

April 23, 2020

Via E-Mail

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

Re: Announcement of Planned Action

Dear Ashley Gatlin:

This correspondence is being forwarded in an abundance of caution.

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” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at Enterprise Leasing Company of Indianapolis, LLC located at 703 W Edison Rd, Mishawaka, IN 46545 on temporary layoff effective March 23, 2020. This layoff was and still is expected to be temporary.

At the time these temporary layoffs were announced, the Company did not believe there was a reasonable probability that the layoffs would last more than six months; indeed, it was the Company’s belief that the layoffs would be for a relatively short duration. However, the Company has determined that while it is still unlikely, it is now reasonably foreseeable that these temporary layoffs could, at least in part, last for more than six months and may result in employment loss under applicable law. The Company has come to this determination 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 the Company’s financial condition. Therefore, the Company is providing this notice regarding the temporary layoffs out of an abundance of caution.

In light of the foregoing and given the rapid pace at which this situation has developed, the Company is providing as much notice as is possible under the circumstances. The temporary layoffs, which began on March 23, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Driver	172
Remarketing Inventory Coordinator	1

All affected employees have been notified of their layoff dates and of applicable recall rights. There are minimal 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 these furloughs. And to the extent such rights existed, those rights have been exercised.

If you have any questions or want additional information concerning this matter, please contact Jennifer Lawatsch, Group Human Resources Manager at 317-757-7103.

Sincerely,

A handwritten signature in black ink that reads "Jennifer Lawatsch". The signature is written in a cursive style with a large, stylized initial "J".

Jennifer Lawatsch