

April 29, 2020

Brian Marcotte  
 WIOA Dislocated Services Section Manager  
 Workforce Development – Targeted Services Division  
 201 N. Washington Sq 5<sup>th</sup> Floor  
 Lansing, MI 48913



MICHIGAN GROUP HEADQUARTERS  
 29301 Grand River Ave  
 Farmington Hills, MI 48336  
 248-426-1400  
 enterpriseholdings.com



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 the Enterprise Michigan Group Administrative Offices at 29301 Grand River Ave, Farmington Hills, MI 48336, on a permanent layoff effective April 30, 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 COVIS-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 30, 2020 (or within 14 days of that date) affected the following numbers of employees with the following job titles:


Job Titles of Position Affected	Number of Affected Employees in Each Job Classification	Job Titles of Position Affected	Number of Affected Employees in Each Job Classification
Accounting Clerk	1	Remarketing Inventory Coordinator	3
Accounting Coordinator	1	Replacement Rental Rep Sr.	5
Commute Account Executive	1	Replacement Rental Representative	3
Facilities Coordinator	1	Replacement Rental Supervisor	3
Fleet Logistics Supervisor	1	Talent Acquisition Specialist	1
Human Resources Coordinator	1	Vehicle Acquisition Coordinator	2
License and Title Clerk	2	Vehicle Delivery Technician	3
Maintenance Technician	1	Vehicle Repair Coordinator Sr.	1
Remarketing Account Manager	2		

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All affected employees have been notified of their layoff dates. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure. There is no union representing affected employees.

If you have any questions or want additional information concerning this matter, please contact Robert McRae, Group Human Resources Manager, at (248) 426-1942.

Sincerely,



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Robert McRae, SHRM-SCP

Enterprise Leasing Company of Detroit, LLC