarters while on state duty. ● Officers/Warrant officers receive \$100.00 uniform allowance per year. ● National Guard Association of West Virginia provides supplemental life insurance coverage. ● Homestead exemption for certain eligible veterans. ● Coal Field Community Action: <ul style="list-style-type: none"> ○ Administers Supportive Services for Veteran's Families (SSVF) grant ○ The services are for low income Veteran families who are: <ul style="list-style-type: none"> ▪ residing in permanent housing; ▪ Homeless and scheduled to become residents of permanent housing within a specific time period, or ▪ Exiting permanent housing within a specific time period and seeking other housing that is responsive to their needs. The funding is provided by the Department of Veterans Affairs. ● Economic and Community Development Initiatives: <ul style="list-style-type: none"> ○ Facilitates agriculture development opportunities for Guard members and Veterans ○ Fosters relationships with private land owners the WVNG partners with for potential development projects ○ Provides small business opportunity counseling for Guards members and veterans ● State Veterans Home (Domiciliary): Domiciliary care in Veterans Home is for ambulatory veterans who are able to go to the dining room without help; dress

	<p>themselves; make own beds, and participate in an assigned therapeutic activity. A veteran may be charged for care if he is able to pay.</p> <ul style="list-style-type: none"> • Bonus payments for veterans of certain conflicts.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Free Automobile License Plates - provides special vehicle license plates, disabled veterans tags without fee to any veteran who qualifies to receive the federal Veterans Administration auto grant benefit or who is permanently and totally disabled due to service-connected causes. Also, if certified by the VA as a former POW, eligible for a free POW license plate. Also recent legislation provides for Purple Heart license plates for those wounded in action and Pearl Harbor Survivors license plates for West Virginia veterans who were at Pearl Harbor during the attack on December 7, 1941. Veteran plates are available for honorably discharged veterans for a one-time fee of \$10.00 over and above the regular license fee required by the state Division of Motor Vehicles. • Veterans Assistance works with DNR to determine eligibility for free hunting and fishing privileges for 100 percent service – connected permanent and total disabled veterans and those veterans who qualify to receive the federal VA auto grant.
Protections, recognition and employment support	<ul style="list-style-type: none"> • Veterans Preference - Under the West Virginia Civil Service System all veterans who have served under honorable conditions in the Armed Forces of the United States during WWII, Korea Conflict, Vietnam Era or during hostile conflict shall have five (5) points added to a final passing score. An additional five (5) points are added to a veteran’s score if in receipt of the Purple Heart or has a compensable service-connected disability. • Provided workers compensation for duty related injuries incurred in a State Active Duty Status. • West Virginia Committee for Employer Support of the Guard and Reserve (ESGR) promotes cooperation and understanding between Reserve component members and their civilian employers and to assist in the resolution of conflicts arising from an Employee’s military commitment. • Provided legal representation for duty related civil concerns • Eligibility for workers compensation as a result • National Guard members on state active duty shall be entitled to the same re-employment rights granted to members of the reserve components of the Armed Forces of the United States by applicable federal law. • Workforce WV: <ul style="list-style-type: none"> ○ All veterans receive assistance in preparing for, searching, obtaining, and skills to retain employment after being assessed by WorkForce WV staff. ○ Veterans receive “Priority of Service” which means that veterans receive services before or instead of non-covered persons in programs where DOL funds are administered in part or in whole. ○ Veterans Representatives with WorkForce WV provides intensive services to eligible veterans and eligible persons with Significant Barriers to Employment in order to gain long term sustainable employment. ○ WorkForce WV Local Veterans Employment Representatives perform job search workshops and perform outreach to business and industry to promote the hiring of veterans. ○ Tax incentive and bonding programs for businesses that promote the hiring of veterans such as the Military Incentive Program, Free Fidelity Bonding, and the Work Opportunity Tax Credit. • West Virginia Employer Support of the Guard and Reserve (ESGR): <ul style="list-style-type: none"> ○ Educates employers and service members of the Uniformed Services Employment and Reemployment Rights Act (USERRA)

