

From: Vanhorssen, Trisha (Contractor)

Sent: Wednesday, October 1, 2025 6:46 AM

To: Ringstmeyer, Kendra

Subject: FW: [EXT] KBR 60-day WARN Notification TSSC Contract end date December 1st, 2025

Importance: High

Hi,

KBR is a contractor to the USGS for the TSSC program that is set to end Dec 1. Since we have not gotten an extension or awarded the next 5 year contract, we sent the following WARM notice to all KBR employees on the TSSC contract.



Trish VanHorssen Human Resources
KBR | Technical Support Services Contract (TSSC)
47914 252nd St. Sioux Falls, SD 57198 | USA



Proud history, bright future.

September 29, 2025

To: TSSC V Employee

Re: WARN Notice

Dear Employee,

As many of you are aware we are approaching the closing phase of our current TSSC V contract in early December 2025. This letter is a required communication under the *Worker Adjustment and Retraining Notification ("WARN") Act* regarding the pending end date of the TSSC V contract in support of the Earth Resources Observation & Science Data Center with Department of the Interior. This contract end date is currently scheduled for December 1, 2025. We anticipate the likelihood of a layoff of KBR and our sub-contractor operations under the TSSC V will be scheduled to end at that time. This will apply for all remote and onsite operations located at the EROS Data Center, 47914 252nd Street, Sioux Falls, SD 57198.

Pursuant to the Worker Adjustment and Retraining Notification Act (WARN), we must inform you that we anticipate you will be laid off from work on, or about, December 2, 2025. These dates may be subject to change and if so, it will be further communicated to you.

Whether the layoff is temporary or permanent will depend on the actions of the Department of the Interior, EROS Data Center and which are currently unknown. KBR does not currently have any transfer opportunities available. As more information is known KBR will keep you informed promptly.

Employees will be paid for all time worked through the date of layoff and will receive a separate communication regarding any continuation or conversion opportunities associated with KBR's employee benefits in which you are enrolled, if any.

We appreciate your dedication and continued service to support our customers' mission here at EROS and the DOI. As more detailed information is provided on the status of the TSSC V our Program Management team will continue to communicate and support our employees in every way. Please work with your direct managers and the TSSC V PMO and HR team for any questions or assistance or contact by tvanhorsen@contractor.usgs.gov

Thank you for your continued commitment to KBR and the TSSC V Program during your tenure.

Sincerely,

Trisha VanHorsen

Trisha VanHorsen

TSSC V HR Manager

Contractor to the U.S. Geological Survey (USGS)
Earth Resources Observation and Science (EROS) Center
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47914 252nd Street
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