



Tlingit Haida Tribal Business Corporation
2595 Canyon Boulevard
Suite 240
Boulder, Colorado 80302

Updated March 20, 2020

To: THTBC and related subsidiaries' employees

Memo: Temporary Telecommuting in response to COVID-19

From: Kim Molthen, VP, Human Resources

Due to the current COVID-19 (coronavirus) outbreak, many employees are inquiring about the ability to work from home. THTBC is implementing voluntary temporary telecommuting arrangements for employees whose job duties are conducive to working from home but who do not regularly telecommute. However, there are some positions at THTBC that require the employee to be physically present in the workplace. These employees are defined as essential personnel.

Essential personnel include the following positions:

Employees' working on customers sites and /or working at the contract level. These employees will follow the customer guidance as to essential personnel. Exceptions will be addressed on a case by case basis.

Essential personnel are expected to report to work as scheduled unless otherwise notified. Regular leave policies and procedures should be followed for employees who are unable to report to work.

Positions approved to work from home temporarily include the following:

Corporate G&A Employees

Additional positions may be considered on a case-by-case basis.

These arrangements are expected to be short term, and THTBC will continue to monitor guidance from health officials and the need for remote work arrangements. Employees should not assume any specified period of time for telework, and THTBC may require employees to return to regular, in-office work at any time.

Should the current health crisis warrant, THTBC may require all employees, with the exception of essential personnel, to work from home. Employees should be proactive with department managers in preparing for these circumstances to ensure employees have the resources necessary to work remotely.