

April 24, 2020
Via US Mail

ENTERPRISE HOLDINGS

148 Carrier Way Suite H
Scott Depot, WV 25560
enterpriseholdings.com

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

RECEIVED

APR 29 2020

Re: Announcement of Planned Action

WorkForce West Virginia
TAA/NDWG Unit

Dear Bunny Harper:

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") experienced a dramatic downturn in business. Enterprise did not believe there was a reasonable probability the downturn would last more than six months; indeed, it was Enterprise's belief the downturn would last approximately one month. However, 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 Enterprise's financial condition, Enterprise has realized that additional action is necessary. Such additional action includes permanent terminations of employees, including of some employees who had previously been placed on temporary layoff.

Enterprise was unable to provide more notice of this action because these circumstances were not reasonably foreseeable until recently when the full impact of COVID-19 on Enterprise's business became clear as set out in detail above. We are providing as much notice as is practicable under the circumstances and given the rapid pace at which this situation has developed.

Given these unforeseeable circumstances, we are writing to inform you that a mass layoff will occur at EAN Holdings, LLC facility, located at 320 1st Street North, St. Albans, WV 25177. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this mass layoff is expected to be permanent.

The following is a list of the job positions and number of individuals who will be affected by the mass layoff:

Job Titles of Positions Affected	Number of Affected Employees in Each Job Classification
Remarketing Logistics Coordinator	1
Vehicle Delivery Technician	2

There will not be any 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 this mass layoff.

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