



Los Alamos National Laboratory has asked Johnson Controls Northern New Mexico (JCNNM) to distribute this memo to all JCNNM employees.

As you know, the Laboratory's contract with JCNNM is coming to an end, and in the near future the Laboratory will be entering into a contract with a new company to provide facility and maintenance support at the Laboratory. The new company, a corporation composed of KBR, Shaw, and LATA, will be known as "KSL Services." The Laboratory is working closely with JCNNM and KSL Services to ensure that the transition is as trouble-free and seamless as possible.

Federal law (the Worker Adjustment and Retraining Notification Act (WARN)) requires employers to send written notices to their employees in the event of "mass layoffs" or "plant closings." JCNNM has determined that it is required under WARN to send notices to all JCNNM employees that their employment with JCNNM will be terminated in November. You will probably receive such a notice in the near future.

Although it is true that JCNNM employees will end their employment with JCNNM, the Laboratory has been assured by KSL Services that its goal is to re-employ virtually all JCNNM employees, in comparable positions, at comparable salaries, and with substantially equivalent benefits. KSL Services has also promised to honor the existing collective bargaining agreements that are in place between JCNNM and the craft unions.

In the near future, we expect KSL Services to contact you about employment and to initiate the hiring process. We anticipate that the transition from being a JCNNM employee to being a KSL Services employee will be a smooth one, with no gap in employment.

The Laboratory looks forward to its new relationship with KSL Services, and to its continued relationship with the dedicated JCNNM employees who provide the facility and maintenance backbone for the Laboratory's important national mission. Thank you for your patience and support during this period of transition.