

April 24, 2020
 Via US Mail

West Virginia Dislocated Worker Unit
 Attn: Bunny Harper
 1900 Kanawha Boulevard East
 Building 3, Suite 300
 Charleston, WV 25305

RECEIVED

APR 29 2020

**WorkForce West Virginia
 TAA/NDWG Unit**

Re: Announcement of Planned Action

Dear Bunny Harper:

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 the EAN Holdings, LLC facility, located at 320 1st Street North, St. Albans, WV 25177 on temporary layoff effective March 24, 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 |
|----------------------------------|---|
| Driver | 48 |

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 Michele Rippe, Group HR Generalist Manager, at 304-720-6890 ext 121.

Sincerely,

 Michele D. Rippe