

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 Dave Kerner
301 N. Olive Avenue
West Palm Beach, FL 33401

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
2500 Turnage Blvd, West Palm Beach, FL, 33406	1	0	1
2005 Belvedere Rd, West Palm Beach, FL, 33406	2	0	2

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.

Address	Number of Employees Furloughed Indefinitely	Number of Employees Who Will Experience a Permanent Layoff	Total Employees Currently Affected at This Employment Site
2500 Turnage Blvd, West Palm Beach, FL, 33406	1	0	1
2005 Belvedere Rd, West Palm Beach, FL, 33406	1	0	1

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There are not bumping rights at this location. The effected employee at the following location is represented by a union.

Address	Number of Employees Furloughed Indefinitely	Number of Employees Who Will Experience a Permanent Layoff	Total Employees Currently Affected at This Employment Site
2005 Belvedere Rd, West Palm Beach, FL, 33406	1	0	1

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: 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

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
2500 Turnage Blvd, West Palm Beach, FL, 33406	1	0	1
Assistant Admin I	1	0	1
2005 Belvedere Rd, West Palm Beach, FL, 33406	2	0	2
Agent Return	1	0	1
Associate Rental Sales	1	0	1

Please see below the contact information for our Business Agent. She covers all South Florida, that includes Miami, Fort Lauderdale, and West Palm Beach.

Yvette Dawson
Business Agent

Teamsters Local Union 769
12365 West Dixie Highway
North Miami, Florida 33161

Office: 305-642-6255 ext 2223
Fax: 305-891-5896
E mail: ydawson@teamsterslocal769.org

Regards,

Silvana Fernandez, MS, SPHR | HR Business Partner
600 Terminal Drive | Suite 401 | Fort Lauderdale, FL | 33315
Office: 954.359.2423 | Fax: 757.493.6270
silvana.fernandez@avisbudget.com

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