

Steven K. Gustafson  
State Trade and Rapid Response Coordinator  
Department of Economic Opportunity  
107 E Madison St  
Caldwell Building, MSC G-229  
Tallahassee, FL 32399  
850-245-7477  
[steven.gustafson@deo.myflorida.com](mailto:steven.gustafson@deo.myflorida.com)

Re: Announcement of Planned Action

Dear Steven K. Gustafson:

This correspondence is being forwarded in an abundance of caution.

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings ("Enterprise" or the "Company") experienced a dramatic downturn in business resulting in the decision to place many employees at Alamo Rent a Car, located at 28000 A-1 Airport Road, Punta Gorda, FL 33982, on temporary layoff effective March 25, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company's belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on the Company's financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 25, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Driver	19
Greeter	2
Return Agent	4
Service Agent	10
Service Agent Lead	3

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs. And to the extent such rights existed, those rights have been exercised.

If you have any questions or want additional information concerning this matter, please contact Crystine Galvan, HR Manager at 239-274-2838.

# ENTERPRISE HOLDINGS.

**Crystine Galvan**  
Group HR Manager

239-275-3393 office  
239-274-2838 direct  
239-848-8345 cell  
833-238-1088 fax  
[Crystine.J.Galvan@ehi.com](mailto:Crystine.J.Galvan@ehi.com)

Southwest Florida  
1905 Boy Scout Drive  
Fort Myers, FL 33907  
[enterpriseholdings.com](http://enterpriseholdings.com)

---

CONFIDENTIALITY NOTICE: This e-mail and any files transmitted with it are intended solely for the use of the individual or entity to whom they are addressed and may contain confidential and privileged information protected by law. If you received this e-mail in error, any review, use, dissemination, distribution, or copying of the e-mail is strictly prohibited. Please notify the sender immediately by return e-mail and delete all copies from your system.