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December 6, 2019

Fairbanks Job Center  
Department of Labor  
675 7<sup>th</sup> Avenue, Station D  
Fairbanks AK 99201  
Fax: 907-451-2919

Subject: Individual Notification Under the WARN Act for Reduction in Force at Eielson AFB, AK

Dear Sir/Madame,

The Contract Field Team's contract currently held by AECOM at Eielson AFB, Alaska will be reduced on or about January 4, 2020 for part of the labor force, due to contract phase down (approximately 73 positions) and upon TDY completion for remainder of the labor force (approximately 92 positions) due to contract end. This memorandum serves as the notice required to be given by AECOM under the Worker Adjustment and Retraining Act of 1988 that all employees assigned by AECOM to work at the Eielson AFB, Alaska site supporting the Legacy Aircraft Maintenance, Eielson AFB contract, will no longer have work at this location. Classifications affected by the RIF: All positions. Employees will be notified NLT January 4 2020. This is a permanent January 4, 2020.

AECOM has no seniority system that provides bumping rights to other contracts. However, personnel who express an interest will be considered for other available positions for which they qualify. Every effort will be made to place all employees who wish to accept other positions with AECOM. Those personnel who cannot be placed in other positions or who do not wish to accept other positions with AECOM will be placed on lay off status due to contract end, effective on or about January 4, 2020. The number of AECOM employees who will be affected by the reduction of this contract is approximately one-hundred fifty-four (154) union employees and six (6) non-union employees.

If you have any questions regarding this notice, you may contact Human Resources at 405.201.7632.

Sincerely,

A handwritten signature in cursive script that reads "Rebecca Card".

Rebecca Card, PHR  
Human Resources Manager