



June 24, 2020

Via Email with Read Receipt and First-Class Mail

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Jesse J. Nehez
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Re: Announcement of Planned Action

Dear Recipients:

I am writing on behalf of ADESA Ohio, LLC (“ADESA”) and Automotive Finance Corporation (“AFC”) (collectively, “Company”) to give you notice that there will be a layoff at the ADESA/AFC Cleveland facility, where ADESA and AFC are co-located at 210 E Twinsburg Rd, Northfield, Ohio 44067, on August 1, 2020. This layoff is expected to be permanent.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. There is no anticipated schedule for job losses subsequent to the August 1, 2020 layoff. There will not be bumping rights for the affected employees.

We are taking this action because of COVID-19 related business circumstances that were not reasonably foreseeable. We did not foresee how significantly and for how long a time the epidemic and related governmental lockdown orders would impact our business. Nor did we foresee that these events would gravely impact our business not merely for a short period, but now for the foreseeable future. We are notifying you of this decision as soon as it was practicable to do so, taking into account the great difficulties we face in projecting staffing needs under these unprecedented circumstances. We would like to have given you more notice of this action but were unable to do so due to these circumstances caused by the novel coronavirus epidemic national disaster and national emergency.

A federal law called the Worker Adjustment Retraining and Notification Act, or WARN, requires certain employers to give advance notice of certain reductions in force. Although it is not clear whether these

reductions in force trigger the requirements of WARN, we thought it appropriate to provide this advance notice to you.

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

Job Title	Number of Affected Individuals
Clerk	1
Clerk Block Daily	3
Clerk Title	1
Driver, Lot	1
Driver, Transport	16
Driver, Transport-Lead Van	2
Lot Asst	2
Transp Mgr	1
Fleet Lease Mgr	1

If you have any questions or want additional information concerning this matter, please contact Marty Nowlin, Senior VP Human Resources, at (317) 843-3167.