

March 19, 2026

Brett Tavel
State Rapid Response State
Coordinator
Virginia Works
Virginia Department of Workforce
Development and Advancement
6606 West Broad Street,
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Brett.Tavel@viriniaworks.gov



Bryan Hill
County Executive
Fairfax County, VA
12000 Government Center Parkway
Fairfax, VA 22035

Re: Worker Adjustment and Retraining Notification Act (WARN) Notice

The federal Worker Adjustment and Retraining Notification Act (WARN) requires us to notify employees, the State Rapid Response State Coordinator, and the County Executive, Fairfax County when we have a mass layoff that results in WARN notifications.

BAE Systems, Inc. (Technology Solutions & Services, Inc) was notified on Wednesday March 18, 2025, that our contract with the FBI was awarded to another contractor. As a result, the Company's work on the contract will conclude as soon as we are notified, resulting in a mass layoff. We are currently awaiting notification of a final transition date. The mass layoff will occur at a job site located in Vienna, VA (restricted government worksite on the installation). This is a mass layoff that is expected to be permanent, and 119 individuals have been notified and will receive office notice within a few days. There are no applicable bumping rights.

The information in this notice represents the best information available to BAE Systems, Inc. at this time. For additional information or questions, please contact:

Leriza Alcancia
Human Resources Business Partner
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Sterling, VA 20166