

VIA: CERTIFIED MAIL/ RETURN RECEIPT REQUESTED

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102

March 24, 2020

Re: WARN Notice – Mass Layoff in light of COVID-19

Dear WARN Coordinator:

As required by the Worker Adjustment and Retraining Notification (“WARN”) Act, this letter provides you with the following information regarding a mass layoff of employees of PLE Enterprises, Inc. d/b/a Rolling Hills Auto Plaza (the “Company”):

- 1) **Timing of Layoffs.** The layoffs began on March 23, 2020. We anticipate further layoffs will be required, depending on the pandemic.
- 2) **Employment Site.** The names and addresses of the employment sites where the mass layoffs will occur are as follows:

Rolling Hills Nissan
3801 Sherman Ave.
St. Joseph, MO 64508

Rolling Hills Honda
1617 Cross St b
St. Joseph, MO 64506

Rolling Hills Toyota
1617 Cross St a
St. Joseph, MO 64506

- 4) **Layoff Is Temporary.** The mass layoff by the Company is temporary.
- 5) **Positions Affected.** The job titles of the positions affected and the number of affected employees in each job classification are listed in the attached Appendix A.
- 6) **No Bumping Rights.** No contractual bumping rights exist with the Company employees.
- 7) **No Union Representation.** No union represents any of the affected employees.
- 8) **Timing of Notice.** The Company is supplying this WARN notice to you as soon as administratively practicable. The timing of this notice is less than 60 days prior to the mass layoff because of the unforeseeable circumstance of the COVID-19 and its rapid and unprecedented spread through our country (and world, for that matter).

