



May 21, 2020

VIA EMAIL (WARNnotices@deo.myflorida.com)

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison St.
Tallahassee, FL 32399-4137

RE: The Hertz Corporation: Federal WARN Notice to State Dislocated Workers Unit

Dear Mr. Gustafson:

By letter dated April 24, 2020, we provided notice of layoffs pursuant to WARN. These layoffs were directly related to the COVID-19 public health crisis. Unfortunately, due to the ongoing crisis and its continuing devastating impact on the rental car industry, it has become necessary to conduct another round of layoffs. These layoffs are the result of unforeseen business circumstances that were not reasonably foreseeable at the time that notice may have been required under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§2101-09 (the WARN Act) and/or any applicable state law.

Please accept this letter as The Hertz Corporation's amended WARN notice, to the extent one is necessary:

1. Location(s) where layoffs will occur:

The employment sites where the mass layoff will occur are the Company's facility located at:

Tampa International Airport
4100 George J Bean Pkwy
Tampa, FL 33607

Orlando International Airport (MCO)
1 Jeff Fuqua Blvd
Orlando, FL 32827

Fort Lauderdale-Hollywood International Airport
600 Terminal Dr
Fort Lauderdale, FL 33315

The Hertz Corporation
8501 Williams Road
Esteros, FL 33928



Miami International Airport
3900 NW 25th St
Miami, FL 33142

Southwest Florida International Airport
16000 Chamberlin Pkwy
Fort Myers, FL 33913

2. **Contact Information:** The Company representative to contact for further information and who shall serve as the Company's liaison with for purpose of providing rapid response services to affected employees is:

Karen Gittleman
8501 Williams Road
Estero, FL 33928
Tel: (239) 301-7018
Email: KGittleman@hertz.com

3. **Affected employees:** Enclosed is a list of job titles of positions to be affected, and the number of affected employees in each job classification. Also included for reference, is the list of the April 2020 layoffs that was previously provided.
4. **Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on May 20, 2020 and affected non-union employees are scheduled to be permanently laid off from the Company.

Recall rights are specified in the applicable collective bargaining agreement (CBA) covering those employees. If we are unable to recall union employees prior to the expiration of the applicable CBA recall period, then these layoffs will be permanent.

5. **Bumping Rights:** Affected employees represented by a union may have bumping rights under their respective Collective Bargaining Agreements. Where an employee has bumping rights, it is noted below. Affected employees not represented by a union do not have bumping rights.

The CBA does does not contains bumping rights

The following job classifications have bumping rights:

- Customer Service Representative/Rental Representative
- Flex Service Representative
- Gold Choice/Greeter/Platinum Representative
- Instant Return Representative
- Mechanic/Tire



- Vehicle Service Attendant
- Transporter/Hiker/Shuttler
- Utility
- Courtesy Bus Drivers

6. **Bargaining Representatives:** Affected employees covered by Collective Bargaining Agreements are represented by the below Union(s); the Union's business representative is also listed below:

Brian A. Rothman
President & Business Manager
IBT, 79
5818 East Dr. M.L. King Jr., Blvd.
Tampa, FL 33619

JR Rosario
USWU, Local 74
5448 Hoffner Avenue, Suite 204, Orlando, FL 32812
local74fl@uswulocal74.org

Chris Gonzalez
IBT, 385
126 North Kirkman Road
Orlando, FL 32811
cgonzalez@local385.org

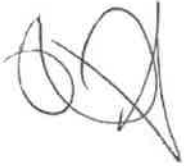
Josh Zivalich
President
IBT, Local 769
12365 W. Dixie Highway
North Miami, FL 33161
jzivalich@teamsterslocal769.org

The Union has been notified of the affected employees' layoff dates. All affected employees have also been individually notified of their scheduled layoff dates. Notice has also been sent to the appropriate local elected official.

Hertz

If there is any additional information I can provide, please do not hesitate to contact me.

