

MARRIOTT RESORTS HOSPITALITY CORPORATION
WAIOHAI BEACH CLUB: 2249 Poipu Road, Koloa, Kauai, Hawaii, 96756

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 (mayor@kauai.gov) and U.S. Mail

Kauai County
Mayor Derek S. K. Kawakami
4444 Rice Street, Suite 235
Lihue, Hawaii 96766

Re: WARN Notice — Extended Furloughs

Dear Mr. Morihara and Mayor Kawakami:

Due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, MARRIOTT RESORTS HOSPITALITY CORPORATION (“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 extending the current furlough status of a number of its employees employed at its facility located at 2249 Poipu Road, Koloa, Kauai, Hawaii, 96756 for beyond six months.

The Company will formally extend the furlough status of affected employees on September 2, 2020. At this time, we anticipate that 79 employees will be affected by this furlough extension. At this time, we anticipate the extended furlough will last until January 8, 2021. If an employee has not been recalled by this date, he or she will be considered to have been permanently laid off. 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,

Sally Garcia
Vice President Human Resources
On behalf of MARRIOTT RESORTS HOSPITALITY CORPORATION
Enclosure

List of Job Titles of the Affected Positions

Job Title of the Affected Position:	Number of Affected Employees in this Position:
FA1147 - Coordinator Accounting	2
RO1000 - Housekeeping Aide	4
RO1004 - Housekeeper	26
RO1013 - Coordinator Housekeeping	2
RO1014 - Team Leader Housekeeping	3
RO1021 - Engineer I	2
RO1038 - Supervisor Ops Activities	1
RO1068 - Fitness Instructor Trainer	1
RO1070 - Attendant Recreation	3
RO1081 - Guest Services Associate	7
RO1103 – Supervisor Ops Front Desk	1
RO1115 - Lobby Ambassador	1
RO1139 - Supervisor Ops Food & Beverage	1
RO1140 - Team Leader Food & Beverage	1
RO1142 - Bartender	4
RO1144 - Server	8
RO1147 - Cook	3
RO1150 - Dishwasher Utility	4
RO1160 - Attendant Food Prep	1
RO1166 - Supervisor Ops Kitchen	1
RO1182 – Supervisor Ops Grounds NE	1
RO1189 - Administrative Coordinator RO	1
RO5161 - Manager Trainee	1
Grand Total	79