

MARRIOTT OWNERSHIP RESORTS, INC.

KAUAI LAGOONS: 3325 Holokawelu Way, Lihue, Kauai, Hawaii, 96766

September 2, 2020

Via Email (David.M.Morihara@hawaii.gov) and U.S. Mail

David Morihara

WIOA Specialist / Statewide Rapid Response Coordinator

Workforce Development Council

830 Punchbowl Street, Room 417

Honolulu, HI 96813

Via Email and U.S. Mail

Kauai County

Mayor Derek S. K. Kawakami

4444 Rice Street, Suite 235

Lihue, Hawaii 96766

mayor@kauai.gov

Re: WARN Notice — Permanent Layoffs

Dear Mr. Morihara and Mayor Kawakami:

Due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, MARRIOTT OWNERSHIP RESORTS, INC. (“the Company”) has experienced unforeseen business circumstances, including enormous and unexpected financial losses. As a result, pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”), we are writing to notify you that the Company will be conducting permanent layoffs at its facility located at 3325 Holokawelu Way, Lihue, Kauai, Hawaii, 96766.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 70 employees will be affected by this layoff, and we expect these layoffs to be permanent. A list of the job titles of positions to be affected and the number of affected employees in each job classification is attached hereto. No bumping rights exist, and no employees are represented by a union.

The vast reach of the coronavirus outbreak, including the travel restrictions imposed by the State of Hawaii beginning with the March 23, 2020 Stay at Home Order and the April 1, 2020 Interisland Travel Restrictions, as well as the August 29, 2020 announcement that travel restrictions will remain in effect through September 30, 2020, was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on our business. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

If you have any questions, please contact Lani Aranio, Associate Vice President Human Resources at 808-652-0157 or via email at Lani.Aranio@mvwc.com for more information.

Sincerely,

Andrew McGovern

Senior Vice President Human Resources

On behalf of MARRIOTT OWNERSHIP RESORTS INC.

Enclosure

List of Job Titles of the Affected Positions

Job Title of the Affected Position:	Number of Affected Employees in this Position:
FA1148 - Processor I Contracts	3
FA1149 - Processor II Contracts	1
FA5174 - Director Finance I MS 17	1
FA5227 - Manager Sales Admin NOA 14	1
FA5248 - Manager Accounting NE	1
HR1006 - Coordinator Human Resources	1
HR5025 - Recruiter	1
MS1001 - Sales Executive NE	4
MS1004 - Sales Executive	9
MS1005 - Sales Executive Senior	3
MS1006 - Sales Executive Master	1
MS1024 - Sales Executive Team Leader	3
MS1032 - Coordinator Sales & Marketing	4
MS1033 - Coordinator Sales Gallery	1
MS1036 - Specialist Sales Front Desk	4
MS1040 - Lead Sales Front Desk	1
MS1050 - Coordinator Marketing Specialist	1
MS1052 - Coordinator Marketing Encore	5
MS1053 - Coordinator Marketing In House	13
MS1055 - Coordinator Marketing Lead	1
MS1098 - Quality Assurance Executive	2
MS1129 - Specialist Leisure Planning	2
MS1227 - Sr Administrative Assistant	1
MS5021 - Senior Manager Marketing	1
MS5027 - Hybrid Sales Executive Team Leader	1
MS5033 - Assistant Manager Sales Closer NE	1
MS5168 - Manager Marketing 14	1
MS5174 - Manager Sales 18	1
MS5282 - Manager Call Center 14	1
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