

7/5/2023

TO: All Employees assigned to Alaska EAGLE contract No. W52P1J-12-G-0018

FROM: Technica LLC Human Resources

DATE: JULY 5, 2023

REFERENCE: WARN ACT Notification for Reduction in Force under ALASKA EAGLE contract

The Federal Worker Adjustment and Retraining Notification (WARN) Act, Public Law 100-370 (29 U.S.C. 201 et seq.) requires employers who anticipate a possible mass layoff or plant closing to provide affected employees with at least sixty (60) calendar days' written notice of the termination of their employment.

The Eagle Support Services contract currently held by Technica LLC will end effective **September 6, 2023**. This letter serves as the notification required to be given under the Worker Adjustment and Retraining Act of 1988. This action affects all employees supporting this contract and at all locations.

If the government extends performance of the contract beyond September 6th, 2023, you will be notified immediately. When the government awards the follow-on contract, you will be notified. The awarded contractor(s) will begin transition and hiring action for the positions required on the new contract. Should Technica be awarded any part of the follow-on contract, current employees being offered continued employment will not have a break in service. For positions that will not be continued by Technica, those employees will be out-processed on the last day of the contractual requirement. Employees separating employment from Technica will receive their final paycheck per state guidelines; medical, dental and vision benefits will be effective through the end of the month (disability and other ancillary benefit coverage ends on the last day worked) and Empower, our 401(k) administrator, will be notified when your final paycheck and final contributions have been received so they can be prepared to process a 401(k) rollover or withdrawal. For former employees who need to continue health coverage, COBRA enrollment form and payment instructions will be mailed to the home address on file. Please ensure all contact information is accurate in your Employee Self Service <https://payrollnetwork.myisolved.com/cloudservice> (mobile devices) or <https://payrollnetwork.myisolved.com/default.aspx> (desktops and laptops).

The information contained in this memorandum is based on the best information available to Technica at this time. This notice will be delivered to the Mayor's office and the State of Alaska Unemployment Office per state guidelines.

Please let me know if you have any additional questions now or in the future.

Jacqi Jones, MBA, PHR
Vice President of Human Resources
O: (843) 724-1053 ex 257
jacqi.jones@technicanow.com