



AUTOMOTIVE GROUP

May 1, 2020

**Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Ave
Indianapolis, IN 46204-2277**

Dear Sir or Madam:

This is to notify you pursuant to the Worker Adjustment Retraining and Notification Act (WARN), 29 U.S.C. § 2101, that Asbury Automotive Group, Inc. will furlough additional employees at its facility located at Bill Estes Toyota, 3232 Harper Rd, Indianapolis, IN 46268. Initially, the Company notified you that it furloughed employees on April 3, 2020. The Company will furlough additional employees effective May 1, 2020. This action will affect 7 employees at that time. Our present expectation is that the furlough will be temporary. Because we do not have a seniority policy, there are no seniority or bumping rights.

As you know, the COVID-19 virus recently reached pandemic proportions and the federal government and many states have declared a state of emergency. These sudden and unexpected circumstances adversely affected our business operations and, unfortunately, prevented us from providing notice sooner.

All of the information required by 20 CFR § 639.7(e) is available on site for your review.

For further information, you may contact me at AsburyHR@asburyauto.com or (770) 418-8309.

Sincerely,

Jed Milstein

Senior Vice President and Chief Human Officer