

MARRIOTT OWNERSHIP RESORTS, INC.

KOOLINA BEACH CLUB: 92-161 Waipahe Place, Kapolei, Oahu, Hawaii, 96707

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 U.S. Mail

City and County of Honolulu

Mayor Kirk Caldwell

530 South King Street, Room 300

Honolulu, Hawaii 96813

Re: WARN Notice — Permanent Layoffs

Dear Mr. Morihara and Mayor Caldwell:

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 92-161 Waipahe Place, Kapolei, Oahu, Hawaii, 96707.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 171 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:
FA1146 - Staff Accountant RO	2
FA1148 - Processor I Contracts	4
HR5025 - Recruiter	1
MS1001 - Sales Executive NE	6
MS1002 - Sales Executive Trainee NE ESB	2
MS1003 - Sales Executive Trainee NE	10
MS1004 - Sales Executive	19
MS1005 - Sales Executive Senior	10
MS1006 - Sales Executive Master	2
MS1007 - Sales Executive Presidential	2
MS1024 - Sales Executive Team Leader	7
MS1036 - Specialist Sales Front Desk	10
MS1051 - Coordinator Marketing OPC	15
MS1052 - Coordinator Marketing Encore	10
MS1053 - Coordinator Marketing In House	21
MS1054 - Coordinator Marketing Linkage	3
MS1067 - Specialist Marketing Support	3
MS1086 - Coordinator Marketing EB OPC	13
MS1087 - Coordinator Marketing EB Linkage	6
MS1098 - Quality Assurance Executive	4
MS1112 - Supervisor Customer Relations M&S	1
MS1116 - Greeter Outside M&S	1
MS1117 - Specialist Reporting	1
MS1200 - Senior Administrative Assistant MS	2
MS1201 - Administrative Assistant II MS	2
MS1208 - Coordinator EB Marketing In House	1
MS5010 - Senior Director Sales	1
MS5012 - Senior Director Marketing	1
MS5018 - Director Marketing 18	1
MS5019 - Senior Manager Sales 18	2
MS5024 - Manager Talent Acquisition MS	2
MS5031 - Manager Sales Gallery NE	1
MS5033 - Assistant Manager Sales Closer NE	1
MS5041 - Manager Talent Acquisition Sourcing MS	1
MS5168 - Manager Marketing 14	2
MS5186 - Assistant Manager Sales NE	1
Total	171