

BNH FAQs

Q. How can I apply for a TOS II position?

Applications can be submitted on this website: www.bnh-jv.com. See the guidance below. For more information and instructions, email tos2transition@bnh-jv.com.

Q. When will I receive my offer letter?

A. We began extending offer letters to TOS II applicants on August 12th, and we will continue this process over the next three weeks or more. We're taking great care in processing each offer, so if you haven't received yours yet, there's no need to worry. Please keep an eye on your inbox and remember to check your junk/spam folder as well.

Q. Can I make a counteroffer after I receive my offer letter?

A. BNH intends to transfer all TOS II team members at their current rate of pay and will plan for a market adjustment sometime in October 2024.

Q. When is the TOS II Phase-In period?

The Phase-In period is from July 5, 2024, to September 30, 2024.

Q. Where is the Phase-In Office located?

Our Phase-In Office location is Room B110 at the University of Tennessee Space Institute or bldg 1433.

Q. Who do I contact if I have a Phase-In-related question or if I have a particular circumstance?

If you have any questions, please send us an email at tos2transition@bnh-jv.com.

Q. May I ask for a meeting with a member of the Phase-In team and Human Resources?

Yes, please schedule a meeting with us using the following link:

<https://outlook.office365.com/owa/calendar/TOSIITransition@astrionus.onmicrosoft.com/bookings/s/zi9Zp-uy2Eervznx0z71iA2> This link can also be found on the transition website.

Q. When should I submit my application?

Please submit your application as soon as possible. Applications received before August 5, 2024, will ensure timely receipt of the offer letter.

Q. If you are a Nlogic subcontractor, do I need to apply?

A. Yes, please apply with BNH.

Q. I'm having trouble submitting attachments for my application; what do I do?

We recommend using Microsoft Edge or Mozilla Firefox web browsers with cookies enabled on a personal computer. Other web browsers, mobile devices, and USAF-issued computers may have trouble submitting attachments.

Q. Do I need to submit an updated pay stub?

Tennessee incumbent applicants: Yes, please submit your most recent pay stub. You can upload it to the application site when you submit your application. (CBA applicants are not required to upload pay stubs)

California and Maryland incumbent applicants: This is not applicable due to state labor rules and regulations.

Q. If I work on the current contract, am I guaranteed a job on the TOS II Contract with Beyond New Horizons?

We will respond to the customer's Work Scope with the appropriate level of staffing to successfully execute the contract. Although we cannot guarantee anyone a position, it is our understanding that the staffing requirements for the new Work Scope effective for the TOS II Contract will mirror the current staffing requirements.

Q. Will You Hold Town Halls?

Town Hall meetings will be held the week of July 22nd. Please register to attend one of our town hall meetings on the BNH website www.bnh-jv.com.

Q. Will BNH allow for Hybrid/Remote work?

A. BNH will allow for hybrid/remote work. This benefit must be approved by management and may be denied if program needs are not met.

Q. Will a shift differential be offered?

A. Yes, shift differentials will be offered.

Q. Will BNH offer modified part-time employment?

A. If your manager has approved modified part-time employment, then we will honor that as long as program milestones are met.

Q. Does BNH use industry-standard job mapping to determine salary bands by location?

A. Yes, we have a formal job mapping system that provides competitive salary ranges based on job, experience, education and location etc.

Q. What is BNH's payroll period?

Final dates will be added here soon. However, BNH has a biweekly payroll for exempt and nonexempt SCA employees (26 pay periods per year) and a weekly payroll cycle (52 pay periods per year).

Q. Will there be salaried Comp time?

A. Comp time will be offered to salaried employees if approved and if the mission can support it.

Q. What are the BNH Benefits?

BNH offers a comprehensive benefits package, including medical, dental, vision, and more. We intend to provide a similar package to what you currently have now. Specific details will be shared as part of the offer process for exempt and nonexempt SCA employees. – benefits sessions were held 8/27 to 8/31. Those covered under a CBA will follow CBA offerings.

Q. Is BNH contributing to the medical and dental coverage premiums?

Yes, we make employer contributions to the medical and dental premiums. The portion that the employees pay is deducted from each weekly/biweekly payroll on a pre-tax basis. Benefits will be deducted from 26 biweekly paychecks for exempt and nonexempt SCA employees and 48 weekly paychecks from those covered under a CBA.

