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From: NAS Communications <communications@nas-llc.us>
Sent: Wednesday, May 20, 2020 3:17 PM
Subject: [Non-DoD Source] Memorial Day Holiday

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Colleagues,

I wanted to take a few minutes to update you on the path forward regarding the upcoming Memorial Day holiday for NAS and Chugach employees impacted by COVID-19 work restrictions. nLogic employees will receive a separate email from their Company representatives.

- **All employees (Wage, Salaried, NES) not authorized to work in CA and TN due to COVID-19 work restrictions:** The Memorial Day holiday will become a floating holiday for use upon return to work. If the holiday is not observed by 9/30/2020 it will be paid out. This decision was made in order minimize impact on unemployment compensation. Specific guidance will be provided to the impacted employees and their supervisors regarding how to utilize the floated holiday upon their return to work.
- **Employees authorized to work in CA , TN, and MD:** The Memorial Day holiday will be observed as planned. Wage employees in CA and TN will fall under the provisions of their applicable CBAs. Salaried and NES employees who are required to work on the holiday will be compensated for the 8 hours of holiday pay per our current Holiday Policy 00-0014.

Regards,

Jennifer L. Edmonston
NAS Manager of Human Resources