

MARRIOTT OWNERSHIP RESORTS, INC.
KAUAI LAGOONS: 3325 Holokawelu Way, Lihue, Kauai, Hawaii, 96766

September 25, 2020

RECEIVED

By Jan Kusakabe at 1:39 pm, Sep 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 and U.S. Mail

Kauai County
Mayor Derek S. K. Kawakami
4444 Rice Street, Suite 235
Lihue, Hawaii 96766
mayor@kauai.gov

Re: WARN Notice — Permanent Layoffs & Extended Furloughs

Dear Mr. Morihara and Mayor Kawakami:

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; and the number of associates to be impacted on November 13, 2020 has been reduced in quantity.

These impacts remain 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 and furlough extensions at its facility located at 3325 Holokawelu Way, Lihue, Kauai, Hawaii, 96766.

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 69 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

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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 OWERNSHIP RESORTS INC.

Enclosure

MARRIOTT OWNERSHIP RESORTS, INC.
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List of Job Titles of the Affected Positions
(September 25, 2020)

Job Title of the Affected Position:	Number of Affected Employees in this Position:
Admin Assistant I RO	1
Assistant Manager Sales Closer NE	1
Coordinator Marketing Encore	5
Coordinator Marketing In House	13
Coordinator Marketing Lead	1
Coordinator Marketing Specialist	1
Coordinator Sales & Marketing	4
Coordinator Sales Gallery	1
Director Finance I MS 17	1
Hybrid Sales Executive Team Leader	1
Lead Sales Front Desk	1
Manager Accounting NE	1
Manager Call Center 14	1
Manager Marketing 14	1
Manager Sales 18	1
Manager Sales Admin NOA 14	1
Processor I Contracts	3
Processor II Contracts	1
Quality Assurance Executive	2
Sales Executive	9
Sales Executive Master (January 22, 2021)	1
Sales Executive Master	1
Sales Executive NE	4
Sales Executive Senior	3
Sales Executive Team Leader	3
Senior Manager Marketing	1
Specialist Leisure Planning	2
Specialist Sales Front Desk	4
Grand Total	69

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

Job Title of the Affected Position:	Number of Affected Employees in this Position:
FA1148 - Processor I Contracts	3
FA1149 - Processor II Contracts	1
FA5174 - Director Finance I MS 17	1
FA5227 - Manager Sales Admin NOA 14	1
FA5248 - Manager Accounting NE	1
HR1006 - Coordinator Human Resources	1
HR5025 - Recruiter	1
MS1001 - Sales Executive NE	4
MS1004 - Sales Executive	9
MS1005 - Sales Executive Senior	3
MS1006 - Sales Executive Master	1
MS1024 - Sales Executive Team Leader	3
MS1032 - Coordinator Sales & Marketing	4
MS1033 - Coordinator Sales Gallery	1
MS1036 - Specialist Sales Front Desk	4
MS1040 - Lead Sales Front Desk	1
MS1050 - Coordinator Marketing Specialist	1
MS1052 - Coordinator Marketing Encore	5
MS1053 - Coordinator Marketing In House	13
MS1055 - Coordinator Marketing Lead	1
MS1098 - Quality Assurance Executive	2
MS1129 - Specialist Leisure Planning	2
MS1227 - Sr Administrative Assistant	1
MS5021 - Senior Manager Marketing	1
MS5027 - Hybrid Sales Executive Team Leader	1
MS5033 - Assistant Manager Sales Closer NE	1
MS5168 - Manager Marketing 14	1
MS5174 - Manager Sales 18	1
MS5282 - Manager Call Center 14	1
TOTAL	70