

MARRIOTT OWNERSHIP RESORTS, INC.

WESTIN NANEA OCEAN RESORT & VILLAS: 45 Kai Malina Parkway, Lahaina, HI 96761

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 45 Kai Malina Parkway, Lahaina, HI 96761.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 2 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:
MS1223 - Concierge MS	1
MS5187 - Director Marketing 19	1
TOTAL	2