

ASBURY

AUTOMOTIVE GROUP

May 1, 2020

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

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at **Plaza Mercedes-Benz/Smart 11910 Olive Boulevard Creve Coeur, MO 63141**. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect **28** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

ASBURY

AUTOMOTIVE GROUP

April 3, 2020

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

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough employees at its facility located at **Plaza Mercedes-Benz/Smart 11910 Olive Boulevard Creve Coeur, MO 63141**. All furloughed employees will be separated on April 3, 2020. This action will affect **26** employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.