



August 28, 2020

Brian Marcotte  
WIOA Dislocated Services Section Manager  
Workforce Development - Targeted Services Division  
201 N Washington Sq.  
5th Floor  
Lansing, MI 48913  
517-241-2475

And

Office of Governor Gretchen Whitmer  
P.O. Box 30013  
Lansing, Michigan 48909

To Whom It may Concern:

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries (“Company”) will be extending the furlough period or implementing permanent layoffs for employees who work at:

- Detroit Metro Airport – 285 Lucas Drive, Romulus MI
- Flint/Bishop Airport – 3425 W. Bristol Road, Flint, MI 48507
- Freeland MBS Airport – 9200 Garfield Road, Freeland, MI 48623
- Grand Rapids/Gerald R. Ford Airport – 4560 Pederson Court, Grand Rapids, MI 49512
- Livonia – 34500 Plymouth Road, Livonia, MI 48150
- Kalamazoo/Battle Creek Airport – 5235 Portage Road, Kalamazoo, MI 49002
- Cherry Capital Airport/Traverse City – 727 Fly Don’t Drive, Traverse City, MI 49686

There are 51 employees currently affected at this employment site:  
51 employees will have their Furlough extended indefinitely

Location	Position Title	Extended Furlough	Layoff
Detroit, MI	Administrative Assistant (1) Sales Coordinator (1) Manager, Accounts (1) Manager, Sales Performance (1) Manager, Local Market (1)	5	0
Flint, MI	Shuttler	4	0

Freeland, MI	Shuttler	13	0
Grand Rapids, MI	Shuttler (18) Territory Performance Manager (1)	19	0
Livonia, MI	Technician (5) Manager, Maintenance (1)	6	0
Kalamazoo, MI	Shuttler	2	0
Traverse City, MI	Shuttler	2	0

Due to the COVID-19 pandemic, these employees were placed on a partial or full furlough in or around April-June 2020. At that time, the Company fully expected these furloughs to last less than six (6) months. Unfortunately, the financial hardship on the Company caused by the pandemic has not improved to the degree we had hoped by this time. Therefore, the Company has made the difficult decision to extend furloughs for some employees and implement layoffs for others at this work location. Furloughs will continue for until further notice. Layoffs will be permanent.

The continued economic hardship resulting from the COVID-19 pandemic and the negative impact of recently issued Travel Advisories on our car rental business were not reasonably foreseeable earlier, preventing us from making this decision and providing you with this notice sooner. Therefore, we are providing you with this notice as soon as was practicable.

There are not bumping rights at this location. The effected employees are not represented by a union.

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

I attest to the truthfulness of the contents of this letter as of this date. Should you wish further information, please contact me at the following phone number: (734)747-2954

Sincerely,

*Lundon Henderson*

Lundon Henderson  
Human Resources Business Partner