

May 8, 2020

VIA EMAIL

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
10 N Senate Ave, SE311
Indianapolis, IN 46204
Email: agatlin@dwd.in.gov

Dear Ms. Gatlin:

Because of the unforeseeable COVID-19 pandemic and its resulting economic impact to our industry and our businesses, Cox Automotive unfortunately must implement furloughs at its facility located at 11799 N College Ave., Carmel, IN 46032. Furloughs will begin on or about May 17, 2020. Right now, we don't know that any of these furloughs will be permanent, but it is possible that presently unforeseeable circumstances may cause us to revise our outlook.

Approximately 127 employees will be affected by these furloughs. Furloughed employees will remain eligible for benefits and Cox Automotive has committed to paying the employee portion of medical, dental, vision, life insurance and long-term disability benefits for those employees previously enrolled in coverage. Affected employees do not have bumping rights.

We currently anticipate that the furlough may last for a period of up to sixteen weeks. We are hopeful that the COVID-19 pandemic will improve in the very near future, that current economic conditions will change, and that we will be able to have employees return to work as soon as possible. However, as we cannot predict how long the COVID-19 situation will last, its public health impact, and its effects upon our operations and business, we cannot rule out that furloughs could be longer than initially anticipated.

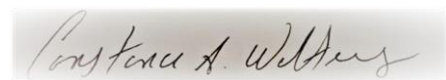
We were unable to provide this notice to you earlier because the extent of the public health impact of the COVID-19 pandemic and natural disaster/physical calamity, as well as the effects of the resulting dramatic downturn in business, were sudden, unforeseeable, and outside of our control.

This notice is being provided consistent with 20 CFR 639.7(f). To the extent that this furlough decision constitutes a covered event under the Worker Adjustment and Retraining Notification (WARN) Act, or any state or local workforce reduction laws, this letter is intended to fulfill any requirements of such laws.

If you have any additional questions or for further information, please call me at 678-645-2220.

Sincerely,

COX AUTOMOTIVE

A handwritten signature in cursive script, appearing to read "Constance A. Walters", enclosed in a light gray rectangular box.

Constance Walters
Assistant General Counsel, Employment