

### **Displaced Employee Hiring Preference (10/2025)**

(a) *Definition.* Eligible employee means a current or former employee of a contractor or subcontractor employed at a Department of Energy (DOE) Defense Nuclear Facility (1) whose employment at such a Defense Nuclear Facility has been involuntarily terminated (other than for cause) or who has been notified that they are facing termination, (2) who has also met the eligibility criteria contained in the DOE guidance for contractor work force restructuring, and (3) who is qualified for a particular job vacancy with the Seller or one of its subcontractors with respect to work under its Agreement with the Company at the time the particular position is available.

(b) Consistent with Department of Energy guidance for contractor work force restructuring, as may be amended or supplemented from time to time, the Seller agrees that it will provide a preference in hiring to an eligible employee to the extent practicable for work performed under this Agreement.

(c) The requirements of this clause shall be included in subcontracts at any tier (except for subcontracts for commercial items pursuant to 41 U.S.C. 403) expected to exceed \$500,000.