
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): March 17, 2026

Parsons Corporation

(Exact name of Registrant as Specified in Its Charter)

Delaware
(State or Other Jurisdiction
of Incorporation)

001-07782
(Commission File Number)

95-3232481
(IRS Employer
Identification No.)

14291 Park Meadow Drive, Suite 100
Chantilly, Virginia
(Address of Principal Executive Offices)

20151
(Zip Code)

Registrant's Telephone Number, Including Area Code: (703) 988-8500

Not Applicable

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

| Title of each class | Trading Symbol(s) | Name of each exchange on which registered |
|-----------------------------|----------------------|---|
| Common Stock, \$1 par value | PSN | New York Stock Exchange |

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On March 17, 2026, Susan Balaguer, the Chief Human Resources Officer (“CHRO”) of Parsons Corporation (the “Corporation”) announced her retirement as CHRO, effective April 1, 2026. Ms. Balaguer will remain with the Corporation in an advisory role for a transition period through the end of May 2026. The Board of Directors of the Corporation has approved a one-time \$250,000 cash bonus to be paid to Ms. Balaguer as part of her final payment for service with the Corporation.

Item 7.01 Regulation FD Disclosure.

On March 17, 2026, the Corporation issued a press release regarding the appointment of Soo Lagasse as the Corporation’s CHRO, effective April 1, 2026. A copy of the press release is furnished as Exhibit 99.1 to this Current Report on Form 8-K.

The information in this Item 7.01 and Exhibit 99.1 furnished hereto shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as expressly set forth by specific reference in such a filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits:

The following exhibit is furnished as part of this Report pursuant to Item 7.01.

99.1 [Press Release Dated March 17, 2026, announcing the Company’s appointment of Chief Human Resource Officer.](#)

News

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Parsons Announces New Chief Human Resources Officer

CHANTILLY, Va. (March 17, 2026) — Today, Parsons Corporation (NYSE: PSN) announced a planned transition in its human resources function leadership, promoting Soo Lagasse to chief human resources officer (CHRO), effective April 1, 2026. Lagasse, who currently serves as senior vice president of global talent acquisition and mobility at Parsons, succeeds Susan Balaguer, who notified Parsons' CEO and board of directors of her intent to retire this spring. Balaguer will remain with Parsons through the end of May to ensure a seamless transition.

“Susan Balaguer transformed Parsons' human resources enterprise over the last four and a half years and set it on a trajectory to ensure we truly exemplify our People First culture,” said Carey Smith, Parsons' chair, president, and chief executive officer. “From aligning our benefits programs to enhancing our leadership development curriculum, Susan's focus on a positive employee experience moved Parsons forward. A highlight of her tenure was the momentum we garnered in recruiting and retention, achieving hiring records and attrition goals year over year. As our global talent acquisition leader, Soo Lagasse was central to that success. Soo is a proven business executive with a track record of transforming talent functions into strategic business partners. I look forward to welcoming her to our executive leadership team, and to the continued growth momentum she will bring as our new human resources leader.”

Lagasse joined Parsons in 2021, bringing three decades of experience from across the government contracting industry to the company. At Parsons, she led the successful overhaul of the global talent acquisition enterprise that resulted in multiple record hiring quarters for the company. Lagasse expanded the company's university and intern programs, bringing in a record number of interns globally, enhanced the company's global mobility enterprise to ensure best-in-class global capabilities, and implemented

technologies and platforms to ensure data-driven workforce planning. Prior to Parsons, Lagasse led global talent acquisition and human resources programs and served in capacities across the talent functions at multiple publicly traded companies.

“I’m honored to be named chief human resources officer, and to continue to serve at Parsons alongside some of the finest human resources professionals in industry,” said Lagasse. “Parsons is truly a People First company, and I’m humbled by the opportunity to ensure that we’re doing everything we can to prioritize our people and to build programming that drives the continued success of our mission-driven workforce.”

Susan Balaguer retires after nearly five years with the company where she was charged with advancing and modernizing the company’s human resources enterprise. Balaguer worked tirelessly to harmonize the company’s benefits programs, build out an employee experience function, develop the company’s employee value proposition, strengthen talent acquisition strategies, and align the function as a growth-focused business partner, achieving record results at a pivotal time in Parsons’ growth trajectory.

About Parsons

Parsons (NYSE: PSN) is a leading disruptive technology provider in the national security and global infrastructure markets, with capabilities across cyber and electronic warfare, space and missile defense, transportation, water and environment, urban development, and critical infrastructure protection. Please visit [Parsons.com](https://www.parsons.com) and follow us on LinkedIn to learn how we’re making an impact.

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