

MARRIOTT OWNERSHIP RESORTS, INC.
ORLANDO SALES REGIONAL OFFICE: 11501 International Drive, Orlando, FL 32821

November 16, 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

Via U.S. Mail and Email (mayor@ocfl.net)

Mayor Jerry L. Demings
Mayor of Orange County
201 S. Rosalind Avenue, 5th floor
Orlando, Florida 32801

Via US Mail and Email (buddy.dyer@orlando.gov)

Mayor Buddy Dyer
Mayor of the City of Orlando
400 South Orange Avenue
Orlando, Florida 32801

Re: WARN Notice— Permanent Layoffs

Dear Mr. Gustafson, Mayor Demings, and Mayor Dyer:

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 impacted as a result of a layoff on January 22, 2021, and the impacts for some employees have been postponed until January 22, 2021. Additionally, the total number of employees impacted has been reduced.

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 11501 International Drive, Orlando, FL 32821.

The Company laid off 23 employees on November 13, 2020. At this time, we anticipate that an additional 14 employees will be affected by layoff on January 22, 2021. This totals 37 employees expected to be impacted, and we expect the layoffs to be 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 position is highlighted). The 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, 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

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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 and again in October and November 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 Hope Whelan at 407-238-5114 or via email at Hope.Whelan@vacationclub.com.

Sincerely,

Anthony Vazquez
Vice President Human Resources
On behalf of Marriott Ownership Resorts, Inc.

Enclosure

List of Job Titles of the Affected Positions
(as of November 16, 2020)

Job Title of the Affected Position	Number of Affected Employees in this Position
Assistant Marketing	2
Coordinator Customer Relations	3
Coordinator Marketing Encore	1
Coordinator Marketing Linkage	7
Driver Van	4
Manager Customer Relations	1
Processor I Contracts	2
Sales Executive	2
Sales Executive FTB	4
Sales Executive Master	1
Sales Executive NE FTB	1
Sales Executive Presidential	1
Sales Executive Senior	3
Sales Executive Senior FTB	1
Sales Executive Trainee NE FTB	1
Senior Manager Sales 18	1
Specialist Sales Front Desk Child Care	2
Grand Total	37

MARRIOTT OWNERSHIP RESORTS, INC.**ORLANDO SALES REGIONAL OFFICE: 11501 International Drive, Orlando, FL 32821****List of Job Titles of the Affected Positions**
(as of September 2, 2020)

Job Title of the Affected Position	Number of Affected Employees in this Position
FA1131 - Supervisor Contract Administration	1
FA1148 - Processor I Contracts	2
FA1149 - Processor II Contracts	1
MS1003 - Sales Executive Trainee NE	2
MS1004 - Sales Executive	7
MS1005 - Sales Executive Senior	1
MS1006 - Sales Executive Master	1
MS1007 - Sales Executive Presidential	1
MS1008 - Sales Executive Trainee NE FTB	1
MS1009 - Sales Executive NE FTB	4
MS1010 - Sales Executive FTB	7
MS1021 - Sales Executive International	2
MS1024 - Sales Executive Team Leader	4
MS1037 - Specialist Sales Front Desk Child Care	6
MS1038 - Coordinator Children's Activities	1
MS1050 - Coordinator Marketing Specialist	2
MS1052 - Coordinator Marketing Encore	6
MS1053 - Coordinator Marketing In House	3
MS1054 - Coordinator Marketing Linkage	14
MS1055 - Coordinator Marketing Lead	4
MS1058 - Assistant Marketing	3
MS1065 - Supervisor Marketing NE	1
MS1090 - Coordinator Customer Relations	7
MS1092 - Coordinator Event MS	1
MS1098 - Quality Assurance Executive	2
MS1116 - Greeter Outside M&S	8
MS1117 - Specialist Reporting	2
MS1121 - Specialist Tour Desk	2
MS1129 - Specialist Leisure Planning	14
MS1199 - Administrative Assistant MS	2
MS1203 - Executive Assistant MS	3
MS5018 - Director Marketing 18	1
MS5019 - Senior Manager Sales 18	1
MS5026 - Manager Customer Relations	1
MS5116 - Manager Guest Services NE	1
MS5156 - Assistant Manager Marketing NE	1
MS5168 - Manager Marketing 14	3
MS5174 - Manager Sales 18	1
RO1072 - Driver Van	9
RO1303 - Supervisor Transportation	1
Total	134