

April 28, 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. Lisa 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 National and Alamo Rent A Car, located at 1 Nassau Circle in Kansas City, Missouri. 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:

Job Titles of Positions Affected	Number of Affected Employees in Each
Administrative Assistant	1
Assistant Branch Rental Manager	1
Customer Service Agent (Field)	1
Driver	11
Exit Booth Agent (Field)	5
Exit Booth Agent Lead (Field)	1
Greeter (Field)	2
Rental Agent	5
Rental Agent Lead	1
Return Agent (Field)	5
Service Agent	15
Service Agent Lead	2

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.

Enterprise Leasing Company of KS, LLC
5359 Merriam Drive
Merriam, KS 66203

enterpriseholdings.com

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Lisa Marshall
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Jefferson City, MO 65102

Re: Announcement of Planned Action

Dear Ms. Lisa Marshall:

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 National Rent A Car and Alamo Rent A Car, located at 1 Nassau Circle in Kansas City, Missouri on temporary layoff effective March 19, 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 19, 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	16
Driver Lead	2
Exit Booth Agent (Field)	3
Greeter (Field)	1
Return Agent (Field)	4

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.

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