



AUTOMOTIVE GROUP

April 3, 2020

**Indiana Department of Workforce Development
Dislocated Worker Unit, SE311
10 North Senate Avenue
Indianapolis, IN 46204-2277**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at Bill Estes Toyota, 3232 Harper Road, Indianapolis, IN 46240. All furloughed employees will be separated on April 3, 2020. This action will affect 37 employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact us at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,

Jed Milstein

Senior Vice President and Chief Human Resources
Officer