



August 28, 2020

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave  
Columbus, OH 43219

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 the following locations:

- Cleveland, Ohio - 18923 Maplewood Ave
- Cleveland, Ohio - 19601 Maplewood Ave
- Columbus, Ohio - 3801 International Gtwy
- Lewis Center, Ohio - 2387 Charoe St
- Macedonia, Ohio - 766 Hollow Wood Dr
- North Canton, Ohio - 5400 Lauby Rd
- Swanton, Ohio - 11013 Airport Hwy
- Vandalia, Ohio - 3300 Valet Rd

There are 101 employees currently affected at these employment sites (See breakdown below):

101 will have their Furlough extended indefinitely

0 will be laid off

Location	Furlough Extension Count	Business Title	Effective Date
Cleveland, Ohio - 18923 Maplewood Ave	2	Shuttler	04/04/2020
Cleveland, Ohio - 19601 Maplewood Ave	42	Shuttler	04/04/2020
Columbus, Ohio - 3801 International Gtwy	20	Shuttler	04/04/2020
Lewis Center, Ohio - 2387 Charoe St	1	Account Manager	04/15/2020
Macedonia, Ohio - 766 Hollow Wood Dr	1	Specialist Bus Activation	04/15/2020
North Canton, Ohio - 5400 Lauby Rd	6	Shuttler	04/04/2020
Swanton, Ohio - 11013 Airport Hwy	3	Shuttler	04/04/2020
Vandalia, Ohio - 3300 Valet Rd	26	Shuttler	04/04/2020

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 : 614-290-6282.

Sincerely,

Eric Baldwin  
Regional HR Business Partner