

Transition Frequently Asked Questions

General

Question: Who is Mission Conversion Services Alliance, LLC (MCSA)

Answer:

MCSA is a joint venture operating entity that includes the following members:

- Atkins Nuclear Secured, LLC
- Westinghouse Government Services, LLC
- Amentum

MCSA's Teaming Partners include:

- Swift & Staley Inc. (SSI)
 - Akima Centerra Integrated Services, LLC (ACIS)
-

Question: Who are the Incumbent Contractors?

Answer:

The Incumbent Contractors are:

- Mid-America Conversion Services, LLC (MCS)
 - Fluor BWXT Portsmouth, LLC (FBP) successor thereto Southern Ohio Cleanup Company, LLC (SOCCo)
 - Four Rivers Nuclear Partnership, LLC (FRNP)
 - Swift & Staley Inc. (SSI)
 - Northwind (NWD)
-

Question: When will the transition to the OSMS Contract become effective?

Answer: The OSMS Contract consists of a 120-day transition period that began June 2, 2025, and ends September 30, 2025. MCSA will work closely with Incumbent Contractors to ensure a seamless transition. Assumption of Operations is scheduled for October 1, 2025.

Employment

Question: Will incumbent employees have to apply for their job positions?

Answer: The employee transition to MCSA will include the following:

Incumbent employees transferring from FBP, FRNP, or SSI will have the first-right of refusal for their current position. In order to obtain the necessary employee data and set up timekeeping and benefit selections, incumbent employees will be asked to complete an application and undergo an onboarding and orientation process.

Employees who are currently employed by MCS will be migrated to the MCSA Accounting System by the systems administrators. Therefore, MCS employees will not require the full orientation and onboarding process.

Question: Who can employees contact with employment questions?

Answer:

MCSA has established three resources for employee questions:

- A transition hotline: (865) 730-8990.
 - An external website: www.MCSAlliance.com
 - An e-mail address for incumbent employees to submit questions or concerns: InfoRequest@OSMST.com
-

Question: How will employment be affected for individuals currently on approved Leave of Absence, Short-Term Disability, etc.?

Answer: Employees who are currently on an approved leave of absence who intend to continue employment with MCSA may continue their approved leave of absence. Employment correspondence will be mailed to their home address and must be completed on time and the appropriate return to work protocol must be followed prior to returning to work.

Employees who are currently on approved leave of absence who DO NOT intend to continue employment with MCSA should return the employment correspondence indicating that they are declining the employment offer. Employees should also follow up with their current employer prior to their employment ending.

Question: If an employee is on approved leave covered under the Family Medical Leave Act (FMLA), will their leave of absence tracking reset with MCSA as the new employer?

Answer: No. Hours tracked under approved FMLA leave will not reset with MCSA.

Question: What if an employee cannot access their personal email?

Answer: Employees can call the transition hotline at (865) 730-8990 and request paperwork be sent to their home address. Include your name, employee badge number, home address and phone number.

Question: What happens if an employee does not return their employment offer paperwork?

Answer: If the intent is to continue employment with MCSA, all completed paperwork must be returned no later than the date specified in the employment correspondence, or an employment offer is not guaranteed. The Workforce Transition Team (WTT) will monitor returned paperwork and will, throughout the transition period, follow up with incumbent employees directly if

correspondence is not returned. If the WTT cannot make contact directly with the employee, they will contact management for assistance.

Question: If I intend to retire during the transition period, do I need to return my employment offer paperwork?

Answer: Yes. Simply decline your employment offer indicating that your intent is to retire prior to October 1, 2025. Please include your retirement date. The WTT will follow up with the incumbent contractor's HR department to confirm the date of separation.

Compensation and Benefits

Question: Will employee service dates be recognized by MCSA?

Answer: This information will be conveyed to the workforce before October 1, 2025.

Work Location / Schedule

Questions: How do employees find out who they report to on October 1, 2025?

Answer: This information will be conveyed to the workforce before October 1, 2025.

Question: Will employee work schedules change?

Answer: MCSA currently does not anticipate changes in employees' schedules. Employees will continue to follow the same work schedule as defined by their management team.