



161 Mitchell Road
Oak Ridge, TN 37830

Telephone: (865) 425-0346
Fax: (865) 276-9324

August 10, 2012

Kirk E. Garland
3813 Lake City Hwy
Lake City, TN 37769

Dear Mr. Garland,

On the morning of July 28, 2012 you failed in your responsibilities as a Security Police Officer upon discovery of three unauthorized individuals on the premises of the Y-12 National Security Complex. Your blatant disregard for the seriousness of the situation and failure to take immediate control of the intruders is conduct that is unacceptable to WSI and the National Nuclear Security Administration's mission at the Y-12 National Security Complex. Therefore, WSI is terminating your employment effective immediately.

Your health insurance benefits will continue through August 12, 2012. Beyond that date, you have the option to continue your group medical and dental coverage through the COBRA plan. COBRA election information will be forwarded to you via certified mail. Additionally, you will be paid for your unused accrued vacation leave.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve C. Gibbs", is written over a faint, circular stamp.

Steve C. Gibbs
Deputy General Manager, Protective Force Operations

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