

# 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 Lenny Curry  
117 W. Duval St. Suite 400  
Jacksonville, FL 32202

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 at the location below:

| Location Address                             | Total Employees Currently Affected at This Employment Site | Number of Employees Furloughed Indefinitely | Number of Employees Who Will Experience a Permanent Layoff |
|--|--|---|--|
| 2011 Rental Car Ln<br>Jacksonville, FL 32218 | 12   | 12  | 0  |
| 2035 Rental Car Ln<br>Jacksonville, FL 32218 | 3  | 3   | 0  |

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.

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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.

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: (407) 825-3704.

Sincerely,

Tiffany Gates  
HR Business Partner

Employees furloughed indefinitely by job classification:

| Location Address / Job Classification          | Number of Employees Furloughed Indefinitely | Number of Employees Who Will Experience a Permanent Layoff, effective September 04, 2020 | Total Employees Currently Affected at This Employment Site |
|--|---|--|--|
| <b>USA - Jacksonville - 2011 Rental Car Ln</b> | 12  | 12   | 0  |
| Agent Rapid Rover                              | 1   | 1  | 0  |
| Agent Return                                   | 2   | 2  | 0  |
| Airport Manager                                | 2   | 2  | 0  |
| Associate Rental Sales                         | 2   | 2  | 0  |
| Manager Local Market Sales                     | 1   | 1  | 0  |
| Oil & Tire Changer                             | 1   | 1  | 0  |
| Operations Manager                             | 1   | 1  | 0  |
| Operations Support Manager                     | 1   | 1  | 0  |
| Specialist - Sales - Account Management        | 1   | 1  | 0  |
| <b>USA - Jacksonville - 2035 Rental Car Ln</b> | 3   | 3  | 0  |
| Assistant Admin I                              | 1   | 1  | 0  |
| Operations Manager                             | 1   | 1  | 0  |
| Representative Preferred Service               | 1   | 1  | 0  |