	<ul style="list-style-type: none"> ○ Provides mediation for employers and service members when a misunderstanding occurs over hiring and rehiring practices ○ Provides employment support through Heroes 2 Hired (H2H) job program ○ Provides support to community employment initiatives, job fairs, etc. through ESGR’s Employment Initiative Program ○ Attends and supports Yellow Ribbon Reintegration program ○ Serves as liaison between the NG and the WV ESGR committee ○ Works employment issues and initiatives for both TAG and the ESGR committee ○ Provides enhanced employment opportunities for reserve components of the Armed Forces, their spouses and all veterans ○ Develops and administers programs that address identified needs associate with education and training to enhance employment opportunities for military members ● West Virginia Military Connection: <ul style="list-style-type: none"> ○ All veterans receive assistance in preparing for, searching, obtaining, and skills to retain employment after being assessed by American Job Center staff. ○ Veterans receive “Priority of Service” which means that veterans receive services before or instead of non-covered persons in programs where DOL funds are administered in part or in whole. ○ Provide intensive services to eligible veterans with Significant Barriers to Employment in order to gain long term sustainable employment. ○ Outreach to business and industry to promote the hiring of veterans. ○ Administer tax incentive and bonding programs that promote the hiring of veterans such as the Military Incentive Program, Free Fidelity Bonding, and the Work Opportunity Tax Credit. ● State Veterans Skilled Nursing Facility - available to West Virginia resident veterans who are unable to maintain themselves in their own home and meet the Medicare and Medicaid criteria for intermediate or skilled nursing care. The applicant must have been honorably discharged, served on active duty or performed active service in a reserve component of the Armed Forces for a period of at least 12 consecutive months; or has been medically discharged for a service connected injury prior to 12 months service. Except those with Alzheimer disease or dementia, any applicant who requires treatment primarily for mental retardation, mental illness, or substance abuse, or who has a documented history of physical violence and/or disciplinary problems, or those whose needs cannot be met by the facility, are ineligible to apply. Alzheimer’s/dementia patients will be served when the wing dedicated to that population is opened. Eligible for workers compensation as a result of state duty ● State will pay for the placement of a standard government cemetery marker. ● West Virginia Warriors and Veterans to Agriculture Project: <ul style="list-style-type: none"> ○ Recruits and trains veterans and currently serving members of the military to become Agribusiness owners ○ Assists in the procurement of tools and supplies to start a career in agriculture. ○ Develops programs to assist disabled veterans with agriculture as a form of therapy. ○ Assists veterans with agribusiness plan development and setting goals. ○ Makes state property available at an affordable rate for veterans and families to use for agriculture purposes.
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	<ul style="list-style-type: none"> ○ Works closely with WV Veterans Assistance, Rehab Services and Workforce West Virginia to develop MOU's and paths to work together. ○ Assists veterans with marketing a unique veteran to Ag brand and marketing approach to assist in sales of product. ○ Consistently communicates with members and offer monthly training courses in a wide variety of agriculture subjects. ○ Develops mentoring and coaching opportunities that utilize veterans already completing the program. ○ Continued research and updates on all things agriculture for veterans and service members alike. ● Regional Contracting Assistance Center - assists companies in West Virginia, including veteran-owned businesses, with identifying relevant government contracting opportunities, competing for those opportunities, and performance issues once a government contract is awarded. ● WV Veterans Council: <ul style="list-style-type: none"> ○ Nine members who must be citizens and residents of this state and who have served in and been honorably discharged or separated under honorable conditions from the Armed Forces and whose service was within a time of war as defined by US laws. ○ Advise the Cabinet Secretary of the WVDVA on the general administrative policies of the DVA ○ Advise the governor and the legislature with respect to legislation affecting the interests of veterans, their widows, widowers, dependents and orphans ○ Make annual reports to the governor respecting the service of the DVA
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> ● Family Readiness - Provide assistance to the Commands Family Readiness Program that focuses on wellbeing for service members and families during the deployment cycle. ● Family Assistance Centers - Provide information and referral resources to all branches and their families in the deployment cycle. Provides outreach to those families ● WorkForce WV is working with the WV Division of Corrections in a Corrections Initiative. Release inmates that are veterans receive Intense Services through Case Management to gain long term sustainable employment. ● Higher Education Policy Commission: <ul style="list-style-type: none"> ○ Free civil legal services for low income veterans through Legal Aid of West Virginia or the Veterans Assistance Project at the WVU College of Law ○ Two Mental Health and Veterans Treatment Courts available to provide alternative sentencing and treatment instead of incarceration for nonviolent veteran offenders.

