



An Independent Licensee of National Car Rental & Alamo Rent A Car
7111 WEST WASHINGTON STREET
INDIANAPOLIS, IN 46241

June 25, 2010

We would like to make the following announcement to all Arelco employees:

The Stockholders of Arelco, Inc. have agreed to sell substantially all the assets of Arelco's Rental Division and Retail Sales Division to the Taylor Family of St. Louis, owners of Enterprise Holdings – operators of the Alamo Rent A Car, Enterprise Rent-A-Car and National Car Rental brands through its regional subsidiaries. The sale is effective 12:01 AM Central, August 1, 2010. Although Arelco will no longer be involved in these businesses, Enterprise Holdings plans to continue to operate these divisions in substantially the same form after this sale occurs.

After July 31, 2010, your employment with Arelco will end. Prior to August 1, 2010, all Rental Location Employees will be offered the opportunity to become an employee under new ownership in a similar role as you currently hold (subject to background checks and, for managerial positions, drug tests) for employment to begin on August 1, 2010. More information regarding the process of transitioning to new ownership will be forthcoming.

Through Taylor Family ownership, the Enterprise, National and Alamo network includes more than 7,000 neighbourhood-based and airport car rental locations. Together, the brands collectively lead the car rental industry with more than a third of all airport business in the U.S. and Canada.

Kim Smith will begin a new role as the Airport Market Manager for the Indianapolis Airport overseeing the Alamo, Enterprise and National brands. Kim will also play an integral part in the transition of our operations to new ownership. It is everyone's desire to make this transition as smooth as possible for all involved.

No doubt, you have many questions as to what happens July 31st and beyond. A 'frequently asked questions' (FAQ) document is included with this announcement to help answer some those questions. This information is also available at www.arelconet.com.

We want to take this opportunity to thank all of you for the outstanding work you have done for us over these many years. Arelco has been recognized time and time again for our customer service and integrity. We recognize that our company's success has come directly from the dedication, and hard work of people like you. On behalf of outgoing owners and directors of Arelco, we wish you the best in all your future endeavors.

ARELCO, INC.

Dave Pilcher
Ex Vice President
Sales & Administration

Rod Smith
President

Kim Smith
Executive Vice President
Rental Operations

Frequently Asked Questions

What is Enterprise Holdings?

Enterprise Holdings, through its regional subsidiaries, is North America's largest and most comprehensive service provider in the car rental industry, operating the Alamo Rent A Car, Enterprise Rent-A-Car and National Car Rental brands. Other affiliated business lines include Enterprise Fleet Management, Enterprise Commercial Trucks, Enterprise Car Sales, Enterprise Rideshare vanpooling and WeCar car sharing.

When does this acquisition take effect?

The Taylor Family takes ownership of Arelco's assets on August 1, 2010.

What does this acquisition mean to me and my employment with Arelco?

Your employment with Arelco runs through July 31, 2010. On August 1, 2010, the acquisition by the Taylor Family takes effect thus ending your employment with Arelco.

Will I have the opportunity to work for new ownership?

For almost all of you, yes. New ownership will be providing more information regarding the process for you to transition to a similar role in their organization. As of August 1, 2010, you will officially become an employee with them.

How will my existing seniority be treated at Enterprise Holdings?

If you are an employee of Arelco, Inc. as of July 31, 2010 and hired by Enterprise Holdings on August 1, 2010, your prior service with Arelco will count towards your seniority with the new organization.

Will there be any severance?

No severance will be available to Rental Location Employees who are offered positions with new ownership. For those that are not offered opportunities, such as rental administration personnel, a severance package will be available.

What if I am offered a position with Enterprise Holdings and I decline the offer, do I qualify for severance?

No; Arelco will provide no Severance Benefit for those who have an opportunity with Enterprise Holdings and decline to accept.

If I have car privileges at Arelco, will I have the same car use privileges at Enterprise Holdings?

Car privileges are based on position and any such benefit will fall under the policies at Enterprise Holdings.

How long will I continue to earn wages with Arelco?

Employee will be paid all wages earned up through termination of employment with Arelco, which is through July 31, 2010.

How will unused vacation time be handled?

All earned unused paid vacation days will be paid to the employee by Arelco.

All earned other paid benefit days will be prorated at July 31, 2010

Will my earned week's vacation and number of sick days and holidays be the same at Enterprise Holdings?

You will receive information regarding earned time off when you receive your new employee packet. It is normally based on whether you are full-time or part-time and years of service with the company. Your existing seniority with Arelco will be counted in this calculation.

What will my health benefits be following the July 31 acquisition?

For those who are hired by new ownership, a new benefit program will take effect upon the first day of employment. A new employee packet will be given to you by HR that includes benefit options/packages.

If I have hospitalization and medical coverage through Arelco, will my existing conditions be covered under the Enterprise Holdings program?

Yes. Preexisting conditions will be covered under the new program. More detail will be found in the new employee packet you will receive.

What is the retirement plan arrangement with Enterprise Holdings?

Enterprise Holdings operates a 401(k)/Profit Sharing plan and participation is open to all full-time and part-time employees. The 401(k) segment of the plan offers a company matching contribution on employee salary deferrals up to 3% of compensation. Employees become eligible to participate in the 401(k) segment on the first day of the third month of employment.

Employees who complete one year of continuous service, which includes 1,000 hours of service, are eligible to receive a Profit Sharing contribution, if one is declared.

Will my time at Arelco, Inc. count towards eligibility for Enterprise Holdings retirement plan?

Yes. If you are an employee of Arelco, Inc. as of 7/31/10 and hired by Enterprise Holdings on 8/1/10, your prior service with Arelco, Inc. will count towards eligibility and vesting service requirements under the Enterprise Holdings plan. Otherwise, if there is a break in employment you will be treated as a new hire and will need to meet plan eligibility requirements as such.

How do I enroll in the Enterprise Holdings retirement plan?

If you are hired by Enterprise Holdings on the day subsequent to closing, an enrollment packet will be sent to your home address within two weeks of the closing. Simply follow the instructions in the enrollment guide.