

**MARRIOTT RESORTS HOSPITALITY CORPORATION  
HARBOUR LAKE, 7000 Grand Horizons Blvd, Orlando FL 32821**

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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 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 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 47 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](mailto:Adriana.DaCosta@vacationclub.com).

Sincerely,

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

Enclosure

**List of Job Titles of the Affected Positions**

<b>Job Title of the Affected Position</b>	<b>Number of Affected Employees in this Position</b>
FA1147 - Coordinator Accounting	1
RO1000 - Housekeeping Aide	3
RO1004 - Housekeeper	12
RO1011 - Housekeeping Senior	1
RO1013 - Coordinator Housekeeping	1
RO1014 - Team Leader Housekeeping	1
RO1021 - Engineer I	1
RO1025 - Engineer II	2
RO1058 - Maintenance Pool	1
RO1070 - Attendant Recreation	2
RO1081 - Guest Services Associate	2
RO1098 - Controller Rooms	1
RO1099 – Night Auditor	1
RO1139 - Supervisor Ops Food & Beverage	1
RO1144 - Server	5
RO1147 - Cook	6
RO1150 - Dishwasher Utility	2
RO1187 - Admin Assistant II RO	1
RO5142 - Manager Food & Beverage I NE	1
RO5190 - Manager Guest Relations A NE	1
RO5290 - Manager Activities A	1
<b>Grand Total</b>	<b>47</b>