

VSE PACIFIC INC.

WESTIN PRINCEVILLE OCEAN RESORT: 3838 Wyllye Road, Princeville, HI 96722

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 — Permanent Layoffs

Dear Mr. Morihara and Mayor Kawakami:

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 at its facility located at 3838 Wyllye Road, Princeville, HI 96722.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 54 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 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

Job Title of the Affected Position:	Number of Affected Employees in this Position:
FA1133 - Supervisor Document Processing NE	1
FA1152 - Document Processor	3
FA5227 - Manager Sales Admin NOA 14	1
MS1003 - Sales Executive Trainee NE	2
MS1004 - Sales Executive	11
MS1008 - Sales Executive Trainee NE FTB	1
MS1024 - Sales Executive Team Leader	2
MS1036 - Specialist Sales Front Desk	3
MS1041 - Supervisor Sales Front Desk	1
MS1050 - Coordinator Marketing Specialist	1
MS1052 - Coordinator Marketing Encore	4
MS1053 - Coordinator Marketing In House	7
MS1090 - Coordinator Customer Relations	5
MS1098 - Quality Assurance Executive	1
MS1103 - Vacation Planner	1
MS1199 - Administrative Assistant MS	1
MS1223 - Concierge MS	4
MS5012 - Senior Director Marketing	1
MS5018 - Director Marketing 18	1
MS5019 - Senior Manager Sales 18	1
MS5020 - Manager Sales 12	1
MS5023 - Manager Marketing 13	1
TOTAL	54