

May 5, 2025

VIA UPS OVERNIGHT AND EMAIL

Nevada Dept. of Employment, Training and Rehabilitation
Attn: Rapid Response
500 East Third St.
Carson City, NV 89713
rapidresponse@detr.nv.gov

Re: Worker Adjustment and Retraining Notification Act (WARN) Notice of Furlough and/or Layoff

To whom it may concern:

This letter is to inform you that Tilson Technology Management, Inc. ("Tilson") has decided that it must permanently layoff a number of its employees at its Las Vegas, NV facility, located at 800 W. Mesquite Ave., Las Vegas, NV 89106, which also is the facility's mailing address, due to the recent, sudden, unforeseeable and unexpected loss of a major scope of work under a client contract. The descope of work, coupled with the same client's decision to withhold payment for work performed, has made it commercially unreasonable for Tilson to continue work in this market.

Based on the descope of work, the affected employees will be furloughed beginning on May 5, 2025, for a period of two (2) weeks. During this time, affected employees will continue to receive their benefits and can look for new positions within and outside of Tilson. If the loss of work continues through this two-week period and the client does not reverse its decision, then the affected employees, who cannot find jobs within Tilson, will be permanently separated from Tilson during the fourteen (14) day period beginning May 19, 2025. The full sixty (60) day WARN notice could not be provided because the loss of a major scope of work was sudden, unexpected and unforeseeable and Tilson is providing as much notice as is practicable under the circumstances.

The total number of affected employees is approximately 133. None of the employees are represented by a union and they do not have bumping rights. The job titles of the positions to be affected and the number of affected employees in each job classification are as follows:

Job Title	Number of Employees Laid Off
CDL Laborer I	3
CDL Laborer II	13
CDL Laborer III	3
Construction Coordinator	1
Construction Manager	2
Directional Drill Operator, Foreman	2
Directional Drill Operator, Foreman – CDL	1
Drill Locator I	2
Drill Locator II	1
Drill Operator I	2

Drill Operator I – CDL	1
Drill Operator III	1
Equipment Operator II	5
Equipment Operator II – CDL	1
Equipment Operator III	11
Equipment Operator III – CDL	1
Fiber Construction Manager	1
Fiber Placement Foreman	3
Fiber Placement Laborer II	2
Fiber Placement Laborer III	4
Fiber Placement Laborer III - CDL	1
Fiber Splicer I	2
Fiber Splicer III	1
Field Construction Manager, Outside Plant	2
Field Quality Manager	1
Hard Surface Restoration Crew Lead	1
Hard Surface Restoration Foreman	5
Hard Surface Restoration Laborer I	1
Hard Surface Restoration Laborer II	2
Hard Surface Restoration Laborer III	10
Horizontal Drill Crew Lead	1
Hydro Vac Operator I	1
Hydro Vac Operator I - CDL	1
Hydro Vac Operator II	2
Hydro Vac Operator II - CDL	7
Hydro Vac Operator III - CDL	1
Micro Trench CDL Laborer I	2
Micro Trench CDL Laborer II	1
Micro Trench CDL Laborer III	1
Micro Trench Crew Lead	2
Micro Trench Equipment Operator I	1
Micro Trench Equipment Operator II	2
Micro Trench Foreman	3
Micro Trench Laborer I	1
Micro Trench Laborer II	6
Micro Trench Laborer III	2
OSP Construction Supervisor	3
OSP Laborer II	7
OSP Laborer III	3
Traffic Manager	1

For further information on this action, please contact Benjamin Howard at bhoward@tilsontech.com or at (912) 658-9180.

Very truly yours,



Benjamin Howard (May 5, 2025 07:32 CDT)

Ben Howard

Chief Operating Officer

Tilson Technology Management, Inc.