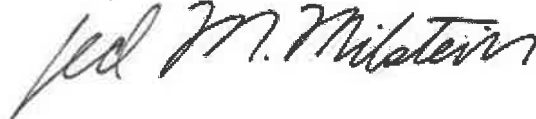


This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. furloughed employees at the following locations below. All furloughed employees were separated on April 3, 2020. This action affected the **employees** listed below. Our present expectation is that the furloughed will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner. All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,

A handwritten signature in black ink that reads "Jed M. Milstein". The signature is written in a cursive style with a large, stylized "J" and "M".

Jed Milstein

Senior Vice President and Chief Human Resources Officer

Here is breakdown by position for each dealership:

Coggin Ford – 522 (22 Total) 9650 Atlantic Blvd., Jacksonville, FL 32225

- 2 Assistant – Sales
- 2 Manager Sales
- 8 Sales Advisor
- 1 Cashier
- 3 Lube Technicians
- 1 Service Greeter
- 5 Service Advisor

Coggin Nissan Atlantic (25 Total) 10600 Atlantic Blvd., Jacksonville, FL 32246

- 3 Driver Sales
- 5 Sales Advisor
- 8 Lube Technicians
- 2 Service Greeters
- 1 Service Lot Attendant
- 5 Service Advisor
- 1 Scanner

Coggin Honda Jacksonville (41 Total) 11003 Atlantic Blvd., Jacksonville, FL 32225

- 2 Finance & Insurance Manager
- 1- Sales Lot attendant
- 12 Sales Advisor
- 1 BDC Service
- 2 Service Technician
- 3 Car Washer
- 2 Customer Care Coordinator
- 10 Express Lube Technicians
- 1 Detailer car washer
- 1 Dispatcher Service
- 1 Driver
- 2 Service Greeter
- 1 Service Lot attendant
- 3 Service Advisor
- 1 Tint Technician

Coggin Toyota (37 Total) 11340 Philips Hwy, Jacksonville, FL 32256

- 10 Sales Advisor
- 2 BDC Sales Appointment Clerk
- 1 Cashier
- 12 Lube Technicians
- 3 Detailers
- 3 Service Greeters
- 1 Service Lot Attendant
- 5 Service Advisor

Coggin Nissan Avenues (28 Total) 10859 Philips Hwy., Jacksonville, FL 32256

- 2 Admin. Assistant
- 1 Sales Lot Attendant
- 7 Sales Advisor
- 1 Car Washer
- 1 Service Clerk
- 10 Lube Technicians
- 1 Detailer
- 1 Service Driver
- 1 Service Lot Attendant
- 2 Service Advisor
- 1 Tint Technician

Coggin Chevy (30 Total) 10880 Philips Hwy., Jacksonville, FL 32256

- 1 Finance & Insurance Manager
- 1 Internet Manager
- 2 Sales Lot Attendants
- 7 Sales Advisors
- 1 Service Clerk
- 8 Lube Technicians
- 4 Service Drivers
- 6 Service Advisors

Coggin GMC (28 Total) 7245 Blanding Blvd., Jacksonville, FL 32244

- 2 Body Shop Lot Attendants
- 4 Body Shop Estimators
- 1 Body Shop Clerk
- 1 Body Shop Manager
- 1 Parts Advisor
- 1 Receptionist
- 5 Sales Advisors
- 1 BDC Sales Appointment setter
- 8 Express Lube Technicians
- 3 Detailers
- 1 Service Advisor

Coggin Honda St. Augustine (18 Total) 2925 US-1 South, St. Augustine, FL 32086

- 1 Finance & Insurance Manager
- 1 Receptionist
- 8 Sales Advisors
- 1 Technician
- 2 Lube Technicians
- 1 Detailer
- 1 Service Driver

- 2 Service Advisors
- 1 Service Clerk

Coggin Mercedes- Benz Ft. Pierce (17 Total) 4440 US-1, Ft. Pierce, FL 34982

- 1 Finance & Insurance Manager
- 1 Sales Driver
- 1 Product Concierge
- 2 Receptionists
- 3 Sales Advisors
- 1 Detailer
- 6 Service Drivers
- 2 Service Advisors

Coggin BMW Ft. Pierce (13 Total) 4429 US-1, Ft. Pierce, FL 34982

- 1 BDC Sales Manager
- 1 Sales Manager
- 1 Receptionist
- 1 Sales Lot Attendant
- 4 Sales Advisors
- 1 Service Booker
- 1 Service Clerk
- 1 Service Driver
- 2 Sales Advisors

Coggin Acura Ft. Pierce (6 Total) 4400 US-1, Ft. Pierce, FL 34982

- 3 Sales Advisors
- 1 Technician
- 1 Service Driver
- 1 Service Advisor

Coggin Honda Ft. Pierce (20 Total) 4450 US-1, Ft. Pierce, FL 34982

- 2 Sales BDC Appointments
- 2 Receptionist
- 1 Sales Lot Attendant
- 6 Sales Advisors
- 5 Express Technicians
- 1 Service Greeter
- 1 Service Lot Attendant
- 2 Service Advisors

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Toyota At The Avenues, 11340 Philips Hwy, Jacksonville, FL 32256**. All furloughed employees will be separated on April 3, 2020. This action will affect **33 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Nissan on Atlantic, 10600 Atlantic Blvd, Jacksonville, FL 32246**. All furloughed employees will be separated on April 3, 2020. This action will affect **22 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Nissan at the Avenues, 10859 Philips Hwy, Jacksonville, FL 32256**. All furloughed employees will be separated on April 3, 2020. This action will affect **27 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Mercedes-Benz of Ft. Pierce, 4440 US-1, Fort Pierce, FL 34982**. All furloughed employees will be separated on April 3, 2020. This action will affect **14 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Honda of St. Augustine, 2925 US-1 S, St. Augustine, FL 32086**. All furloughed employees will be separated on April 3, 2020. This action will affect **18 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Honda Ft. Pierce, 4450 US-1, Fort Pierce, FL 34982**. All furloughed employees will be separated on April 3, 2020. This action will affect **18 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Ford, 9650 Atlantic Blvd, Jacksonville, FL 32225**. All furloughed employees will be separated on April 3, 2020. This action will affect **23 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Chevy, 10880 Philips Hwy, Jacksonville, FL 32256**. All furloughed employees will be separated on April 3, 2020. This action will affect **32 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Acura, 4400 US-1, Fort Pierce, FL 34982**. All furloughed employees will be separated on April 3, 2020. This action will affect **7 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin BMW, 4429 US-1, Fort Pierce, FL 34982**. All furloughed employees will be separated on April 3, 2020. This action will affect **13 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Honda Atlantic Blvd., 11003 Atlantic Blvd, Jacksonville, FL 32225**. All furloughed employees will be separated on April 3, 2020. This action will affect **45 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

ASBURY

AUTOMOTIVE GROUP

April 7, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
107 E. Madison Street
MSC 229
Tallahassee, FL 32399

Dear Sir:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Coggin Buick GMC of Orange Park, 7245 Blanding Blvd, Jacksonville, FL 32244**. All furloughed employees will be separated on April 3, 2020. This action will affect **28 Employees** at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer