



11375 S Middlebelt  
 Romulus, MI 48174  
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 734.531.0074 f  
 enterpriseholdings.com

April 22, 2020

Brian Marcotte  
 201 N Washington Sq 5<sup>th</sup> Floor  
 Lansing, MI 48913

Re: Notice of Action

Dear Mr. Marcotte,

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, the Company experienced a dramatic downturn in business resulting in the decision to place many employees at National and Alamo Rental Car Facilities at the Detroit Metro Airport, 338 Lucas Drive, Romulus, MI 48174, on temporary layoff effective April 11, 2020 and April 18, 2020.

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 layoffs could, at least in part, last for more than six months and may result in an 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 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 layoffs which began on April 11, 2020 and April 18, 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
Service Agent	45
DOT Bus Driver 16+ passenger	24
Rental Agent	14
Outside Customer Service	16
Mechanics	10
Customer Service Greeter	5



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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 layoffs. And to the extent such rights existed, those rights have been exercised. Some affected employees are represented by Teamsters Local No. 299, Kevin Moore 2741 Trumbull Avenue Detroit, MI 48216.

If you have any questions or want additional information concerning this matter, please contact Sara MacKool, Human Resources Generalist Manager, 734-784-2113

Sincerely, Sara MacKool  
Sara MacKool