



**April 24, 2020**  
**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

2020 APR 28 AM 11:36  
 DEPT. OF LABOR AND  
 INDUSTRIAL RELATIONS  
 DIRECTOR'S OFFICE

Re: Announcement of Action

Dear Mr. Murakami and Mayor Victorino:

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, Enterprise Holdings (“Enterprise” or the “Company”) experienced a dramatic downturn in business resulting in the decision to place many employees at its Kahului facility, located at 101 Airport Access Road in Kahului, Hawaii on temporary layoff effective March 23, 2020. This layoff was and still is expected to be temporary.

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 temporary layoffs could, at least in part, last for more than six months and may result in 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 temporary 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 temporary layoffs, which began on March 23, 2020 (or within 14 days of that date), affected 79 of the 215

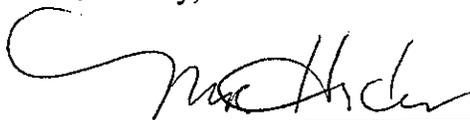
employees at the facility. Specifically, the temporary layoff affected the following numbers of employees with the following job titles:

<b>Job Titles of Positions Affected</b>	<b>Number of Affected Employees in Each Job Classification</b>
Customer Assistance Representative Sr.	10
Driver	31
Emerald Club Service Specialist	1
Exit Booth Agent	5
Greeter	4
Return Agent	6
Service Agent	22

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 furloughs. And to the extent such rights existed, those rights have been exercised.

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

ENTERPRISE HOLDINGS.

820 Milliani Street 8th Floor  
Honolulu, HI 96813

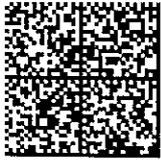
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DIRECTOR'S OFFICE

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830 Punchbowl Street, Room 321  
Honolulu, HI 96813

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