WISCONSIN		Members	Spouses	Children	
	National Guard	9,780	3,645	6,479	
Governor: Scott Walker	Reserves	5,060	2,087	3,890	
TAG: Maj Gen Donald P. Dunbar	Total	14,840	5,732	10,369	
Support to state employees	<ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Accrual of sick leave and vacation as if no interruption in state service • By Executive Order, pay and benefits may be extended up to a period of two years from activation. • After discharge from active duty, up to 160 hours of accumulated paid leave may be used before employee resumes employment with state. • Unused accumulated paid leave may be carried over into next fiscal year • Reemployment rights • Prohibition against discrimination and retaliation • State civil service preference • Veterans receive Preference Points on recruitment exams for state employment. • Noncompetitive appointments of disabled veterans • Additional creditable service at state retirement is based on years of active military service not otherwise a basis for a pension. 				
Educational benefits	<ul style="list-style-type: none"> • 100 percent tuition reimbursement for eligible NG members attending in-state public institutions. Reimbursement calculated at 100 percent of actual tuition charged or 100 percent of the maximum resident undergraduate tuition charged by the UW-Madison for a comparable number of credits, whichever is less. • Military students who withdraw from a college in Wisconsin due to military service are allowed to receive reimbursement of tuition and fees. • Military students returning from activation are allowed priority for enrollment in Wisconsin college courses. • Activated military students are allowed completion within 6 months of leaving service without payment of additional fees. • Wisconsin GI Bill tuition remission program – 100 percent of tuition and fees at any UW or Wis. Tech College for eligible veterans (including qualified NG members), and of spouses and children of service members who die in the line of duty or have a VA disabilities rating of 30 percent or more. • Lifetime in-state tuition for eligible veterans • Retraining grant up to \$3,000 per year • Veterans Education Reimbursement Grant • Additional information available at: http://dma.wi.gov/dma/dma/education.asp and http://www.wisvets.com/Ben-Education.asp 				
Family support	<ul style="list-style-type: none"> • Information about family program available at: http://wisconsinmilitary.org/ • Court may not consider a parent’s military activation when determining or modifying custody of a child. • Pre-deployment support and counseling • Youth camp and youth programs • Marriage enrichment programs, single soldier, and family wellness programs • Reunion and Reintegration - focused assistance to members 30 – 120 days after demobilization • Military service members and their families may receive assistance in the event of an economic emergency through the Military Family Financial Assistance program. • Aid to needy veterans grant program for health care and need-based subsistence aid. • State veterans' homes for long-term health care; skilled nursing and assisted living 				

	<ul style="list-style-type: none"> • State outreach and assistance to veterans who may have been exposed to depleted uranium. • Each of the separate services provides a Yellow Ribbon program offering expanded deployment-cycle support to service members and their families: during pre and post mobilizations – provides opportunities for families, to include parents, to be involved in mobilization briefings by offering youth activities, daycare, and supplementing travel costs for attendance; expanding support programs during mobilization – provides spouse forums to discuss stress management and dealing with separation. • Outreach through programs such as the Inter-Service Family Assistance Committee (ISFAC) educate community organizations about working with and supporting service members and their families. • Partners in Care works to develop cooperative agreements with the religious community and NG chaplains. • Each of the separate services provides professional behavioral health care staff for counseling and outreach. • Operation Quit Smoking and Legal Assistance for service members, veterans, and their families. • Transition Assistance - continued support to veterans and their families, with assistance of WDVA, VA Regional Centers, Vet Centers and Service Organizations.
