

MARRIOTT OWNERSHIP RESORTS, INC.

WAIKOLOA OCEAN CLUB: 69-275 Waikoloa Beach Drive, Waikoloa Beach, Big Island, Hawaii, 96738

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

Hawaii County
Mayor Harry Kim
25 Aupuni Street
Hilo, Hawaii 96720

Re: WARN Notice — Permanent Layoffs

Dear Mr. Morihara and Mayor Kim:

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 69-275 Waikoloa Beach Drive, Waikoloa Beach, Big Island, Hawaii, 96738.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 45 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@mvlc.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	1
FA5227 - Manager Sales Admin NOA 14	1
MS1003 - Sales Executive Trainee NE	5
MS1004 - Sales Executive	6
MS1005 - Sales Executive Senior	1
MS1024 - Sales Executive Team Leader	2
MS1036 - Specialist Sales Front Desk	3
MS1041 - Supervisor Sales Front Desk	1
MS1052 - Coordinator Marketing Encore	2
MS1053 - Coordinator Marketing In House	1
MS1054 - Coordinator Marketing Linkage	7
MS1058 - Assistant Marketing	1
MS1086 - Coordinator Marketing EB OPC	2
MS1087 - Coordinator Marketing EB Linkage	2
MS1090 - Coordinator Customer Relations	1
MS1098 - Quality Assurance Executive	2
MS5006 - Project Director Marketing & Sales 20	1
MS5018 - Director Marketing 18	1
MS5019 - Senior Manager Sales 18	1
MS5020 – Manager Sales 12	1
MS5033 - Assistant Manager Sales Closer NE	1
MS5168 - Manager Marketing 14	2
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