

Sent: Monday, December 15, 2025 5:32:28 PM
To: All Staff
Subject: Agency Update: Mission, Transition, and Next Steps

Hello Team,

Thank you for your continued professionalism and commitment during this significant period of transition for our Agency. As you know, on March 14th President Donald J. Trump issued an Executive Order directing operational changes at USAGM, and the Agency immediately began implementing this directive.

Since its founding in 1942, USAGM and its predecessors have continually adapted in response to global events and national priorities. In today's environment of heightened geopolitical competition and increased focus on protecting U.S. interests abroad, we must execute our governing statutes with precision and discipline, guided by an America First approach. This ensures alignment with the National Security Strategy, which prioritizes safeguarding the American people, protecting taxpayer resources, and advancing U.S. leadership globally.

Our commitment remains steadfast:

- Serving the American people and placing U.S. interests at the center of our mission.
- Protecting taxpayer resources through efficient and accountable operations.
- Supporting interagency partners and contributing to national security objectives.
- Communicating strategically with foreign audiences in ways that advance U.S. diplomatic, security, and informational priorities.

We are reinforcing core functions, strengthening accountability, and ensuring disciplined mission execution across the Agency. This year has required resilience and adaptability from every member of this organization, and your professionalism has enabled us to navigate these changes while continuing to support national strategic requirements.

We will continue to prioritize sound business practices, streamlined communication, and a unified commitment to excellence in service to our country. Your hard work and integrity are deeply appreciated.

Thank you for your service to the Agency and to the United States. We look forward to welcoming you to our new headquarters at 300 E Street SW in 2026 as we begin the next chapter of USAGM, firmly aligned with the national mission and strategic priorities of the United States.

I wish each of you happy holidays, a very Merry Christmas, and a joyful and restful holiday season.

Respectfully,

Kari Lake
Deputy Chief Executive Officer
U.S. Agency for Global Media