

May 14, 2020

Return to Work Notice

Everyone,

We are really looking forward to bringing our Team Members back to NAL. We have been working hard to provide a safe and secure working environment for your return. The process of bringing everyone back will take some time and come in phases based on our customers' production schedules. It's important for everyone to return to work as requested unless you have extenuating circumstances. Those circumstances may include your own personal health, a family member's condition or daycare issues. We realize that some people may be considered at high risk for COVID-19, and we just need documentation from your doctor to place you on an appropriate leave of absence. Obviously, if you're sick, please stay home until you are healthy and have no fever for at least 72 hours without medication.

All of us have specific skills and experiences related to our positions that NAL depends on. Unfortunately, if a Team Member refuses to return or doesn't communicate with NAL regarding their work status, we will have no choice but to consider them as having resigned from their position. All NAL benefits will terminate on that day, and NAL will be obligated to notify the respective unemployment office of this change in status. Under these circumstances, unemployment eligibility benefits will be impacted.

Your commitment, communication and cooperation are greatly appreciated. Again, we look forward to seeing you back at NAL!

Thank you,

Chad Thompson
General Manager
Corporate Human Resources