Regards,

A handwritten signature in black ink, appearing to be 'R. White', written in a cursive style.

Randall J. White
Vice President & Associate General Counsel
Labor & Employment

Enclosure



Job Classifications of Affected Employees	Number of Affected Employee in Each Classification	Location
Combination Worker	14	Miami International Airport
Courtesy Bus Driver	3	Miami International Airport
Courtesy Bus Driver Lead	1	Miami International Airport
Customer Care Rep	51	Miami International Airport
Customer Care Rep Lead	3	Miami International Airport
Customer Care Rep Super	4	Miami International Airport
Dispatcher	5	Miami International Airport
Facilities Maintenance Techn	1	Miami International Airport
Group Leader Garage	4	Miami International Airport
Group Leader Mechanics	1	Miami International Airport
Instant Return Rep	12	Miami International Airport
Learning Specialist	2	Miami International Airport
Maintenance Supv	1	Miami International Airport
Mechanic	4	Miami International Airport
Mgr Site Function	1	Miami International Airport
Mgr Site Function Cust Service	2	Miami International Airport
Mgr Site Function Operations	2	Miami International Airport
Mgr VAS Market Sales	1	Miami International Airport
Vehicle Service Attn	36	Miami International Airport
VSA Non Cleaning	6	Miami International Airport

Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Counter Sales Rep	3	Fort Lauderdale-Hollywood International Airport
Counter Sales Rep Lead	2	Fort Lauderdale-Hollywood International Airport
Customer Service Rep	1	Fort Lauderdale-Hollywood International Airport
Facilities Maintenance Techn	1	Fort Lauderdale-Hollywood International Airport
Group Leader Mechanics	1	Fort Lauderdale-Hollywood International Airport
Mechanic	1	Fort Lauderdale-Hollywood International Airport
Mgr Site Function	1	Fort Lauderdale-Hollywood International Airport
Clerk	1	Miami International Airport
Customer Care Rep	7	Miami International Airport
Customer Care Rep Lead	1	Miami International Airport
Facilities Maintenance Tech	1	Miami International Airport
Group Leader Garage	2	Miami International Airport



Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Mechanic	5	Miami International Airport
Parts Person	1	Miami International Airport
Vehicle Service Attn	1	Miami International Airport
VSA Non Cleaning	2	Miami International Airport
Customer Care Rep	21	Orlando International Airport (MCO)
Customer Care Rep Lead	2	Orlando International Airport (MCO)
Dispatcher	2	Orlando International Airport (MCO)
Exit Gate Rep	2	Orlando International Airport (MCO)
Exit Gate Rep Lead	1	Orlando International Airport (MCO)
Express Agent	2	Orlando International Airport (MCO)
Group Leader Garage	1	Orlando International Airport (MCO)
Instant Return Rep	7	Orlando International Airport (MCO)
Instant Return Rep Lead	1	Orlando International Airport (MCO)
Mgr Counter	1	Orlando International Airport (MCO)
Mgr Exit Gate	1	Orlando International Airport (MCO)
Mgr Lot	1	Orlando International Airport (MCO)
Production Quality Mgr	2	Orlando International Airport (MCO)
Vehicle Service Attn	2	Orlando International Airport (MCO)
Utility Mechanic	2	Tampa International Airport
Clerk Lead	1	Tampa International Airport
Account Service Rep	3	Estero
Accountant	1	Estero
Accountant Sr	2	Estero
Analyst Facilities	5	Estero
Assistant General Counsel	1	Estero
Assoc Graphic Designer	2	Estero
Assoc Mgr Sales Support	2	Estero
Building Engineer Headquarters	1	Estero
Business Analyst	11	Estero
Business Analyst Sr	3	Estero
Business Systems Analyst	1	Estero
Communications Specialist	1	Estero
Corporate Counsel	2	Estero
Customer Experience Analyst	1	Estero
Data Scientist	8	Estero



Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Design Program Manager	1	Estero
Digital Content Specialist	1	Estero
Dir Brand Marketing	1	Estero
Dir CRM Operations	1	Estero
Dir Customer Experience	1	Estero
Dir Digital Experience Design	1	Estero
Dir Digital Marketing	1	Estero
Dir Digital Ops & Performance	1	Estero
Dir Fleet Procurement	1	Estero
Dir Global Bus Systems Management	1	Estero
Dir Internal Audit	1	Estero
Dir Loyalty & Partnerships	1	Estero
Dir Off Airport Sales	1	Estero
Dir Real Estate	1	Estero
Dir Revenue Management Admin	1	Estero
Dir Sales Strategy & Analytics	1	Estero
Dir SIU	1	Estero
Dir Technical Claims	1	Estero
Dir Transformation Prgms	1	Estero
Executive Assistant	4	Estero
Facilities Coord	1	Estero
Fleet Analyst	1	Estero
Fleet Planning Data Sctst	1	Estero
GBSM Coordinator	1	Estero
Graphic Designer	2	Estero
HCM Technical Claims Mgr	1	Estero
Home Based Cust Support Spec	2	Estero
Home Based Team Mentor	1	Estero
Home Based VRS Specialist	4	Estero
Home Based VRS Specialist II	4	Estero
Installer	1	Estero
Leadership & Learning Partner	2	Estero
Learning Manager	1	Estero
Learning Project Manager	1	Estero
Learning Specialist	1	Estero
Legal Assistant	3	Estero
Loyalty Programs Analyst	1	Estero



Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Mailroom Coord	1	Estero
Marketing Analyst	3	Estero
Marketing Content Analyst	2	Estero
Marketing Program Admin	1	Estero
Marketing System Admin	1	Estero
Master Data Mgmt Architect	1	Estero
Mgr Analytics TNC & Car Sales	1	Estero
Mgr Archer Applications	1	Estero
Mgr Brand Marketing	4	Estero
Mgr Brand Strategy Performance	1	Estero
Mgr Change Management	1	Estero
Mgr Corp Accounting	1	Estero
Mgr Creative Services	1	Estero
Mgr CRM Campaign & Prod	1	Estero
Mgr Cust Experience	8	Estero
Mgr Customer Relations Mgm	2	Estero
Mgr Data Operations	1	Estero
Mgr Data Quality	1	Estero
Mgr Design	1	Estero
Mgr Digital Testing	1	Estero
Mgr Document Mgmt Services	1	Estero
Mgr eCommerce	1	Estero
Mgr Environmental Compliance	1	Estero
Mgr Financial Planning	1	Estero
Mgr Financial Systems	1	Estero
Mgr Financial Systems	1	Estero
Mgr Fleet Procurement	1	Estero
Mgr Fueling Compliance	1	Estero
Mgr Fueling Compliance	1	Estero
Mgr Global Asset Management	1	Estero
Mgr Interactive Marketing	2	Estero
Mgr Labor Relations	1	Estero
Mgr Lease Administration	1	Estero
Mgr Loyalty Solutions	2	Estero
Mgr Marketing	3	Estero
Mgr Portfolio	1	Estero
Mgr Product Loyalty	1	Estero



Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Mgr Project Mgmt	1	Estero
Mgr Project Sr	1	Estero
Mgr Rev Mgmt	1	Estero
Mgr Rev Mgmt	1	Estero
Mgr Rev System Support	1	Estero
Mgr Six Sigma Projects	1	Estero
Mgr Social Media	1	Estero
Mgr Software Product	1	Estero
Mgr Strategic Projects	1	Estero
Mgr Sustainability Prog	1	Estero
Mgr Talent & Org Engagement	1	Estero
Mgr Tax	1	Estero
Mgr Technical Accounting	1	Estero
Mgr Value Added Services	1	Estero
Mktg & Sales Support Analyst	1	Estero
Multimedia Designer	1	Estero
Paralegal	2	Estero
Production Analyst	5	Estero
Project Analyst	1	Estero
Project Coord	1	Estero
Project Manager	2	Estero
Project Manager Construction	1	Estero
Project Manager Legal	1	Estero
Project Mgr	1	Estero
Project Mgr GCI	2	Estero
Proofreader	1	Estero
Remarketing Anaylst	2	Estero
Rev Mgmt Analyst	8	Estero
Rev Mgmt Team Lead	1	Estero
Revenue Data Analyst	1	Estero
Revenue Management Coordinator	1	Estero
Risk Management Analyst	1	Estero
Sales Rep Sr	1	Estero
Sales Support Analyst	3	Estero
Search Engine Optmztn Analyst	1	Estero
Slas Strategy Ops Administrator	1	Estero
Social Media Specialist	1	Estero



Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Sr Commercial Analyst	2	Estero
Sr Data Analyst	1	Estero
Sr Data Scientist	1	Estero
Sr Dir Cloud Architecture	1	Estero
Sr Dir CRM	1	Estero
Sr Dir Digital Content	1	Estero
Sr Dir Financial Plan&Analysis	1	Estero
Sr Dir Recruiting	1	Estero
Sr Dir Revenue Mgmt Training	1	Estero
Sr Dir Tech Portfolio Strategy	1	Estero
Sr Executive Assistant	2	Estero
Sr Financial Analyst	9	Estero
Sr Legal Assistant	1	Estero
Sr Marketing Analyst	2	Estero
Sr Network Solutions Architect	1	Estero
Sr Rev Mgmt Analyst	2	Estero
Sr Revenue Systems Analyst	1	Estero
Staff Auditor	3	Estero
Staff Data Scientist	1	Estero
Strategic Sourcing Specialist	1	Estero
Supervisor Express Rent	1	Estero
Support Svcs Specialist I	1	Estero
Talent Acq Coordinator	1	Estero
Talent Acq Partner	1	Estero
Talent Acq Partner	1	Estero
Tax Accountant	1	Estero
Tax Analyst Sr	1	Estero
Technical Developer	1	Estero
Travel & Exp Compliance Mgr	1	Estero
UI UX Designer	1	Estero
UI UX Designer	1	Estero
UI UX Designer	1	Estero
VP Brand Integration & Plng	1	Estero
VP Chief Compliance Officer	1	Estero
VP Global Bus Systems Mgmt	1	Estero
VP Value Added Services	1	Estero
Workers Comp Claims Analyst	1	Estero



Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification	Location
Copywriter	1	Estero
Data Integration Architect	1	Estero
Mgr Benefits Vendor Mgmt	1	Estero
Mgr Compensation	1	Estero
Mgr Product	1	Estero
Mgr Promotions & Programs	1	Estero
Sr Dir Brand Mktg Perf Mgmt	1	Estero
Sr Dir Marketing	1	Estero
Sr Dir Org Development	1	Estero
Sr Dir Franchise Strategy & Analytics	1	Estero
Sr Production Analyst	1	Estero
Sr Sales Comp Analyst	1	Estero
Staff Data Scientist	1	Estero

*Estero includes 4/20 and 5/20 layoffs.