Q. I have a vacation scheduled shortly after the Phase-In; what should I do?

Please let us know your specific situation, and we will work with you to ensure that the time off you have already scheduled and approved is honored as long as it does not conflict with any work requirements. Please email your information to tos2transition@bnh-jv.com.

Please be sure your manager is aware of your vacation request and has approved the time off.

Q. Will BNH monitor employee 401k contributions for the remainder of 2024?

A. No, we will not be able to monitor each employees' contribution to their 401k, however, beginning in 2025, with the start of the new year, our system will cap contributions based on IRS thresholds. It is the employee responsibility to ensure that the IRS maximum is not exceeded related to 401k contributions.

Q. Will BNH offer Paternity Leave?

A. Paternity Leave will not be offered as a separate policy/offering. However, parents can take leave to bond with a newborn child if the employee is eligible for FMLA (FMLA is unpaid).

Q. How will the excess leave of over 200 be handled?

A. BNH is working with NAS, Chugach and nLogic to transfer PTO balances. BNH will allow for exempt employees to carry over up to 320 hours per year and hours above 320 will be paid out. SCA employees will be paid out for any unused vacation hours on their service date. CBA employees will follow the CBA.

Q. According to the benefit summary for SCA vacation I will lose hours based on the years of service listed.

A. BNH will continue to honor the years of service schedule of 0-5 years, 5-15 years 15+ years. Additionally, SCA employees receive 56 hours of sick leave per year and that is factored into total leave hours per year.

Q. Will Subs get to carry over PTO?

A. We are working with the subs to discuss transferring PTO, more information to come.

Q. Will you offer a living away from home allowance?

A. We will honor the current living away from home allowance for those who are currently receiving this subsidy. We will have further information soon.

Q. Will BNH allow employees to go into negative PTO?

A. BNH will allow non-CBA and non-SCA employees to borrow up to 40 hours of PTO with approval if needed. This benefit will depend on program needs.

Q. Will we be able to take the same time off during Christmas break?

A. Yes, TN Exempt and SCA employees will continue to observe holidays on an alternate schedule around Thanksgiving and December 25th. CBA employees will refer to the CBA.

Q. With regards to holidays, will we have the option to use them on the holiday rather than all at Christmas?

A. Only when requested by supervisor based on operational requirements.

Q. How will BNH handle sick leave at start of contract?

A. For Union employees, we will follow the CBA as dictated. For SCA employees, a prorated bank (covering Oct, Nov, Dec 2024) of 14 hours of sick leave will be frontloaded to each employee's record on 10/1/24. For Salaried employees, sick leave is incorporated into their PTO bank.

Q. Do you have Educational Reimbursement?

A. Yes, we have a Tuition Reimbursement policy, which will be outlined in our Employee Handbook.

Q. Will Craft sick leave carry over?

A. We are working with our CBA experts to come to an agreement, more information to follow.

Q. Will Direct Deposits start with the first paycheck?

A. Yes, important – you must enter your banking information into the system during onboarding.

Q. Will BNH allow for Salaried Extended Work Week (formerly known as overtime for salaried)?

A. BNH will provide an EWW offering. More details will be provided in the handbook.

Q. Will BNH allow Casual/on-call employment?

A. BNH will continue to offer employment for the current casual/on-call workforce.

Q. Will BNH allow Alternate Work Schedules (AWS)

A. BNH will continue to offer AWS for those currently on this schedule as long as the program needs are met.

Q. Will BNH offer merit increases in October 2024?

A. BNH intends to offer market adjustments in October for salaried and SCA employees. More information will follow through the onboarding process.

Guidance for accessing and completing the BNH application:

*Note: Anything highlighted is a required field. If you do not have the information to complete a required field, please indicate with “Unknown” or “NA”.

Step 1. From the transition website click the “TOS II Transition” button.

CAPABILITIES

We provide cutting-edge services that boost preparedness, optimize performance, and ensure mission success. Our team's experience and passion come through in all that we do, from mission support to test & evaluation, maintenance, procurement, fabrication, and engineering & design. Our goal is to deliver results that are the difference for our customer. We are ready to support AEDC Strategic Vision developing 21st Century test capabilities advancing General "Hap" Arnold's legacy of Toward New Horizons to Beyond New Horizons!

