

EXHIBIT L

Dated 31 January 2025



Human Resources Office

Presidential Executive Orders and Memorandums

Title	Sources	Summary	ILNG Impact
Hiring Freeze	<ul style="list-style-type: none"> EO, 20 Jan Asst SECARMY Memo, 24 Jan SECAIR Memo, 24 Jan 	<ul style="list-style-type: none"> Does not apply to DoD (T10, T32, T5) "No vacant positions...may be filled and no new positions may be created..." through USA Staffing (usajobs.gov) 	<ul style="list-style-type: none"> None, hiring practices can resume as normal
DEIA	<ul style="list-style-type: none"> EO, 20 Jan OPM Memo, 21 Jan 	<ul style="list-style-type: none"> Executive Order 14035 repealed Put DEIA employees on paid administrative leave, close down DEIA offices, take down outward facing media, withdraw DEIA directives, cancel DEIA training Service Secretaries will provide updated training guidance 	<ul style="list-style-type: none"> No exclusive DEIA employees, no admin leave initiated Update training requirements to match pending Service guidance Recommend JDEC and subordinate councils are suspended until further notice
Return-to-Work	<ul style="list-style-type: none"> EO, 20 Jan OPM Memo, 22 Jan OSD Memo (Acting SECDEF), 24 Jan ***New OSD Guidance Pending 	<ul style="list-style-type: none"> "...revise...telework policy...employees must work full time at their respective duty stations..." Despite any previous memos/guidance, OSD is preparing updated guidance for DoD 	<ul style="list-style-type: none"> No actions yet until updated OSD/NGB guidance is published 2x remote employees are exempt Services must start to consider how to accommodate current regular telework employees for full time in-office work (physical space, timing, resources, etc.) Other federal agencies may contact ILNG building managers to use space for remote employees; document these requests and await further instruction
Probationary Period	<ul style="list-style-type: none"> OPM Memo, 20 Jan 	<ul style="list-style-type: none"> NLT 24 Jan, agencies identify probationary employees (NGB provided a roster to OPM to meet this requirement) Memo outlines agencies authority to grant paid administrative leave and to "detail" employees NGB has tasked HROs to validate probationary rosters by 5 Feb 	<ul style="list-style-type: none"> HRO will provide rosters to Services for review and validation by 4 Feb
Deferred Resignation	<ul style="list-style-type: none"> OPM Email ("Fork in the Road"), 28 Jan OPM Memo, 28 Jan 	<ul style="list-style-type: none"> T32/T5 employees can elect to resign and retain pay/benefits until 30 Sep, cutoff for selection is 6 Feb Military personnel of the armed forces and positions related to "national security" are exempt from this offer, further details/definition of exemptions are pending NGB has requested T32 DST are exempt, unknown for T5 Despite an employee's response to resign, approval is not guaranteed based on pending agency exemptions All T32/T5 employees should have received an email, those that have not should reference the OPM website NGBs initial assessment is the agency will lose the civilian position if the employee resigns (Net Loss Scenario) 	<ul style="list-style-type: none"> T32/T5 employees are allowed to make an individual decision to resign; however, approval is not guaranteed until final exemptions are determined If NGBs assessment on losing the position is true, then we will have to develop plans to substitute loss with other technician positions (Net Loss Scenario, Prioritization)
Defending Women	<ul style="list-style-type: none"> EO, 20 Jan OPM Memo, 29 Jan 	<ul style="list-style-type: none"> Terminate programs that promote or inculcate gender ideology, put gender ideology employees on admin leave, take down outward facing media, remove pronoun prompts on emails system (Outlook), cancel training, disband resource groups, individual's sex is male or female only, use "sex" and not "gender", ensure intimate spaces are designated by biological sex 	<ul style="list-style-type: none"> No exclusive gender ideology employees, no admin leave initiated Will need to confirm compliance with media, pronouns, restrooms, etc.

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