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By Jan Kusakabe at 1:39 pm, Sep 25, 2020

September 25, 2020

Via Email (David.M.Morihara@hawaii.gov) and FedEx

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 & Extended Furloughs

Dear Mr. Morihara and Mayor Victorino:

This notice is an update to the WARN Notice sent to you on September 2, 2020. It is being provided because one additional employee will be placed on extended furlough until January 22, 2021; however, the overall total number of associates to be impacted remains the same.

These impacts remain due to the sudden, dramatic, and, unfortunately, continuing effects of the COVID-19 pandemic, VSE PACIFIC 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 and furlough extensions at its facility located at 6 Kai Ala Drive, Lahaina, HI 96761

The Company will layoff affected employees on November 13, 2020, and one employee will remain on extended furlough until January 22, 2021. At this time, we anticipate that 165 employees will be affected by this layoff and extended furlough, and we expect these layoffs to be permanent, and if the furloughed employees are not recalled by January 22, 2021 their layoff will also be considered permanent. An updated list of the job titles of positions to be affected and the number of affected employees in each job classification is attached hereto (newly impacted are highlighted). The original list provided with the September 2, 2020 letter is also attached. 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 and the September 16, 2020 announcement that Pre-Travel Testing Options will begin October 15, 2020, was unforeseeable and caused, and will continue to cause, among other

VSE PACIFIC INC.

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

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 Justin Taylor, Area Director Human Resources at 808-662-2611 or via email at Justin.Taylor@vacationclub.com for more information.

Sincerely,

Anthony Vazquez
Vice President Human Resources
On behalf of VSE PACIFIC INC.

Enclosure

List of Job Titles of the Affected Positions
(September 25, 2020)

Job Title of the Affected Position:	Number of Affected Employees in this Position:
Administrative Assistant II MS	1
Administrative Assistant MS	3
Concierge MS	1
Coordinator Customer Relations	10
Coordinator Marketing Encore	8
Coordinator Marketing In House (September 25, 2020 Notice)	1
Coordinator Marketing In House	27
Coordinator Marketing Lead	3
Coordinator Marketing Specialist	1
Director Sales	1
Document Processor	4
Driver MS	1
Lead Document Processor	1
Lead Sales Front Desk	3
Lead Tour Desk	1
Manager Marketing 14	3
Manager Sales 18	3
Manager Sr Sales Administration NOA	1
Manager Talent Acquisition MS	1
Quality Assurance Executive	4
Sales Executive	20
Sales Executive FTB	18
Sales Executive NE	4
Sales Executive NE FTB	3
Sales Executive Senior	2
Sales Executive Team Leader	7
Sales Executive Trainee NE FTB	14
Senior Manager Marketing	1
Specialist Sales Front Desk	11
Supervisor Document Processing NE	2
Supervisor Marketing	1
Supervisor Marketing NE	1
Supervisor Sales Front Desk	1
Vacation Planner	2
TOTAL	165

List of Job Titles of the Affected Positions
(September 2, 2020)

Job Title of the Affected Position:	Number of Affected Employees in this Position:
FA1016 - Lead Document Processor	1
FA1133 - Supervisor Document Processing NE	2
FA1152 - Document Processor	4
FA5236 - Manager Sr Sales Administration NOA	1
HR1006 - Coordinator Human Resources	1
MS1001 - Sales Executive NE	4
MS1004 - Sales Executive	20
MS1005 - Sales Executive Senior	2
MS1008 - Sales Executive Trainee NE FTB	14
MS1009 - Sales Executive NE FTB	3
MS1010 - Sales Executive FTB	18
MS1024 - Sales Executive Team Leader	7
MS1036 - Specialist Sales Front Desk	11
MS1040 - Lead Sales Front Desk	3
MS1041 - Supervisor Sales Front Desk	1
MS1050 - Coordinator Marketing Specialist	1
MS1052 - Coordinator Marketing Encore	8
MS1053 - Coordinator Marketing In House	27
MS1055 - Coordinator Marketing Lead	3
MS1065 - Supervisor Marketing NE	2
MS1090 - Coordinator Customer Relations	10
MS1098 - Quality Assurance Executive	4
MS1103 - Vacation Planner	2
MS1169 - Lead Tour Desk	1
MS1199 - Administrative Assistant MS	3
MS1201 - Administrative Assistant II MS	1
MS1223 - Concierge MS	1
MS1232 - Driver MS	1
MS5015 - Director Sales	1
MS5021 - Senior Manager Marketing	1
MS5024 - Manager Talent Acquisition MS	1
MS5168 - Manager Marketing 14	3
MS5174 - Manager Sales 18	3
TOTAL	165