



13865 Sunrise Valley Drive  
Herndon, VA 20171

August 4, 2025

**VIA EMAIL & OVERNIGHT MAIL**

Mayor Scott Fadness  
Office of the Mayor  
City Hall – Fishers, Indiana  
1 Municipal Drive  
Fishers, IN 46038  
[mayorfadness@fishersin.gov](mailto:mayorfadness@fishersin.gov)

Ashley Gatlin  
Program Director, Rapid Response  
Department of Workforce Development  
10 N Senate Ave, SE308  
Indianapolis, IN 46204  
[agatlin@dwd.in.gov](mailto:agatlin@dwd.in.gov)

Mayor Fadness and Ms. Gatlin:

This letter is being provided in compliance with the Workers Adjustment and Retraining (“WARN”) Act and is to inform you that Navient Solutions LLC (the “Company”) will conduct up to 128 employee separations of individuals who (while primarily remote workers) may be considered employees of the Company’s office located at 11100 USA Parkway, Suite 3100, Fishers, IN (the “Facility”) for purposes of WARN. This action with respect to the employee separations is expected to be permanent, it does not involve the closure of the Facility, and the permanent separations are expected to occur between the dates of October 2025 and May 2026.

The first employee separations are expected to occur during the 14-day period between October 3-October 17, 2025, with subsequent separations occurring in January, March, May and June of 2026. The Company anticipates that all separations will be accomplished by June 05, 2026 (or within the 14-day period thereafter).

There are no bumping rights at the Facility, pursuant to a collective bargaining agreement or otherwise.

The affected employees are not represented by any union.

The Company provided notices to the employees affected by the October 3, 2025 separation date on or before August 4, 2025. Subsequent affected employees will be notified via email no later than 60 days prior to their separation date.

You may contact me at (317) 595-1491 if you require further information. In addition, Patty McKeown, VP, Chief Human Resources Officer (302) 287-0157 may be contacted for further information.

Very truly yours,

*Judah Holland*

Judah Holland  
SVP & Chief Transition Officer  
(317) 595-1491  
[judah.holland@navient.com](mailto:judah.holland@navient.com)