

ENTERPRISE HOLDINGS



April 23, 2020
Via Mail

Adult & Dislocated Worker Section
201 East Washington Avenue
Madison, WI 53707

RECEIVED
APR 29 2020
BY:

S17W22650 Lincoln Ave.
Waukesha, WI 53187
enterpriseholdings.com

Re: Announcement of Action

Dear Adult & Dislocated Worker Section,

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 Enterprise Rent-A-Car Company of Wisconsin, LLC located at S17W22650 LINCOLN AVE, WAUKESHA, WI 53186 on temporary layoff effective March 23, 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 23, 2020 (or within 14 days of that date), affected the following numbers of employees with the following job titles:

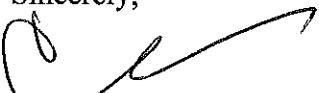
Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Administrative Assistant	1
Commute Sales Executive	1
Driver	110
General Office	1
Lot Attendant	4
Vehicle Delivery Technician	2

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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.

If you have any questions or want additional information concerning this matter, please contact Carrie Adams, Group HR Manager, at 262-544-8330 ext. 246.

Sincerely,



Carrie Adams, Group HR Manager
Enterprise Rent-A-Car Company of
Wisconsin, LLC.

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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 Enterprise Rent-A-Car Company of Wisconsin, LLC. Located S17W22650 LINCOLN AVE, WAUKESHA, WI 53186. 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 Job Classification
Administrative Representative (Field)	3
Business Rental Sales Executive	1
Executive Assistant	1
General Office	1
Generalist	1
Human Resources Coordinator	1
License and Title Clerk (Field)	1
Lot Attendant	2

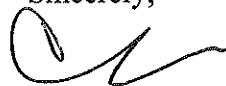
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Receptionist	1	BY:
Remarketing Account Manager (Rental)	3	
Remarketing Logistics Coordinator	1	
Remarketing Manager (Auction)	1	
Replacement Rental Rep Senior	2	
Risk Management Coordinator	1	
Staff Accountant (Field)	3	
Talent Development Specialist	1	
Vehicle Acquisition Manager (Field)	1	
Vehicle Delivery Technician	1	
Vehicle Repair Supervisor	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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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 Enterprise Rent-A-Car Company of Wisconsin, LLC. Located 561 W COLLEGE AVE, OAK CREEK, WI 53154. 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 Job Classification
Vehicle Acquisition Supervisor (Field)	1
Vehicle Delivery Technician	1
Driver	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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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 23, 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	62
Lead Driver	3
Lot Attendant	2
Service Agent	4
Vehicle Delivery Technician	1

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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.

If you have any questions or want additional information concerning this matter, please contact Carrie Adams, Group HR Manager, at 262-544-8330 ext. 246.

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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.

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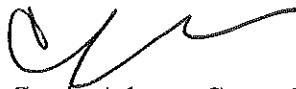
Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Administrative Representative (Field)	2
Customer Assistance Representative Senior	1
Driver	24
Exit Booth Agent (Field)	3
Service Agent	19

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Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at Enterprise Rent-A-Car Company of Wisconsin, LLC. Located at 5300 SOUTH HOWELL AVENUE, MILWAUKEE, WI 53207. 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 Job Classification
Maintenance Technician (Field)	3
Service Center Supervisor (Field)	1
Service Agent	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.

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