

April 20, 2020

Via Fed Ex, E-Mail and Facsimile

Mr. Wesley Reed
Statewide Rapid Response Coordinator
Nevada Dept of Employment, Training and Rehabilitation
500 E 3rd St
Carson City, NV 89713

Mayor Carolyn G. Goodman
Las Vegas City Hall
495 S. Main St
Las Vegas, NV 89101

Re: Notice of Action

Dear Mr. Reed and Mayor Goodman:

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, the Company experienced a dramatic downturn in business resulting in the decision to place many employees at 6855 Bermuda Road, Las Vegas, NV 89119, 88 E Warm Springs Road, Las Vegas, NV 89119, and 7135 Gillespie Road, Las Vegas, NV 89119 on temporary layoff effective March 21, 2020.

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 layoffs could, at least in part, last for more than six months and may result in an 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 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 layoffs which began on March 21, 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
Parts Clerk	1
Customer Service Agents	3
Automotive Technicians	2
Maintenance Technicians	12
Drivers	48
Exit Booth Agents	15
Greeters	5
Service Agents	82
Kiosk Agents	6
Rental Agents	20
Return Agents	7

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 layoffs. And to the extent such rights existed, those rights have been exercised. Some affected employees are represented by Teamsters Local Union No. 986 and President Sean P. Harren at 1430 E Holt Avenue, Covina, CA 91725.

If you have any questions or want additional information concerning this matter, please contact Ryan Dolan, HR Generalist Manager, at 702-897-3353.

Sincerely,

Ryan Dolan

