

**MARRIOTT OWNERSHIP RESORTS, INC.**

**WESTIN KAA NAPALI OCEAN RESORT: 6 Kai Ala Drive, Lahaina, HI 96761**

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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 (mayors.office@mauicounty.gov) and U.S. Mail**

Maui County  
Mayor Michael P. Victorino  
Kalana O Maui Bldg., 9th Floor  
200 S. High Street  
Wailuku, Hawaii 96793

**Re: WARN Notice — Permanent Layoffs**

Dear Mr. Morihara and Mayor Victorino:

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 6 Kai Ala Drive, Lahaina, HI 96761

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 4 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](mailto: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**

| <b>Job Title of the Affected Position:</b> | <b>Number of Affected Employees in this Position:</b> |
|--|---|
| HR1014 - Specialist Talent Acquisition     | 1   |
| MS1199 - Administrative Assistant MS       | 1   |
| MS5012 - Senior Director Marketing         | 1   |
| MS5283 - RVP Marketing & Sales 21          | 1   |
| <b>TOTAL</b>                               | <b>4</b>  |