

Received: 2/09/2026 @ 1:46pm

January 2, 2026

Ohio Department of Job and Family Services
Office of Workforce Development
Rapid Response Unit – WARN Notices
P.O. Box 182105
Columbus, OH 43218-2105
Email: rapdresp@jfs.ohio.gov

To whom it may concern:

This letter serves as official notice under the Federal Worker Adjustment and Retraining Notification (WARN) Act of 1988 and the Ohio Worker Adjustment and Retraining Notification Act, which require employers to provide advance notice of mass layoffs or reductions in operations.

Astrion will be reducing its workforce as a result of the potential loss of the follow-on F-15 contract at Wright-Patterson Air Force Base, which may result in permanent separations of employees. This reduction will affect all employees assigned to the F-15 contract at Wright Patterson Air Force Base.

The planned permanent separation date from Astrion for impacted Wright-Patterson Air Force Base employees is currently anticipated to be on or around May 31, 2026, the date our current contract extension period of performance ends. Employees were initially notified of the contract award to the successor contractor via email on December 22, 2025, and were provided follow-up details on December 29, 2025, regarding contract timelines and the pending protest, which may affect the timing of their final separation.

All Astrion employees supporting the F-15 contract are potentially affected, all employees supporting the F-15 contract are potentially affected, including 61 employees at Wright Patterson AFB. (see affected positions list attached). None of the affected employees are represented by a union, and no bumping rights exist.

While Astrion may no longer hold the contract, the work is expected to continue under a new contractor for the EPASS-82 contract. Astrion does not have insight into how many of our incumbent workforce may be offered employment by the successor contractor, though it is possible that some impacted employees may be offered continued employment.

This notice is being provided in good faith and as soon as reasonably possible after Astrion became aware of the contract award and subsequent protest.

If you have any questions or need additional information, please contact Human Resources at: HR@Astrion.us or at 276-254-1004

Sincerely,

Teresa Austin
Teresa.Austin@astrion.us
276-254-1004
1100 Redstone Gateway, Ste. 300
Huntsville, AL 35808

Affected Positions:

Acquisition Logistics Manager
Administrative Assistant
Administrative Support
Avionics Engineer
Avionics Integration Engineer
Business Operations Analyst
Configuration Management Documentation Analyst
Cost Estimator
Cyber Security Architect/Engineer
Cyber Security Specialist
Engineer
Financial Analyst
FMS Integration/Analysis (Risk) Manager
FMS Senior Engineer
Information Systems Security Officer
Intelligence Analyst
Logistics Manager
Logistics Support
Program Management Analyst
Program Manager
Security Administrator
Security Manager
Senior Avionics Integration Engineer
Senior Configuration Manager
Senior Financial Manager
Senior Scheduler/Program Manager
Senior Test & Evaluation Manager
Software Engineer
Subject Matter Expert (tech)
Systems Engineer
Test and Evaluation Manager
Test Engineer