

July 27, 2020

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By Jan Kusakabe at 8:58 am, Jul 30, 2020

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State Department of Labor & Industrial
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Honolulu, HI 96813
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Email: dlir.workforcecouncil@hawaii.gov

Kirk Caldwell, Mayor
City and County of Honolulu
530 South King Street, Room 300
Honolulu, HI 96813
Phone: 808-768-4141
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Email: mayor@honolulu.gov

Dear WARN Act Coordinator,

This letter is to inform you that as a result of new unforeseen business circumstances resulting from the sudden and unprecedented effects of the coronavirus outbreak on our business, Wyndham Vacation Ownership (the "Company") will conduct temporary furloughs and layoffs at its facility located at 2169 Kalia Road, Honolulu, HI 96815 (the Outrigger Sales). Large parts of the facility will close except for those associates required to maintain business continuity at the Company's site. The layoffs are anticipated to be permanent.

Employee separations in connection with this action occurred on July 3, 2020 and July 27, 2020, and some will occur on August 7, 2020. The Company has conducted prior layoffs at this location which were separate and distinct actions from the current layoffs but we are including information regarding those actions in this notice for your information and in good faith. Enclosed is a listing of the job titles of positions affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule.

We apologize that we were unable to provide more advance notice of the action. The speed and vast reach of the physical calamity that is the coronavirus outbreak, as well as the different and new declaration of a state of emergency and directives at the federal, state and local level, including but not limited to: the recent phased opening of the different states, the subsequent orders at different levels that were issued and which have been abruptly changed or modified in light of new developments, the directives and unexpected extension of those for individuals to remain in place, with exception for essential needs, in certain jurisdictions, the directives for individuals to avoid congregating, limit travel and to work remotely was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on the Company's business, including but not limited to the closure of properties, travel restrictions, customer cancellations, closing operations and uncertain future such that the Company does not have alternative work to offer to its affected employees. These new and recent business circumstances were not reasonably foreseeable as of the time that notices would have been required. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

The affected employees do not have any bumping rights.

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You may contact Dan Williams, Director of Human Resources at 477 Viking Drive, Virginia Beach, VA 23452 or 877-266-0708, if you have any questions or want further information.

Very truly yours,

WYNDHAM VACATION OWNERSHIP, INC.
WYNDHAM DESTINATIONS, INC.

Enclosure (list of job titles of positions to be affected, the number of affected employees in each job classification, and schedule of separations)

Job Title	Separation Status	Separation Date	# of Employees
Concierge, Marketing I - Update	Permanent Layoff	4/3/2020	1
Concierge, Mrktg I (SIM)	Furlough	5/2/2020	1
	Permanent Layoff	4/3/2020	1
		6/5/2020	1
		7/24/2020	2
Coord, Business Operations I	Furlough	4/4/2020	7
	Permanent Layoff	4/3/2020	1
		7/3/2020	3
Coord, Contract Compliance Site	Permanent Layoff	8/7/2020	4
Coord, Mrktg In House I (SIM)	Permanent Layoff	7/3/2020	1
	Furlough	5/2/2020	2
		7/4/2020	1
	Permanent Layoff	7/24/2020	2
		8/7/2020	1
Coordinator, Marketing In House I	Permanent Layoff	4/3/2020	1
	Permanent Layoff	6/5/2020	1
Director, Sales & Mrktg	Permanent Layoff	4/3/2020	1
Manager, Sales	Furlough	5/1/2020	1
	Permanent Layoff	4/2/2020	1
Manager, Sales (SIM)	Furlough	5/1/2020	1
	Permanent Layoff	7/24/2020	2
Manager, Sales Discovery	Furlough	5/1/2020	1
OPC-CMP	Permanent Layoff	6/5/2020	1
Representative, Quality Assurance	Furlough	4/4/2020	4
	Permanent Layoff	4/3/2020	3
		8/7/2020	2
Representative, Sales Discovery	Permanent Layoff	4/2/2020	4
		4/21/2020	1
		6/5/2020	1
Representative, Sales I	Furlough	5/1/2020	15
		6/5/2020	3
		7/4/2020	2

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		4/2/2020	21
		6/5/2020	7
		7/3/2020	1
		7/5/2020	1
		7/24/2020	5
	Permanent Layoff	8/7/2020	8
Representative, Sales I (Licensed)	Permanent Layoff	6/5/2020	1
Representative, Sales III	Permanent Layoff	4/21/2020	1
		7/24/2020	1
Supervisor, Business Operations	Permanent Layoff	4/3/2020	1
Supervisor, Mrktg In House	Permanent Layoff	4/3/2020	1
Supervisor, OPC-CMP	Permanent Layoff	4/3/2020	1