



April 24, 2020

**VIA EMAIL:** ( [wrreed@detr.nv.gov](mailto:wrreed@detr.nv.gov) )

Wesley Reed  
Rapid Response Coordinator  
500 East 3<sup>rd</sup> Street  
Carson City, NV 89713

**RE: The Hertz Corporation: Federal WARN Notice to State Dislocated Workers Unit**

Dear Mr. Reed:

The COVID-19 public health crisis continues to have a profound and sustained adverse impact on the global economy in general and the rental car industry specifically. The rapid and drastic decline in travel volumes due to COVID-19, have caused car rental bookings to fall off dramatically, causing unforeseen business circumstances that were not reasonably foreseeable at the time that notice may have been required under the federal Worker Adjustment Retraining Notification Act, 29 U.S.C. §§2101-09 (the WARN Act) and/or any applicable state law.

Please accept this letter as The Hertz Corporation's WARN notice, to the extent one is necessary:

**1. Location(s) where layoffs will occur:**

The employment site where the mass layoff will occur is the Company's facility located at:

McCarran/Las Vegas International Airport  
5757 Wayne Newton Blvd,  
Las Vegas, NV 89 111

**2. Contact Information:** The Company representative to contact for further information and who shall serve as the Company's liaison with for purpose of providing rapid response services to affected employees is:

Karen Gittleman  
8501 Williams Road  
Estero, FL 33928  
Tel: (239) 301-7018  
Email: [KGittleman@hertz.com](mailto:KGittleman@hertz.com)

**3. Affected employees:** Enclosed is a list of job titles of positions to be affected, and the number of affected employees in each job classification.



4. **Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on April 14, 2020, and affected non-union employees are scheduled to be permanently laid off from the Company between April 14, 2020 and April 20, 2020.

Recall rights are specified in the applicable collective bargaining agreement (CBA) covering those employees. If we are unable to recall union employees prior to the expiration of the applicable CBA recall period, then these layoffs will be permanent.

5. **Bumping Rights:** Affected employees represented by a union may have bumping rights under their respective Collective Bargaining Agreements. Where an employee has bumping rights, it is noted below. Affected employees not represented by a union do not have bumping rights.

The CBA  does  does not contains bumping rights

The following job classifications have bumping rights:

- Customer Service Representative/Rental Representative
- Flex Service Representative
- Gold Choice/Greeter/Platinum Representative
- Instant Return Representative
- Mechanic
- Vehicle Service Attendant
- Transporter/Hiker
- Utility
- Courtesy Bus Drivers

6. **Bargaining Representatives:** Affected employees covered by a Collective Bargaining Agreement are represented by the below Union(s); the Union's business representative is also listed below:

Roman Delgado,  
Business Representative  
IBT, Local 986  
300 Shadow Lane  
Las Vegas, Nevada 89106

The Union has been notified of the affected employees' layoff dates. All affected employees have also been individually notified of their scheduled layoff dates. Notice has also been sent to the appropriate local elected official.



If there is any additional information I can provide, please do not hesitate to contact me.

Regards,

A handwritten signature in blue ink, consisting of several overlapping loops and a final downward stroke, appearing to read "RJW".

**Randall J. White**  
Vice President & Associate General Counsel  
Labor & Employment

Enclosure

<b>Job Classifications of Affected Employees</b>	<b>Number of Affected Employee in Each Classification</b>
Counter Sales Rep	31
Counter Sales Rep Lead	1
Customer Service Director	1
Express Agent	3
Gate Attendant	7
Gold Choice CSR	1
Gold Choice CSR Lead	13
Group Leader Garage	4
Instant Return Rep	15
Journey Mechanic	2
Learning Specialist	1
Maintenance Supv	2
Mechanic	6
Mgr Area Administrative	1
Mgr Damage Appraisal	2
Mgr Distribution	1
Mgr Site Function	1
Mgr Site Function Cust Service	12
Mgr Site Function Operations	4
Office Clerk	2
Remarketing Rep	1
Utility Mechanic	12
Vehicle Service Attn	56
VSA Not Cleaning	4