

June 24, 2020

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

Dr. Sam Page,
St. Louis County Executive
41 South Central Ave
Clayton, MO 63105

Re: Announcement of Action

Dear Ms. Marshall and Dr. Page:

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 Lakeside, located at 2281 Ball Drive, Maryland Heights, Missouri. 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:

Job Title	Count
IT Engineer 2 (Software)	1
IT Enterprise Eng (Systems)	1
IT Manager (Core IT)	1
IT Project Manager	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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St. Louis County Executive
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Re: Announcement of Action

Dear Ms. Marshall and Dr. Page:

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 Building 3, located at 500 Corporate Park Drive in St. Louis, Missouri. 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:

Job Title	Count
IT Business Analyst Senior	2
IT Engineer 1 (Systems)	1
IT Engineer 3 (Systems)	2
IT Manager Senior (Core IT)	2
IT Product Manager	1
IT Project Manager	1
IT Project Manager Senior	1
IT Software Analyst Lead	1
IT Test Engineer Lead	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 24, 2020

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

Steve Ehlmann
St. Charles County Executive
100 N. Third St.
St. Charles, MO 63301

Re: Announcement of Action

Dear Ms. Marshall and Mr. Ehlmann:

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 Weldon Building 2, located at 620 Technology Drive, Weldon Spring, Missouri. 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:

Job Title	Count
IT Architect Lead	1
IT Engineer 1 (Software)	1
IT Engineer 2 (Software)	1
IT Manager Senior (Core IT)	2
IT Project Manager	1
IT AVP	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.