



August 28, 2020

Ashley Gatlin  
Program Director, Rapid Response  
Department of Workforce Development  
10 N Senate Ave SE311  
Indianapolis, IN 46204

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 the following locations:

- Fort Wayne, Indiana - 2525 Ferguson Rd
- Indianapolis, Indiana - 8187 N Access Rd
- Indianapolis, Indiana - 2621 S High School Rd
- Indianapolis, Indiana - 8225 W Washington St

There are 19 employees currently affected at these employment sites (See breakdown below):

19 will have their Furlough extended indefinitely  
0 will be laid off

Location	Furlough Extension Count	Business Title
Fort Wayne, Indiana - 2525 Ferguson Rd	14	Shuttler
Indianapolis, Indiana - 8187 N Access Rd	1	Shuttler
Indianapolis, Indiana - 2621 S High School Rd	1	Shuttler
Indianapolis, Indiana - 8225 W Washington St	3	Shuttler

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.

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: 614-290-6282.

Sincerely,

Eric Baldwin  
Regional HR Business Partner