Tax and financial benefits	<ul style="list-style-type: none"> • Financial/credit protection replicates SCRA and USERRA. • Individual income tax exemption for pay received from federal government while on deployment in designated overseas areas. • Terminate lease with written notice when activated more than 90 days. • Maximum interest rate on obligations or liabilities bearing interest. • State military pay tax exemptions mirror federal tax exemptions. • State tax exemption for military retired pay (certain restrictions apply). • Death gratuity exemption. • Tax filing extension. • Property tax exemption for totally disabled and individually unemployable veterans and certain un-remarried surviving spouses.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Extension of licenses and certifications that expire during activation. Extension at no cost if certain conditions met. Extension expires 90 days after discharge from active duty. • Pro-rata refund of vehicle registration and renewal fees upon entering active duty. • May receive credit for periods of non-operation of less than 12 months. • Waiver of CDL testing for eligible military holding a CDL. • May obtain temp license for vehicles while on leave up to 30 days • Special license plates signifying military affiliation and recognition • Motor carrier fees will be waived for non-operational periods • Motor carrier permits and IRP fees for WI-based carriers will be refunded for non- operational periods • Reduced fishing license fee for 70 percent-plus rated disabled veterans • Subject to eligibility determinations, Armed Forces residents eligible for free fishing and small game hunting license • Free state park and trails entry for 70 percent-plus rated disabled veterans, including NG and Reserve veterans. • Waiver of fee for initial professional/occupational license provided by one of 13 state agencies. (www.wisvets.com/Ben-FeeWaiver.asp)

<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Stays of action in legal proceedings except by court order • Expedited absentee ballot procedure during activation • Employment and reemployment protection • Prohibition against discrimination and retaliation • Option to continue health care coverage during activation • Allow for termination or suspension of mobile telephone contracts • Ban demonstrations at funeral services • Transition and employment assistance • Disabled veterans with 30 percent or more service connection disability may be hired for a state permanent, entry level position. • Veterans Assistance Program helps homeless veterans and those at-risk of becoming homeless receive the job training, education, counseling, and rehabilitative services they need. • Wisconsin State Veterans Cemeteries - eligibility to be buried in a WI State VA cemetery must meet military service and WI state eligibility requirements. (www.WisVets.com/Cemeteries) • Military Funeral Honors for veterans and families. • Spouses and dependent children of veterans who were eligible for burial may also be interred in state veteran's cemeteries. • Veteran identifier on state-issued driver license or identification card available upon request. • State procurement guidelines establish a minimum annual threshold for contracting disabled –veteran owned businesses. • Veteran Employment Grant payable to businesses who hire unemployed disabled veterans with 50 percent or more service connection disability.
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WYOMING		Members	Spouses	Children	
		National Guard	2,209	1,164	
Governor: Matt Mead	Reserves	188	96	165	
TAG: MG Kenneth L. Reiner	Total	2,397	1,260	2,302	
Support to state employees	<ul style="list-style-type: none"> • State employees are provided fifteen days military leave with pay annually. • State employees may apply to receive compensation from the state if service activation results in a loss of base pay compared to their state employee base pay. • State will continue employer’s contribution to state health plan for those state employees who perform service in the uniformed services and elect to retain their health insurance plan. • State employees will not suffer loss of accrued leave during the performance of service in the uniformed services, nor will they be subject to leave forfeiture during the period of service. 				
Educational benefits	<ul style="list-style-type: none"> • Ten Free Semesters for Overseas Combat Veterans – Wyoming provides ten free semesters of tuition and fees for overseas combat veterans at Wyoming Community Colleges and the University of Wyoming for Wyoming residents. Surviving spouses and dependent children are also eligible for this benefit if the military member died in combat. • Wyoming National Guard 100 percent State Educational Assistance Plan – Wyoming National Guard members may receive 100 percent of tuition and mandatory fees at the seven Community Colleges, the University of Wyoming, and the Wyoming Law Enforcement Academy. Members may receive partial payment of tuition at private colleges and institutions for programs offered within Wyoming • Operation Recognition (High School Diploma) – This program is intended to recognize WWII, Korea, and Viet Nam War Veterans who left school to serve in the military during those conflicts. Individuals can request the diploma through the Wyoming Veterans Commission. • Troops to Teachers - Troops to Teachers provides counseling and referral services to military personnel interested in beginning a second career in public education as a teacher. The DANTES Troops to Teachers office will help applicants identify teacher certification requirements, programs leading to certification and employment opportunities. http://www.dantes.doded.mil/dantes_Web/troopstoteachers/index.asp 				
Family support	<ul style="list-style-type: none"> • Family Programs – a statewide program that builds strong, resilient families through a network of Family Readiness Groups located in ARNG units and the 153rd Airlift Wing, direct assistance, information, resources, services, referral, and proactive outreach to Soldiers, Airmen, spouses, and youth. http://wyoguard.state.wy.us/family.htm • Family Assistance Centers serve as a one-stop center for DoD families - The front line of family programs is the Family Assistance Center Program. Located in selected communities across the state, these “FAC’s” provide direct hands-on emergency assistance to Service Members and Families. This service enhances unit cohesion and increases family readiness. • Operation GUARDian Angel Holiday Support Program – Organizationally supported program that provides “extra” gifts to military Families that may be facing a challenge, particularly during periods of deployment. • Child & Youth Programs (CYP) - establishes and facilitates on-going communication, involvement, support and recognition for children of WYNG Service Members. This is accomplished through direct and indirect services and partnerships with Operation: Military Kids (OMK), Our Military Kids, 4-H, Boys and Girls Clubs, YMCA’s, libraries, the education community and other stakeholders on the local and statewide level. Specific program components include assistance with child care costs, grants to pay for activities and tutoring during OEF/OIF deployments, residential camps, day camps, youth training at Yellow Ribbon events, teen leadership retreats, school liaison services, a Facebook 				

	<p>page and quarterly newsletter. The CYP is the coordinating entity for stakeholder training conducted by the Military Child Education Coalition and Zero to Three, and for the Armed Services YMCA/Woman’s Day Magazine Christmas Toy Initiative.</p> <ul style="list-style-type: none"> • Operation: Military Kids – reaches geographically dispersed youth of NNG and Reserves in four different ways. Through Speak Out for Military Kids (SOMK), Hero Packs, the Mobile Technology Lab (MTL) and Ready, Set, Go! training. The focus in the early going has been on the RSG! Training and program development at the local level into which we incorporate the MTL, SOMK and Hero Packs as appropriate. Our OMK Team consists of 4-H, National Guard, Reserves, Veterans’ Service Organizations, Boys and Girls Clubs, YMCA’s, and Staff from other branches of the service. • Involving the active military is important for our state. We have a major Air Force Installation. OMK has collaborated with the Air Force installation to conduct youth camps. • Joint Family Support Assistance Program – DoD initiated program encompassing Licensed Family Counselors and Military One Source Consultants whose charter is to provide services primarily to Wyoming’s dispersed military members and their families. • Military Funeral Honors (MFH) – Wyoming’s MFH program is a service provided to all eligible Veterans to render professional military funeral honors in accordance with service tradition as requested by funeral directors, casualty assistance centers, and authorized family members. The Wyoming MFH program also works in partnership with other Veterans service organizations within the state to provide honors for Wyoming Veterans of all branches.