LEARN MORE

ABOUT US

Beyond New Horizons (BNH) is a fully populated joint venture led by Engineering Research and Consulting (ERC) now doing business as Astrion Group (Astrion), in partnership with Fluor Corporation. BNH was formed to provide unmatched Test and Evaluation services to the Arnold Engineering and Development Complex (AEDC). Leveraging the capabilities of our parent companies, BNH specializes in testing and evaluation for military and space systems combined with unmatched capability in large-scale Government program management, integration, engineering, and construction services for specialized and technically advanced high-hazard facilities.

LEARN MORE

Step 2. Choose the Position based on your work location.



TOS II TRANSITION

This site will be updated with new information as it becomes available. Please check back regularly for the latest information.

For more information, please see [Arnold AFB's TOS II award notice](#).

ACCEPTING APPLICATIONS

[TOS II California Incumbents](#)

[TOS II Maryland Incumbents](#)

[TOS II Tennessee Incumbents](#)

TOWN HALL

Dates coming Soon

ORIENTATION

Dates coming Soon

CONTRACT START

TBD

BNH FAQs

View all Frequently Asked Questions [here](#).

Step 3. Click Apply for this job online.

Tennessee TOS II Transition Positions

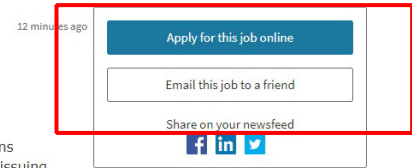
US-TN

Requisition Number 2024-18114 # of Openings 0 Category Professional Services

Overview

We are very excited to have you join our company! This is a general employment application for ALL Tennessee TOS II positions transitioning to BNH, regardless of Labor Category and or Position Title. Once you have completed your application we will be issuing offer letters which will include your position title and job description.

Please be sure to upload your resume and include your recent paystub, certifications, and licenses you may hold under the "Resume Attachments" section. Thank you!



Step 4: Create an account by entering your personal email address then click next:

Enter your email

Email

Next

Step 5. Upload your resume.

Tennessee TOS II Transition Positions

US-TN

1

2

3

Candidate Profile

Candidate Profile

Completion of all fields are mandatory for the application to be submitted in our system.

* indicates a required field.

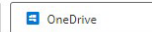
Connect your account



Resume

- Provide your resume below to pre-fill your profile. Existing data in the form will be replaced:

Please upload your resume (max size: 5 MB)*



Step 6. For TN workers, upload your paystub and certificates. MD and CA workers add certificates.

Pay Stub (For Tennessee Residents Only)

 My Computer	 Google Drive	 Dropbox
---	--	--

Certification/License

 My Computer	 Google Drive	 Dropbox
---	--	--

Certification/License 2

 My Computer	 Google Drive	 Dropbox
---	--	--

Step 7. Create a login.

Create a login

Login*	Password*	Password (Re-enter)*
<input type="text" value="rose175bud@gmail.com"/>	<input type="password" value="*****"/> ✓	<input type="password" value="*****"/> ✓

Preferences

Time Zone

— Make a Selection —

Enter your information

Legal First Name*	Legal Middle Name*	Legal Last Name*
<input type="text" value="Rose"/>	<input type="text"/>	<input type="text" value="Bud"/>

If you have used names other than the name on this application (e.g., took spouse's name), please provide:

Addresses (1)*

Address*	Address 2	City*
<input type="text" value="11"/>	<input type="text" value="Rosebud Ln"/>	<input type="text" value="Tullahoma"/>
Zip/Postal Code*	Country*	State/Province*
<input type="text" value="12345"/>	<input type="text" value="United States"/>	<input type="text" value="Tennessee"/>

[Add More \(Addresses\)](#)

Email*

Step 8. Continue to answer all questions then hit submit profile.

