

avis budget group

August 28, 2020

Mr. Steven Gustafson
State Trade & Rapid Response Coordinator
REACR Program
Florida Dept. of Economic Development
107 E. Madison Street, MSC 229
Tallahassee, FL, 32399

AND

Mayor Bertha Henry
115 S. Andrews Ave., Room 409
Fort Lauderdale, FL, 33301

To Whom It may Concern:

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries ("Company") will be extending the furlough period or implementing permanent layoffs for employees who work at:

Address	Number of Employees Furloughed Indefinitely	Number of Employees Who Will Experience a Permanent Layoff	Total Employees Currently Affected at This Employment Site
1855 Griffin Rd, Dania, FL, 33004	9	0	9
2371 SW 36th St, Fort Lauderdale, FL, 33312	1	0	1
6301 Powerline Rd, Fort Lauderdale, FL, 33309	1	0	1
600 Terminal Dr, Ste 301, Fort Lauderdale, FL 33315	2	0	2
600 Terminal Dr, Ste 401, Fort Lauderdale, FL, 33315	8	0	8

Due to the COVID-19 pandemic, these employees were placed on a partial or full furlough in or around April-June 2020. At that time, the Company fully expected these furloughs to last less than six (6) months. Unfortunately, the financial hardship on the Company caused by the pandemic has not improved to the degree we had hoped by this time. Therefore, the Company has made the difficult decision to extend furloughs for some employees and implement layoffs for others at this work location. Furloughs will continue for until further notice. Layoffs will be permanent.

The continued economic hardship resulting from the COVID-19 pandemic and the negative impact of recently issued Travel Advisories on our car rental business were not reasonably foreseeable earlier, preventing us from making this decision and providing you with this notice sooner. Therefore, we are providing you with this notice as soon as was practicable.

There are not bumping rights at this location. The effected employees are not represented by a union.

We are also giving appropriate notice to the affected workers and any unions. Those notices include information about how to contact the State Unemployment Insurance office.

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I attest to the truthfulness of the contents of this letter as of this date. Should you wish further information, please contact me at the following phone number: 954-359-2423.

Sincerely,

Silvana Fernandez
Human Resources Business Partner
Avis Budget Group

Silvana.Fernandez@AvisBudget.com
Office: 954-359-2423
Fax: 757-493-6270

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Employees Furloughed indefinitely by Job Classification:

Location Address / Job Classification	Number of Employees Furloughed Indefinitely	Number of Employees Who Will Experience a Permanent Layoff	Total Employees Currently Affected at This Employment Site
1855 Griffin Rd, Dania, FL, 33004	9	0	9
Assistant Admin II	1	0	1
Assistant Admin III	1	0	1
Consultant L&D I	1	0	1
Coordinator Sales II	1	0	1
Director - Real Estate - Facilities Management - Americas	1	0	1
Manager Account II	1	0	1
Manager Local Market Sales	1	0	1
Organizational Development Business Partner	1	0	1
Specialist - Finance - Financial Planning & Analysis	1	0	1
2371 SW 36th St, Fort Lauderdale, FL, 33312	1	0	1
Damage Clerk	1	0	1
6301 Powerline Rd, Fort Lauderdale, FL, 33309	1	0	1
Technician Mobile I	1	0	1
600 Terminal Dr, Ste 301, Fort Lauderdale, FL 33315	2	0	2
Associate Rental Sales	1	0	1
Operations Manager	1	0	1
600 Terminal Dr, Ste 401, Fort Lauderdale, FL, 33315	8	0	8
Assistant Admin I	1	0	1
Associate Rental Sales	1	0	1
Associate Rental Sales Lead	1	0	1
Dispatcher	2	0	2
Dispatcher Lead	1	0	1
Operations Manager	1	0	1
Sales Performance Manager	1	0	1