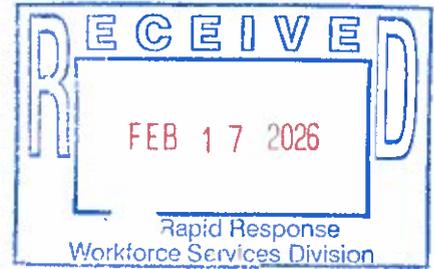


February 17, 2026



**VIA CERTIFIED MAIL AND E-MAIL**

[Brett.Tavel@virginiaworks.gov](mailto:Brett.Tavel@virginiaworks.gov)

Mr. Brett Tavel, MPA  
State Rapid Response & Special Projects Coordinator - Virginia Works  
2221 Edward Holland Dr.  
Richmond, VA 23230

Re Announcement of Planned Action

Dear Director Tavel:

We are writing to give you notice that there will be a mass layoff at the AOL office facility located at 11955 Democracy Dr, 14th Floor, Reston, VA 20190. We expect the mass layoff will cause a total of 108 employees to suffer a loss of employment between now and May 31, 2026. These separations will be permanent.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Approximately 94 employees will be separated on March 1, 2026, and approximately 14 employees will be separated on May 31, 2026. This mass layoff will include employees who are assigned to the Reston office, who report to the Reston office, or who receive their assignments from the Reston office.

Additional employment losses may take place more than 90 days after the start of the mass layoff described above. It is not currently known whether those actions will require notice to your office. If required by law, we will provide additional notices at the appropriate time.

Specific information concerning the job positions and number of individuals who will be affected by the mass layoff between now and May 31, along with the anticipated schedule for job losses, is maintained in our office in Reston and is readily accessible to your office upon request.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

There is no union representing affected employees.

If you have any questions or require additional information, please contact James J. Murphy at Ogletree Deakins, 1909 K Street, N.W., Suite 1000, Washington, DC 20006, at (202) 263-0178 or by e-mail at [james.murphy@ogletree.com](mailto:james.murphy@ogletree.com).

Sincerely,



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Jared Mulligan

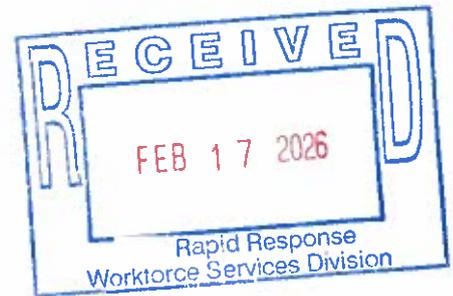
cc: The Honorable Jeffrey C. McKay  
Chairman, Board of Supervisors  
Fairfax County Board of Supervisors  
12000 Government Center Parkway, Suite 530  
Fairfax, VA 22035  
chairman@fairfaxcounty.gov

February 17, 2026

**VIA CERTIFIED MAIL AND E-MAIL**

[chairman@fairfaxcounty.gov](mailto:chairman@fairfaxcounty.gov)

The Honorable Jeffrey C. McKay  
Chairman, Board of Supervisors  
Fairfax County Board of Supervisors  
12000 Government Center Parkway, Suite 530  
Fairfax, VA 22035



Re     **Announcement of Planned Action**

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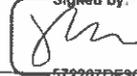
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Sincerely,



5722079E3CC84D0  
Jared Mulligan

cc: Mr. Brett Tavel, MPA  
State Rapid Response & Special Projects Coordinator - Virginia Works  
2221 Edward Holland Dr.  
Richmond, VA 23230  
[Brett.Tavel@virginiaworks.gov](mailto:Brett.Tavel@virginiaworks.gov)