

ASBURY

AUTOMOTIVE GROUP

April 3, 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 **2655 N. Volusia Av., Orange City, FL 32763**. All furloughed employees will be separated on April 3, 2020. This action will affect **17** 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 regarding this matter, you may contact AsburyHR@asburyauto.com.

Sincerely,



Jed Milstein

Senior Vice President and Chief Human Resources
Officer

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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 **2677 N. Volusia Av., Orange City, FL 32763**. All furloughed employees will be separated on April 3, 2020. This action will affect **11** 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.

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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 **11051 S. Orange Blossom Trail, Orlando, FL 32837**. All furloughed employees will be separated on April 3, 2020. This action will affect **56** 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.

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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 **2308 S. Woodland Blvd., Deland, FL 32720**. All furloughed employees will be separated on April 3, 2020. This action will affect **9** 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.

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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 **9207 Adamo Drive, Tampa, FL 33619**. All furloughed employees will be separated on April 3, 2020. This action will affect **37** 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.

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Dear Madam:

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 **31200 U.S. Highway 19N., Palm Harbor, FL 34684**. 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.

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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 **3810 W. Hillsborough Av., Tampa, FL 33614**. 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.

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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 **4600 N Dale Mabry Hwy, Tampa, FL 33614**. 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.

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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 **9205 Adamo Drive, Tampa, FL 33619**. 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.

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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 **4400 N Dale Mabry Hwy, Tampa, FL 33614**. 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.

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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 **9210 Adamo Drive, Tampa, FL 33619**. All furloughed employees will be separated on April 3, 2020. This action will affect **58** 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.

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Here is breakdown by position for each dealership:

Coggin Deland Ford (17 total): 2655 N. Volusia Avenue

- 2 lot attendants
- 1 Body Shop Estimator
- 7 Quick Lube Tech
- 1 Receptionist
- 3 Sales
- 1 Service Advisor
- 1 Technician
- 1 Finance & Insurance

Coggin Deland Honda (11 total): 2677 N. Volusia Avenue

- 1 Accounting clerk
- 1 Receptionist
- 7 Sales
- 1 Warranty Administrator
- 1 Delivery specialist

Coggin Deland Hyundai (9 total): 2308 S. Woodland Blvd.

- 3 sales
- 4 service
- 2 detail

Coggin Honda Orlando (56 total): 11051 S. Orange Blossom Trail

- 3 cashier
- 1 Finance assistant
- 15 technicians
- 12 service
- 20 sales
- 4 detail
- 1 customer coordinator

Courtesy Chrysler Jeep Dodge (37 total): 9207 E. Adamo Drive

- 2 Admin assistants
- 3 BDC appointment setters
- 11 sales
- 1 Finance Manager
- 1 receptionist
- 5 lot attendants
- 4 service advisors
- 1 shop foreman
- 7 lube techs
- 1 car washer
- 1 driver

Courtesy Palm Harbor Honda (27 total): 31200 US Hwy. 19 N

- 8 technicians
- 2 detailers
- 2 Finance managers
- 3 receptionists
- 8 sales
- 1 lot attendant
- 3 service advisors

Courtesy Hyundai (23 total): 3810 W Hillsborough Avenue

- 1 service clerk
- 6 technicians
- 1 driver
- 1 Finance manager
- 1 receptionist
- 7 sales
- 4 service advisors
- 2 lot attendants

Infiniti of Tampa (7 total): 4600 N. Dale Mabry Hwy.

- 3 detailers
- 1 receptionist
- 2 sales
- 1 service

Courtesy Kia (22 total): 9205 E. Adamo Drive

- 1 BDC appointment setter
- 5 technicians
- 2 detailers
- 2 service greeters
- 3 service advisors
- 2 lot attendants
- 7 sales

Mercedes Benz of Tampa (45 total): 4400 N. Dale Mabry Hwy.

- 2 BDC appointment setters
- 1 accounting clerk
- 8 technicians
- 3 lot attendants
- 6 car washers
- 2 body shop clerks
- 10 service greeters
- 1 parts
- 8 sales
- 4 service

Courtesy Nissan (24 total): 3800 W. Hillsborough

- 3 accounting clerks
- 5 technicians
- 1 service clerk
- 5 detailers
- 1 receptionist
- 2 lot attendants
- 5 sales
- 2 service advisors

Courtesy Toyota (58 total): 9210 E. Adamo Drive

- 2 accounting clerks
- 14 technicians
- 5 body shop estimators
- 3 cashiers
- 5 lot attendants
- 6 service advisors
- 21 sales
- 1 receptionist
- 1 driver