Tax and financial benefits	<ul style="list-style-type: none"> • Wyoming Veterans Property Tax Exemption – Veterans must be residents of Wyoming for three years prior to applying, and must have a DD214 form or equivalent from their branch of service. The program provides up to \$3,000 reduction in property tax assessment each year with no lifetime cap. • Oregon Trail State Veterans Cemetery – Free interment for veterans, spouse, or minor child of an eligible veteran. • Payment for Burial Details (Honor Guard) – State reimbursement of \$50 payable to a Wyoming Veterans Service Organization for funeral honors performed for Wyoming Veterans. • Burial of Indigent Veterans – provision of \$500 to support the interment of eligible veterans with proof of discharge, with the exception of dishonorably discharged veterans. • Wyoming Military Assistance Trust Fund - provides tax exempt emergency financial assistance to eligible DoD military service members and families. Program offers a broad safety net to military families with emphasis on those members who have been called to active service. • Servicemen’s Group Life Insurance – provides for reimbursement of insurance premiums up to \$250,000.00 in insurance coverage for eligible WY NG Service members. • National Guard Health Care Provider Retention Program – provides assistance to qualified health care providers actively serving in the WYNG towards the cost of medical malpractice insurance premiums.
Licensing, registrations and fees	<ul style="list-style-type: none"> • Veterans License Plates – Free plates for POW Medal Recipients (One Free Plate), Disabled Veteran of 50 percent (One Free Plate), miscellaneous specialty plates that are fee based. • Gold Star Family License Plate – For a spouse, parents and grandparents of a service member who dies while in service. Plate can be applied to a vehicle of choice. • Veterans Game and Fishing Licenses – The Wyoming Game and Fish Department offers a variety of hunting licenses as well as an annual fishing license to qualified

	<p>veterans. Applicants must provide a letter from the regional VA office to certify eligibility.</p> <ul style="list-style-type: none"> • State Parks – Wyoming State Parks and Cultural Resources offers a 50 percent disabled veteran annual day use and camping lifetime permit. Must be a resident of the state for not less than one year, and provide a letter from the regional VA office to certify eligibility. • State and Some County Veteran Service Officers - provide assistance to veterans and their families regarding state and federal benefits. • Free and confidential recording of honorable discharges provided through County Clerk offices. • Veterans Commission E-Newsletter – published quarterly and distributed statewide. • Wyoming Veterans’ Memorial Museum – The museum is a tribute to all veterans with a connection to Wyoming and serves as a repository for the heritage of the former WWII era Casper Army Airbase. • Wyoming National Guard Museum – Mission is to honor all WYNG men and women who have served since 1870. • Helmets to Hardhats – Formed to help National Guard, Reserve, retired and transitioning active-duty military members connect to quality career and training opportunities in the construction industry. (http://www.helmetstohardhats.org/)
<p>Protections, recognition and employment support</p>	<ul style="list-style-type: none"> • Wyoming Department of Workforce Services – provides employment and training services to all military veterans and eligible spouses through the U.S. Department of Labor, Veterans Employment and Training Services (VETS) non-competitive Jobs for Veterans State Grant. (www.wyomingworkforce.org) <ul style="list-style-type: none"> ○ Employment and Training (E&T) Workforce Centers - Staffed throughout the state, in addition to the Veteran Representatives, providing career guidance, job search, resume writing, skills assessments, labor market information, supportive services and training support to veterans through www.wyomingatwork.com. ○ Disabled Veterans' Outreach Program Specialists (DVOPs) - Provides intensive services to meet the employment needs of veterans and eligible spouses with maximum emphasis directed toward serving those who are economically or educationally disadvantaged, including homeless veterans and veterans with barriers to employment. ○ Local Veterans' Employment Representatives (LVERs) - Conduct outreach to employers in the area to assist veterans in gaining employment for recently separated veterans, including conducting seminars for employers, conducting job search workshops and establishing job search groups in conjunction with employers, job development for difficult to place veterans and assistance with federal job placements. • Wyoming Division of Vocational Rehabilitation (DVR) – provides eligible service members the opportunity to re-train and acquire skills compatible with their current abilities and interests. • Yellow Ribbon Employer’s Salute (Supplemental employer recognition) – singles out and recognizes those employers that endure the hardships and sacrifices associated with the deployment of their employees at a formal ceremony supported by senior State officials and senior WYNG Leaders. • Yellow Ribbon Employment Enhancement Program – provides the full spectrum of transition services, to include career assessment, guidance and assistance, resume development, employment research, and individual preparation. • Employer Support of the Guard and Reserve (ESGR) - ESGR is a DoD sponsored program. Volunteers work in four mission areas to support both service members and their employers: Employer Outreach, Military Outreach, Ombudsmen Services and Training & Operations.

	<ul style="list-style-type: none"> • Sexual Assault Prevention and Response - reinforces the WYNG commitment to eliminate incidents of sexual assault through a comprehensive policy that centers on awareness and prevention, training and education, victim advocacy, response, reporting, and accountability.
<p>Reintegration Programs/Initiatives</p>	<ul style="list-style-type: none"> • Strong Bonds Program - provides relationship training and education to military couples in a setting that facilitates communication and relationship building. Multiple curriculums are available to support both single service members and married couples. • Yellow Ribbon Reintegration Program - provides NG and Reserve members and their families with information, services, referrals, and proactive outreach opportunities throughout all phases of their deployment cycle. The intent of the program is to prepare NG and Reserve members and their families for the deployment, sustain their families during the deployment and reintegrate the service members with their families, communities and employers upon re-deployment or release from active duty. The YRRP unifies efforts among the Services, National Guard and Reserve components, other federal agencies, and non- governmental organizations, in order to provide members and their families with a wide range of programs and resources as close as possible to the service member's residence. • Veterans Advocacy Program – Wyoming Department of Health assets are located regionally with a focus on connecting with dispersed WYNG veterans to ensure connection with resources and services. • Transition Assistance Advisor Program – enhances the well-being of service members and their families by providing subject matter expertise and assistance with VA benefits, healthcare services, including TRICARE, and access to community resources. • Soldiers Standing Tall (Deployment Care Package Support Program) – engages communities statewide in a campaign to create and ship care packages to our deployed WYNG service members. • Adopt-a-Soldier – a “staying in touch” campaign which engages with community members statewide to support our deployed WYNG single service member population. • Soldiers Phone Home - 100 minute pre-paid calling cards aid in re-integrating our service members by providing a means to stay connected with services, resources, benefits, and fellow service members. • Survivor Outreach Services – embraces and reassures survivors that they are continually linked to the Army Family through a unified support program that enables them to remain an important part of the Army for as long as they desire. Program is designed to aid and assist survivor families with any issues that may arise that are service connected. • Psychological Health Program – establishes a Director of Psychological Health, a contracted psychological health professional who advocates, promotes, and guides service members and their families by supporting psychological fitness for operational readiness, and provides consultation and support to help address organizational and individual health care situations. Also offers consultative guidance and referral as well as a tailored and delivered support according to the needs of each individual through various combinations of psychological health resource identification, communication of applicable benefits, and other counseling services.

Acronym Glossary

ANG	Air National Guard
ARNG	Army National Guard
EMAC	Emergency Assistance Compact
ESGR	Employer Support for Guard and Reserve
DoD	U.S. Department of Defense
DVOP	Disabled Veterans Outreach Program
FRG	Family Readiness Group
GWOT	Global War on Terror
LVER	Local Veterans' Employment Representative
LWOP	Leave Without Pay
KIA	Killed in Action
MIA	Missing in Action
MOU	Memorandum of Understanding
MWR	Morale, Welfare, and Recreation
NG	National Guard
NG & R	National Guard and Reserve
OEF	Operation Enduring Freedom
OIF	Operation Iraqi Freedom
POW	Prisoner of War
PTSD	Post-Traumatic Stress Disorder
SCRA	State Soldiers' Civil Relief Act
SSCRA	State Soldiers' and Sailors' Civil Relief Act
SGLI	Service members' Group Life Insurance
SSLI	State Sponsored Life Insurance
TAG	The Adjutant General
USERRA	Uniformed Services Employment and Reemployment Rights Act
VA	U.S. Department of Veterans Affairs
YRRP	Yellow Ribbon Reintegration Program

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