



May 21, 2020

VIA OVERNIGHT MAIL

Josh Asher
Rapid Response Coordinator
Oregon Dislocated Worker Unit
Oregon HECC – Office of Workforce Investments
875 Union Street NE, 3rd Fl.
Salem, OR 97311

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

Dear Mr. Asher:

By letter dated April 24, 2020, we provided notice of layoffs pursuant to WARN. These layoffs were directly related to the COVID-19 public health crisis. Unfortunately, due to the ongoing crisis and its continuing devastating impact on the rental car industry, it has become necessary to conduct another round of layoffs. These layoffs are the result of 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 amended 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: Portland International Airport 9445 NE Airport Way, Portland, OR 97218

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

The Hertz Corporation
8501 Williams Road
Estero, FL 33928



- Affected employees:** Enclosed is a list of job titles of positions to be affected, and the number of affected employees in each job classification. Also included for reference, is the list of the April 2020 layoffs that was previously provided.
- Expected Date and Duration of Layoff:** The mass layoff is scheduled to commence on May 20, 2020, and affected non-union employees are scheduled to be permanently laid off from the Company.

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.

- 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

- 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:

Anthony Andrews
Secretary – Treasurer
IBT, Local 305
1870 N.E. 162nd Avenue
Portland, OR 97230-5642



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.

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

Enclosure

Job Classifications of Affected Employees	Number of Affected Employee in Each Classification
Back Office Clerk	1
Cashier	2
Clerk	2
Counter Sales Rep	10
Gold Choice CSR	9
Group Leader Garage	1
Instant Return Rep	4
Instant Return Rep Lead	1
Lot Attendant	1
Mechanic	4
Mgr Site Function	4
Tire Worker	2
Vehicle Service Attn	24
VSA Non Cleaning	2

Job Classifications of Affected Employees 5.20	Number of Affected Employee in Each Classification
Clerk	1
Counter Sales Rep	2
Courtesy Bus Driver	2
General Manager III	1
Gold Choice CSR Lead	2
Group Leader Garage	1
Group Leader Mechanics	1
Mgr Damage Appraisal	1
Mgr Site Function	1
Vehicle Service Attn	4
VSA Non Cleaning	1