United States Senate
WASHINGTON, DC 20510

January 24, 2019

George Bernstein
Chief Executive Officer
Nobel Learning Communities
1615 West Chester Pike, Suite 200
West Chester, PA 19382

Dear Mr. Bernstein:

As the largest employer in the United States, the federal government seeks to support employees in balancing the responsibilities of work, family, and community. The federal government has responsibility for numerous child care centers nationwide—through the military, the General Services Administration, and other federal departments. Many of these agencies contract with high-quality private child care providers, like Nobel Learning Communities. Given the ongoing and far-reaching effects of the partial government shutdown that began on December 22, 2018, we write today on behalf of impacted federal employees, contractors, and their families to request that you provide them with as much financial flexibility in their childcare arrangements with your company as possible. Thank you in advance for your attention to this important matter.

Balancing the competing demands of raising a family and maintaining a career is one of the most challenging undertakings that working parents face. The services provided by Nobel Learning Communities afford federally connected families the peace of mind of knowing that their children are in safe and nurturing hands while they focus on serving our country. At the same time, federal employees also contribute to Nobel Learning Communities' bottom line. Your company has likely benefited from entering into formal service agreements with federal agencies or by serving federally connected families individually. In either case, the relationship has been mutually beneficial—producing customers and revenue for your company, and a valuable recruitment and retention tool for the federal government.

As the hardship created by the partial government shutdown intensifies, we urge you to remember this mutually beneficial partnership and bear in mind how important your services are to federal families. We ask that your company make efforts to support federal workers and contractors who are furloughed or working without pay by offering them as much financial flexibility as is possible. There have been reports of federally contracted childcare providers agreeing to waive fees for late payments, allowing the option of deferred payments, and reducing rates for those who do not send their child to daycare for entire weeks during the shutdown.

Given how scarce and sought after quality childcare can be, it is crucial that federal workers and contractors impacted by the shutdown not risk forfeiting the very care that their families will need again when the government reopens. It is also of the utmost importance that federally connected families not be penalized financially for a shutdown for which they bear no responsibility. Accordingly, we respectfully request that you provide us with information

regarding how your company is supporting federal workers and their families during the shutdown. We have been pleased to learn about flexibilities many businesses have extended to federal employees and contractors during this challenging time and would be interested in learning if your organization is offering any comparable accommodations. We look forward to your reply.

Sincerely,

Mark R. Warner
United States Senator

Benjamin L. Cardin
United States Senator

Chris Van Hollen
United States Senator

Tim Kaine
United States Senator