

MARRIOTT OWNERSHIP RESORTS, INC.
GRANDE VISTA, 5925 Avenida Vista, Orlando, FL 32821

September 2, 2020

Via Email (WARNnotices@deo.myflorida.com) and US Mail

Steven Gustafson, State Trade and Rapid Response Coordinator
REACT Program
MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137

Re: WARN Notice— Permanent Layoffs

Dear Mr. Gustafson:

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 5925 Avenida Vista, Orlando, FL 32821.

The Company will layoff affected employees on November 13, 2020. At this time, we anticipate that 21 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, as well as the declaration of a national emergency, and various governmental directives for individuals to avoid congregating, limit travel, and limit occupancy was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on our business. Specifically, resort occupancy levels and sales tours have been drastically reduced since the state of Florida declared a Public Health Emergency on March 1, 2020, and Orange County’s March 24, 2020 Executive Order to temporarily close non-essential businesses. In May 2020, some business operations reopened but with limited occupancy and sales activity. Additionally, spiking levels of coronavirus cases in Florida in July and August 2020, have further contributed to the unforeseen business circumstances. 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 Adriana DaCosta at 407-529-2505 or via email at Adriana.DaCosta@vacationclub.com.

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	2
HR1006 - Coordinator Human Resources	1
HR1014 - Specialist Talent Acquisition	1
RO1183 - Groundskeeper II	1
RO1187 - Admin Assistant II RO	1
RO1207 - Irrigator	1
RO1211 - Golf Pro Apprentice Expert	2
RO1216 - Instructor Golf NE	1
RO1219 - Attendant Cart and Bag	4
RO1229 - Ranger	5
RO1295 - Maintenance Helper	1
RO1306 - Coordinator Telemarketing	1
Total	21