

March 25, 2025

VIA E-MAIL ([warn@commerce.nc.gov](mailto:warn@commerce.nc.gov)) AND FIRST-CLASS MAIL

North Carolina Department of Commerce  
Division of Workforce Solutions  
Attention: Rapid Response Team  
4316 Mail Service Center  
Raleigh, NC 27699-4316

VIA E-MAIL ([Leonardo.Williams@durhamnc.gov](mailto:Leonardo.Williams@durhamnc.gov)) AND FIRST-CLASS MAIL

Leonardo Williams  
Mayor  
City of Durham  
101 City Hall Plaza  
Durham, NC 27701

VIA E-MAIL ([commissioners@dconc.gov](mailto:commissioners@dconc.gov)) AND FIRST-CLASS MAIL

Nida Allam  
Chair of the Board of Commissioners  
Durham County  
200 East Main Street  
2nd Floor, Old Courthouse  
Durham, NC 27701

**RE: Worker Adjustment and Retraining Notification Act Notice**

Dear Rapid Response Team, Mayor Williams, and Chair Allam:

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act (“**WARN Act**”). I am writing on behalf of RTI International (“**RTI**”) to give you notice of the mass layoff of employees at RTI’s facility located at 3040 East Cornwallis Road, Durham, North Carolina 27713. This action is permanent, and the employment of all affected employees will be terminated.

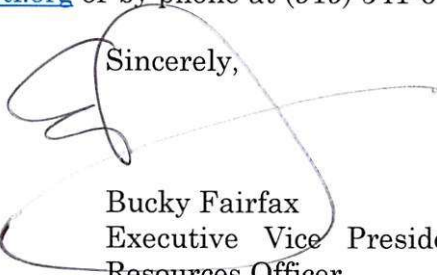
RTI has received an unprecedented number of federally-funded project cancellations and work stoppages. Thus far, RTI has received over 80 project cancellations, and numerous other projects have been issued Stop Work Orders. The impact of these unprecedented events is estimated to reduce RTI’s operating revenue by more than 30%. These circumstances were not reasonably foreseeable and the loss of funding was outside of RTI’s control. Such rapid and sweeping changes in federal funding for so many programs was not expected and occurred with little to no advance notice. Because of this sudden loss of funding on which RTI relies and the unavailability of alternative funding, RTI is forced to eliminate positions with fewer than 60 days’ notice.

Employee separations aggregated for purposes of the WARN Act began March 7, 2025, and are expected to continue through at least May 1, 2025. The number of employees affected through May 1 is anticipated to be at least 525 employees.

No bumping rights exist for any of the affected employees. None of the affected employees are represented by a union.

If you have any questions or need additional information concerning this matter, please contact me via email at [wfairfax@rti.org](mailto:wfairfax@rti.org) or by phone at (919) 541-6544.

Sincerely,



Bucky Fairfax  
Executive Vice President and Chief Human  
Resources Officer