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| Furlough Updates!  |

Like so many other businesses in New Mexico dealing with COVID19, we are extremely motivated and focused on re-opening the Pueblo of Sandia properties/businesses as soon Tribal Council deems it safe to do so.

Due to the continued and prolonged uncertainty, your furlough status remains effective. The Tribal Council decided it must take an additional step to insure the financial stability of the Pueblo and cease elected benefit coverage to furloughed employees. The effective date is July 31, 2020. This change is a COBRA qualifying event so you will receive communication about mid-August about the opportunity to elect COBRA benefits.

It is our sincere hope that this specific change will be only in place for a short period and that we are able to return you to work. We are all looking forward to getting back to work soon.

While we are dealing with many unknowns due to this pandemic, we wish your families and you continued health and stay safe.

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| What to expect during the furlough? |
| Unemployment Compensation | Furloughed employees are eligible to apply for unemployment benefits. Employees can file with the NM Workforce Solutions and they will determine the weekly benefit amount and time frame per individual. <https://www.dws.state.nm.us/en-us/> Or contact 1-877-664-6984 Monday-Friday, 8:00am-4:30pm. |
| PTO | PTO will be held in the employee’s PTO bank and PTO will not accrue during the furlough. |
| Team Member Benefits Package – Medical, Dental, Vision & Basic Life , Aflac & Flexible Spending Account (FSA) | Benefit coverages for team members currently enrolled will not continue throughout the furlough period. Benefits will be cancelled as of 7/31/2020. You are able to continue the coverage through Cobra and you will receive the election information the first week in August. You can also contact the state exchange at 1-833-862-3935 or [www.beWellnm.com](http://www.beWellnm.com) and explore your options. Once you return to work you will have the option to reinstate your benefits.  |
| 401K | Team Members who are currently furloughed will be able to access their 401k accounts by contacting ABG Southwest at 1-877-516-7339 or <http://www.retirementlogin.net/redw>Current Loan payments can be delayed throughout the furlough without the risk of default.  The payments would resume once you are called back to work.Suspend minimum required distributions. This applies to those individuals over age 70 ½ who are required to take minimum distributions from the plan due to their age.   |
| Gaming license (if applicable) | Gaming license will remain active and Team Members will retain their gaming badge during the furlough period. If your license will expire or requires renewal during the furlough period please contact Sandia Tribal Gaming Commission at 505 796-7501. |
| Will I Be Called Back To Work? | We remain hopeful for a swift recovery and continue working diligently on new health and safety protocols to provide an environment that our Team Members and guests will trust upon return. However, our expectations for the hospitality industry and domestic travel must remain realistic. It is believed that demand for the industry will remain depressed for the balance of 2020 and could continue into 2021. We hoped that either an effective treatment or the spread of the COVID-19 virus could be contained when this process began over fourteen weeks ago. However, given the continued uncertainty facing our industry, we simply do not know how many of our Team Members will return to work within the coming months. We understand you may find permanent employment elsewhere. We encourage you to do what is best for you and your families during this challenging time. We will do all that we can to continually enhance the experience for you and our guests so that we can welcome you back soon. |
| Team Members Expectations | As a reminder you are still an active team member, the reputation and integrity of the Pueblo of Sandia are extremely important. Each Team Member is responsible for conducting the Pueblo’s business in a manner that demonstrates a commitment to the highest standards. |
| Can I visit the property while on furlough? | Only those team members currently active will be allowed on property as they have been recently tested for Covid-19. Please contact the Human Resources department at 796-7600 if you have any questions and we will do our best to provide what we can via email or regular US mail.  |
| Social Media  | What should I do if someone from the media asks me questions? Refer anyone with questions to Tribal Administration,  Governor Stuart Paisano |
| HR Contact information  | If you have questions or require any assistance, contact us at 505-796-7600 or you can also log onto the Team Member Furlough update website <https://www.sandiacasino.com/team-member-info/> |