

**June 30, 2020**

**E-Mail**

Lisa Marshall  
Missouri Department of Higher Education & Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Lisa:

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, EAN Services, LLC (“Enterprise”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, 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 Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Services, LLC - St. Louis Contact Center located at 8421 St. John Industrial Drive in St. Louis, MO. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Title of Positions Impacted</b>	<b>Number of Affected people in each job classification</b>
	1

There will not be any 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 this mass layoff.

June 22, 2020  
Via E-Mail

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Marshall,

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”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, 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 Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Holdings, LLC located at 8421 St. John Industrial Drive, St. Louis, MO 63114. The expected date of this layoff is June 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Title of Impacted Employee</b>	<b>Number of impacted employee(s)</b>
Account Coordinator	1

There will not be any 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 this mass layoff.

8421 St. John Industrial Drive  
St. Louis, MO 63114  
Enterpriseholdings.com

April 27, 2020  
Via E-Mail

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Marshall,

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”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, 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 Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise’s business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Services, LLC located at 8421 St. John Industrial Drive, St. Louis, MO 63114. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Accounting Coordinator	10
Account Coordinator	17
Staff Accountant	1
Cash Receipting Supervisor	1
Billing Coordinator	6

There will not be any 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 this mass layoff.

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April 27, 2020  
Via E-Mail

Lisa Marshall  
Missouri Department of Higher Education and Workforce Development  
P.O. Box 1087  
Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Marshall,

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”) experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise’s belief the downturn would last approximately one month. However, 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 Enterprise’s financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

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Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Holdings, LLC located at 8421 St. John Industrial Drive, St. Louis, MO 63114. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Accounts Payable Coordinator	1
CS SS Coordinator	8
Staff Accountant	4
CS SS Representative	7
File Assistant	1
Trade Coordinator	1

There will not be any 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 this mass layoff.

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