



May 5, 2020

Via E-Mail: Steven.gustafson@dco.myflorida.com

Steven K, Gustafson
 State Trade and Rapid Response Coordinator
 Department of Economic Opportunity
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 Miami, FL 33142
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Re: Announcement of Planned Action

Dear Mr. Gustafson:

As a result of a series of unforeseen local governmental shutdown orders and federal and CDC guidance recommending social distancing surrounding the coronavirus natural disaster, Enterprise Holdings (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, in light of the recent extension of applicable governmental shutdown orders, intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Enterprise Holdings, National and Enterprise Brands, 3900 NW 25th Street, Miami, Florida 33142. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

| Job Titles of Positions Affected | Number of Affected Employees in Each Job Classification |
|----------------------------------|---|
| Administrative Representative | 2 |
| Administrative Supervisor | 1 |
| Customer Service Assistance Rep | 4 |
| Customer Service Agent | 1 |
| Drivers | 7 |

| | |
|---------------------------|---|
| Greeter | 1 |
| Rental Agent | 7 |
| Rental Agent Lead | 1 |
| Rental Management Trainee | 2 |
| Return Agent | 4 |
| Security Guard | 1 |
| SC Supervisor | 1 |
| Station Manager | 1 |

There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of this mass layoff.

If you have any questions or want additional information concerning this matter, please contact Russell Irvine, HR Generalist Manager, (305) 874-2321.

Sincerely,



Russell Irvine