Security Clearance and Background Screening

SSN (Include Dashes)

111-22-3333

Date of Birth (Month / Day / Year)

Mar

2

1970

Place of Birth (City, State, Country)

Tullahoma, TN

Citizenship

US Citizen

Submit Profile

Step 9. Complete Application for Employment and Disclosure Form

Tennessee TOS II Transition Positions

JS-TN

30 minutes ago



Candidate Forms

Save & Return Later | Submit



APPLICATION FOR EMPLOYMENT & DISCLOSURE FORM

Beyond New Horizons (BNH) is an Equal Employment Opportunity/Affirmative Action Employer. We provide equal employment opportunities to all employees and applicants for employment and prohibit discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Please answer all questions. NOTE: If you are filling out this form electronically, you will be unable to save the completed form on your computer. An internet connection or the ability to print will be necessary upon completion of the form.

Date

Jun 21 2024

Referred By (insert Name)

PRE HIRE QUESTIONNAIRE

First Name

Middle Initial

Last Name

Address

9 Lancaster Avenue

City

Lunenburg

State

MA

Zip Code

01462

Personal Email

Personal Contact Number

For Town Hall and Onboarding, do you prefer virtual or in-person meetings?

For Incumbent Hires Only

Make a Selection

What is your current Employee ID Number?

Step 10. Complete the Voluntary Self-Identification Forms

[Save & Return Later](#) | [Submit](#)

VOLUNTARY SELF-IDENTIFICATION OF VETERAN STATUS

Why are you being asked to complete this form?

1. This employer is a Government contractor subject to the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans, (2) recently separated veterans, (3) active duty wartime or campaign badge veterans, and (4) Armed Forces service medal veterans. These classifications are defined as follows:

- A "disabled veteran" is one of the following:
 - A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
 - A person who was discharged or released from active duty because of a service-connected disability.
- A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.
- An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to [Executive Order 12958](#).

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

2. If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

- I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE
- I AM NOT A PROTECTED VETERAN
- I DON'T WISH TO ANSWER

3. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

4. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

Your Name Today's Date
 Elaina Corcoran Jun ▼ | 21 ▼ | 2024

Signature

(checking the checkbox above is equivalent to a handwritten signature)

[Save & Return Later](#) | [Submit](#)

Veteran Status required.

VOLUNTARY SELF-IDENTIFICATION OF VETERAN STATUS

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- A "disabled veteran" is one of the following:
 - A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
 - A person who was discharged or released from active duty because of a service-connected disability.
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- An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to [Executive Order 12958](#).

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor's Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

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- I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE
- I AM NOT A PROTECTED VETERAN
- I DON'T WISH TO ANSWER

3. Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

4. The information you submit will be kept confidential, except that (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans, and regarding necessary accommodations; (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if you have a condition that might require emergency treatment; and (iii) Government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance Programs, or enforcing the Americans with Disabilities Act, may be informed.

Your Name Today's Date
 Elaina Corcoran Jun ▼ | 21 ▼ | 2024

Signature

Elaina Corcoran 6/21/2024 11:51 AM
 (checking the checkbox above is equivalent to a handwritten signature)

[Save & Return Later](#) | [Submit](#)

Form CC-305

Voluntary Self-Identification of Disability

OMB Control Number 1250-0005
 Expires 04/30/2026

Name Date
 Elaina Corcoran Jun ▼ | 21 ▼ | 2024

Employee ID

Why are you being asked to complete this form?

The law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability. **Disabilities include, but are not limited to:**

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, Irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities
- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Please check one of the boxes below:

- Yes, I have a disability, or have had one in the past
- No, I do not have a disability and have not had one in the past
- I do not want to answer

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Signature

(checking the checkbox above is equivalent to a handwritten signature)

Step 11. Submit

Save & Return Later Submit

[Application FAQs](#)



Software Powered by iCIMS

www.icims.com

Step 12. Successfully submitted application

Tennessee TOS II Transition Positions

JS-TN

57 minutes ago

Requisition Number 2024-18114 # of Openings 0 Category Professional Services

Email t
Share e
i

✔ Your application was submitted successfully. Thank you for applying.

📌 You are currently submitted to this job.

Overview

We are very excited to have you join our company! This is a general employment application for ALL Tennessee TOS II positions transitioning to BNH, regardless of Labor Category and or Position Title. Once you have completed your application we will be issuing offer letters which will include your position title and job description.

Please be sure to upload your resume and include your recent paystub, certifications, and licenses you may hold under the "Resume Attachments" section. Thank you!

[Application FAQs](#)



Software Powered by iCIMS

www.icims.com