



Avis  
Budget  
Zipcar  
Payless  
Apex

04/01/2020

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Dear Officials,

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries (“Company”) is conducting terminations and furloughs of employees who work at 10482 Natural Bridge Rd St. Louis, MO 63134 and 12000 Missouri Bottom Rd., Hazelwood, MO 63042.

There are 163 employees currently affected at this employment site. The first employment action at this site will be, or has been implemented on 3/02/2020. Furloughs will continue indefinitely, but are intended to be temporary and last less than six months. Terminations will be permanent.

Job Title	Number of Incumbents	Date of Commencement of Lay-Off and/or Reduced Hours
Agent Combination	6	3/26/2020
Agent Service	38	3/16/2020
Assistant Administrative II	1	3/02/2020
Associate Rental Sales	20	3/12/2020
Driver Bus	17	3/03/2020
Grand Master Craft Lead	5	4/11/2020
Shuttler	39	3/23/2020
Line Management	2	4/04/2020
Mechanic Bus	1	4/11/2020
Operations Manager	1	3/27/2020
Operations Support Manager	1	3/28/2020
Partsperson	1	4/11/2020
Representative Customer Service	23	3/13/2020
Supervisor	1	4/11/2020
Dispatcher	7	3/20/2020

We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

We also have given or are giving appropriate notice to the affected workers and any unions. Those notices include information about how to contact the State Unemployment Insurance office.