Job Classifications of Affected Employees	Number of Affected Employee in Each Classification	Location
Assoc Talent Acq Partner	1	Tampa International Airport
Back Office Clerk	2	Tampa International Airport
Clerk	1	Tampa International Airport
Clerk Lead	1	Tampa International Airport
Counter Sales Rep	1	Tampa International Airport
Customer Care Rep	19	Tampa International Airport
Customer Care Rep Lead	2	Tampa International Airport
Damage Appraiser	2	Tampa International Airport
Dir Fleet & Logistics	1	Tampa International Airport
Dispatcher	3	Tampa International Airport
Facilities Maintenance Techn	1	Tampa International Airport
Flex Service Rep	26	Tampa International Airport
Flex Service Rep Lead	1	Tampa International Airport
Instant Return Rep	5	Tampa International Airport
Journey Mechanic	6	Tampa International Airport
Learning Specialist	1	Tampa International Airport
Maintenance Supv	4	Tampa International Airport
Mgr Corp Security	1	Tampa International Airport
Mgr Counter	2	Tampa International Airport
Mgr Exit Gate	5	Tampa International Airport
Mgr Instant Return	1	Tampa International Airport
Mgr Location Trainee	1	Tampa International Airport
Mgr Lot	2	Tampa International Airport
Mgr Site Function	1	Tampa International Airport
Production Quality Mgr	2	Tampa International Airport
Rev Mgmt Analyst	1	Tampa International Airport
Talent Acq Partner	2	Tampa International Airport
Utility Mechanic	15	Tampa International Airport
Vehicle Service Attn	60	Tampa International Airport
Clerk	2	Orlando International Airport (MCO)
Clerk Car Control	3	Orlando International Airport (MCO)
Customer Care Rep	64	Orlando International Airport (MCO)
Customer Care Rep Lead	2	Orlando International Airport (MCO)
Damage Appraiser	2	Orlando International Airport (MCO)
Exit Gate Rep	3	Orlando International Airport (MCO)



Job Classifications of Affected Employees	Number of Affected Employee in Each Classification	Location
Greeter	1	Orlando International Airport (MCO)
Group Leader Garage	4	Orlando International Airport (MCO)
Home Based Team Mentor	1	Orlando International Airport (MCO)
Home Based VRS Specialist	1	Orlando International Airport (MCO)
Instant Return Rep	11	Orlando International Airport (MCO)
Learning Specialist	1	Orlando International Airport (MCO)
Maintenance Supv	3	Orlando International Airport (MCO)
Mechanic	6	Orlando International Airport (MCO)
Mgr Car Control	1	Orlando International Airport (MCO)
Mgr Counter	3	Orlando International Airport (MCO)
Mgr Exit Gate	2	Orlando International Airport (MCO)
Mgr Location Trainee	1	Orlando International Airport (MCO)
Mgr Lot	9	Orlando International Airport (MCO)
Mgr VAS Market Sales	1	Orlando International Airport (MCO)
Production Quality Mgr	7	Orlando International Airport (MCO)
Utility Mechanic	4	Orlando International Airport (MCO)
Vehicle Service Attn	103	Orlando International Airport (MCO)
Back Office Clerk	1	Fort Lauderdale-Hollywood International Airport
Clerk	2	Fort Lauderdale-Hollywood International Airport
Combination Worker	5	Fort Lauderdale-Hollywood International Airport
Counter Sales Rep	25	Fort Lauderdale-Hollywood International Airport
Counter Sales Rep Lead	1	Fort Lauderdale-Hollywood International Airport
Customer Service Rep	3	Fort Lauderdale-Hollywood International Airport
Damage Appraiser	1	Fort Lauderdale-Hollywood International Airport
Express Agent	3	Fort Lauderdale-Hollywood International Airport
Flex Service Rep	2	Fort Lauderdale-Hollywood International Airport
Gate Attendant	2	Fort Lauderdale-Hollywood International Airport
Gold Choice CSR Lead	6	Fort Lauderdale-Hollywood International Airport
Instant Return Rep	3	Fort Lauderdale-Hollywood International Airport
Mechanic	11	Fort Lauderdale-Hollywood International Airport
Mgr Site Function	9	Fort Lauderdale-Hollywood International Airport
Parts Person	1	Fort Lauderdale-Hollywood International Airport
Production Quality Mgr	4	Fort Lauderdale-Hollywood International Airport
Vehicle Service Attn	35	Fort Lauderdale-Hollywood International Airport
VSA Non Cleaning	2	Fort Lauderdale-Hollywood International Airport
Bus Mechanic	1	Miami International Airport
Clerk	2	Miami International Airport