

DEPT. OF LABOR AND
INDUSTRIAL RELATIONS
DIRECTOR'S OFFICE

ENTERPRISE HOLDINGS.

April 24, 2020

2020 APR 27 PM 1:33

Via Mail

Mr. Scott Murakami, Director
State Department of Labor and Industrial Relations
830 Punchbowl Street, Room 321
Honolulu, HI 96813



Hawaii Group Headquarters
820 Milliani St. 8th Floor
Honolulu, HI 96813
855.819.5267 f
enterpriseholdings.com

The Honorable Michael P. Victorino
Mayor, County of Maui
Office of the Mayor
200 S. High St.
Kalana O Maui Bldg., 9th Floor
Wailuku, HI 96793

Re: Announcement of Action

Dear Mr. Murakami and Mayor Victorino:

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 some employees who had previously been placed on temporary layoff. While Enterprise does not believe the planned terminations will constitute a "mass layoff" under the Worker Adjustment and Retraining Notification Act, Enterprise is providing this notice out of an abundance of caution.

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 layoff will occur at its Kahului facility, located at 101 Airport Access Road in Kahului, Hawaii. The expected date of this layoff is April 30, 2020, or within 14 days commencing on that date. At this time, this layoff is expected to be permanent.

The Company anticipates the layoff will affect 68 of the 215 employees at the facility. Specifically, 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
Branch Rental Manager	1
Customer Assistance Representative Sr.	5
Customer Service Agent	2
Custodian	1
Driver	12
Driver Lead	2
Emerald Club Service Specialist	4
Exit Booth Agent	5
Greeter	2
Rental Agent	8
Return Agent	2
Service Agent	18
Service Agent Lead	1
Station Manager	5

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 Margarete R. Hester, Group Human Resources Manager for Hawaii, at (808) 543-1523.

Sincerely,



Margarete R. Hester

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820 Milliani Street 8th Floor
Honolulu, HI 96813

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