



Avis
Budget
Zipcar
Payless
Apex

04/10/2020

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Mayor Rosalynn Bliss
300 Monroe Avenue NW,
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Via email: mayor@grcity.us

Mandy Bolter
Board of Commissioners Chair
2097 Steketee Woods Lane
Grand Rapids, MI 49546
Via email: mandy.bolter@kentcountymi.gov

Dear Officials,

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries (“Company”) is conducting terminations and furloughs of employees who work at 4560 Pederson Ct SE Grand Rapids, MI 49512.

There are 28 employees currently affected at this employment site. The first employment action at this site will be, or has been implemented on 3/17/2020. Furloughs will continue indefinitely, but are intended to be temporary and last less than six months. Terminations will be permanent.

Job Title	Number of Incumbents	Date of Commencement of Lay-Off and/or Reduced Hours
Agent Return	6	3/17/2020
Agent Service	10	3/20/2020
Associate Rental Sales	8	3/17/2020
Representative Customer Service	1	4/6/2020
Technician	2	3/24/2020
Manager	1	3/24/2020

We are taking these employment actions because of COVID-19-related business circumstances that were not reasonably foreseeable. We would like to have given more notice of this action, but were unable to do so because of how quickly our operations were affected by the COVID-19 pandemic, the World Health Organization's pandemic declaration on March 11th, the President's declaration of a national emergency on March 13th, and other related governmental announcements and actions.

We also have given or are giving appropriate notice to the affected workers and any unions. Those notices include information about how to contact the State Unemployment Insurance office.

Should you wish further information, please contact me at the following phone number: (214) 298-3296.

Sincerely,

Pamela Perry

Pamela Perry
Senior Human Resources Director