

**MARRIOTT RESORTS HOSPITALITY CORPORATION
GRANDE VISTA, 5925 Avenida Vista, Orlando, FL 32821**

September 25, 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 & Extended Furloughs

Dear Sirs:

This notice is an update to the WARN Notice sent to you on September 2, 2020. It is being provided because nine additional employees will be impacted as a result of a layoff on November 27, 2020; 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 RESORTS HOSPITALITY CORPORATION (“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 5925 Avenida Vista, Orlando, FL 32821.

The Company will layoff affected employees on November 13, 2020 and November 27, 2020 and one employee will remain on extended furlough until January 22, 2021. At this time, we anticipate that 223 employees will be affected by these layoffs and extended furlough, and we expect the 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 positions 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.

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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,

Sally Garcia
Vice President Human Resources
On behalf of Marriott Resorts Hospitality Corporation

Enclosures

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Updated List of Job Titles of the Affected Positions
(September 25, 2020)

| Job Title of the Affected Position | Number of Affected Employees in this Position |
|---|--|
| Asst Director of Engineering AAA ANC | 1 |
| Asst Manager Front Office AAA | 1 |
| Attendant Beverage Cart | 4 |
| Attendant Dining Room | 3 |
| Attendant Food & Beverage | 8 |
| Attendant Pool | 2 |
| Attendant Recreation | 5 |
| Bartender | 9 |
| Clerk Storeroom | 1 |
| Cook | 11 |
| Cook Lead | 1 |
| Coordinator Accounting | 1 |
| Coordinator Events | 1 |
| Coordinator Housekeeping | 4 |
| Dishwasher Utility | 5 |
| Esthetician | 1 |
| Host Hostess | 5 |
| Housekeeper (November 27, 2020) | 9 |
| Housekeeper | 66 |
| Housekeeper Make Ready | 4 |
| Housekeeper PM | 1 |
| Housekeeping Aide (January 22, 2021) | 1 |
| Housekeeping Aide | 10 |
| Housekeeping Senior | 6 |
| Massage Therapist | 6 |
| Purchasing & Receiving | 1 |
| Receptionist RO | 3 |
| Runner | 7 |
| Server | 27 |
| Server Room Service | 6 |
| Supervisor Ops Food & Beverage | 6 |
| Supervisor Ops Housekeeping | 1 |
| Team Leader Housekeeping | 2 |
| Technician Nail | 4 |
| TOTAL | 223 |

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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 |
|---|--|
| FA1147 - Coordinator Accounting | 1 |
| RO1000 - Housekeeping Aide | 10 |
| RO1004 - Housekeeper | 68 |
| RO1005 - Housekeeper PM | 2 |
| RO1006 - Housekeeper II | 1 |
| RO1011 - Housekeeping Senior | 8 |
| RO1013 - Coordinator Housekeeping | 4 |
| RO1014 - Team Leader Housekeeping | 2 |
| RO1016 - Housekeeper Make Ready | 4 |
| RO1017 - Supervisor Ops Housekeeping | 1 |
| RO1044 - Runner | 8 |
| RO1061 - Purchasing & Receiving | 1 |
| RO1070 - Attendant Recreation | 6 |
| RO1075 - Attendant Pool | 2 |
| RO1081 - Guest Services Associate | 5 |
| RO1093 - Attendant Bell | 3 |
| RO1098 - Controller Rooms | 2 |
| RO1119 - Host Hostess | 5 |
| RO1125 - Officer Safety and Security RO | 2 |
| RO1131 - Supervisor Ops Safety & Security | 1 |
| RO1138 - Attendant Food & Beverage | 10 |
| RO1139 - Supervisor Ops Food & Beverage | 6 |
| RO1142 - Bartender | 9 |
| RO1144 - Server | 28 |
| RO1146 - Server Room Service | 6 |
| RO1147 - Cook | 11 |
| RO1149 - Cook Lead | 2 |
| RO1150 - Dishwasher Utility | 6 |
| RO1164 - Attendant Beverage Cart | 4 |
| RO1180 - Clerk Storeroom | 1 |
| RO1190 - Executive Assistant RO | 1 |
| RO1198 - Massage Therapist | 6 |
| RO1200 - Esthetician | 1 |
| RO1201 - Receptionist RO | 3 |
| RO1203 - Technician Nail | 4 |
| RO1204 - Attendant Dining Room | 3 |
| RO1234 - Coordinator Events | 1 |
| RO5071 - Manager Housekeeping AAA | 1 |
| RO5082 - Director Activities AAA | 1 |

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|------------------------|------------|
| RO1021 - Engineer I | 1 |
| RO1035 - Engineer Lead | 1 |
| TOTAL | 243 |