

**To:** The Honorable Marco Rubio  
Secretary of State  
U.S. Department of State  
Washington, D.C.

**From:** More than 1700 USAID Foreign Service Nationals (FSNs) from more than 60 missions

**Date:** April 24, 2025

**Subject:** **Request for Exceptional Compensation Equivalent of One Year's Salary for USAID Foreign Service Nationals Affected by the Reduction in Force**

Dear Mr. Secretary,

We, more than 1700 undersigned Foreign Service Nationals (FSNs) of USAID from more than 60 missions, are reaching out to you to respectfully request exceptional compensation equivalent to one year's salary. This request seeks to alleviate the severe economic and psychological burden on the FSNs caused by the recent Reduction in Force (RIF).

For many years, we have proudly served the U.S. Government, demonstrating unwavering commitment, integrity, and professionalism. Through times of conflict, crisis, and change, we have faithfully contributed to the safety, security, and prosperity of the United States and the host countries. We are now facing the harsh reality of unemployment in shrinking labor markets and unstable economies. The planned termination of our employment will leave us not only without livelihoods but also without critical benefits such as health insurance—an especially devastating loss in a time of global uncertainty. We are not only losing our jobs but also the whole industry. These challenges are further exacerbated in some countries where USAID has become the target of national governments' unsubstantiated allegations of subversion, leading to considerable personal, reputational, and professional hardship that severely limits our opportunities for new employment.

These are exceptional circumstances, and the path forward for the FSNs is fraught with uncertainty. What we are experiencing is not a routine transition, but a complete and unprecedented severance from service. In light of this, we respectfully request exceptional compensation equivalent to one year's salary in addition to the standard severance package, which varies by mission and, in many missions, amounts to as little as one or two months' salary. This request is rooted in the same spirit of exceptional consideration you already gave to reduce service requirements for Special Immigration Visa eligibility from 20 years to 15 years for those with longstanding service to the U.S. Government. Mr. Secretary, we are grateful for that.

We hope this request will be met with compassion and recognition of the dedicated service the FSN community has provided over the years. We remain proud of the work we have accomplished in partnership with the U.S. Government, and we are deeply grateful for the opportunity to serve.

With respect and sincere gratitude,

The undersigned FSNs  
(See attached list of signatories)