

July 27, 2020

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Dear Mayor Jerry Demings, Mayor Buddy Dyer & Mr. Gustafson

This letter is to inform you that as a result of new unforeseen business circumstances resulting from the sudden and unprecedented effects of the coronavirus outbreak on our business, Wyndham Vacation Ownership (the "Company") will conduct temporary furloughs and layoffs at its facility located at 9560 Via Encinas, Orlando, FL 32830 (the Bonnet Creek "Resort"). The entire facility will not be closed. The layoffs are anticipated to be permanent.

Employee separations in connection with this action occurred on July 3, 2020 and July 27, 2020, and some will be occurring August 7, 2020. The Company has conducted prior layoffs at this location which were separate and distinct actions from the current layoffs but we are including information regarding those actions in this notice for your information and in good faith. Enclosed is a listing of the job titles of positions affected, and the number of affected employees in each job classification. Employees will be separated in accordance with the enclosed schedule.

We apologize that we were unable to provide more advance notice of the action. The speed and vast reach of the physical calamity that is the coronavirus outbreak, as well as the different and new declaration of a state of emergency and directives at the federal, state and local level, including but not limited to: the recent phased opening of the different states, the subsequent orders at different levels that were issued and which have been abruptly changed or modified in light of new developments, the directives and unexpected extension of those for individuals to remain in place, with exception for essential needs, in certain jurisdictions, the directives for individuals to avoid congregating, limit travel and to work remotely was unforeseeable and caused, and will continue to cause, among other things, a drastic impact on the Company's business, including but not limited to the closure of properties, travel restrictions, customer cancellations, closing operations and uncertain future such that the Company does not have alternative work to offer to its affected employees. These new and recent business circumstances were not reasonably foreseeable as of the time that notices

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would have been required. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

The affected employees do not have any bumping rights.

You may contact Dan Williams, Director of Human Resources at 477 Viking Drive, Virginia Beach, VA 23452 or 877-266-0708, if you have any questions or want further information.

Very truly yours,

WYNDHAM VACATION OWNERSHIP, INC.
WYNDHAM DESTINATIONS, INC.

Enclosure (list of job titles of positions to be affected, the number of affected employees in each job classification, and schedule of separations)

Job Title	Separation Status	Separation Date	# of Employees
Admin Assistant I	Permanent layoff	4/11/2020	1
Administrator, Payroll II	Permanent layoff	7/3/2020	1
Agent, Tour Reception	Permanent layoff	4/3/2020	5
		7/3/2020	1
Agent, Welcome Center I	Permanent layoff	4/3/2020	2
Agent, Welcome Center II	Permanent layoff	4/3/2020	2
Analyst, HR I	Furlough	8/8/2020	1
Analyst, Process Compliance	Permanent layoff	8/7/2020	1
Assoc, Activities	Furlough	8/8/2020	1
Assoc, Gift Shop	Furlough	4/4/2020	1
	Permanent layoff	8/7/2020	1
Assoc, Guest Services I	Furlough	4/4/2020	6
	Permanent layoff	4/3/2020	3
		8/7/2020	3
Associate, Food & Beverage	Furlough	4/4/2020	1
	Permanent layoff	8/7/2020	2
Associate, Gift Shop	Furlough	4/4/2020	1
	Permanent layoff	8/7/2020	1
Associate, Guest Services I	Furlough	4/4/2020	2
	Permanent layoff	4/3/2020	2
		8/7/2020	2
Attendant, Common Area	Permanent layoff	Furlough	5
		4/4/2020	1
		4/3/2020	1
		7/3/2020	1
		7/24/2020	2
Bartender	Furlough	8/7/2020	1
		4/4/2020	6

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	Permanent layoff	8/7/2020	5
Bell Person	Furlough	4/4/2020	9
		4/3/2020	7
	Permanent layoff	8/7/2020	6
Clerk, Accounting II	Furlough	4/4/2020	3
	Permanent layoff	8/7/2020	3
Clerk, Facilities I	Furlough	4/4/2020	2
	Permanent layoff	4/3/2020	1
Clerk, Maintenance Inventory	Furlough	4/4/2020	1
		4/3/2020	2
	Permanent layoff	7/24/2020	1
Cook I	Furlough	4/4/2020	1
	Permanent layoff	8/7/2020	1
Cook II	Furlough	4/4/2020	1
		4/3/2020	1
	Permanent layoff	8/7/2020	1
Coord, Business Operations I	Furlough	4/4/2020	2
Coord, Business Operations II	Furlough	4/4/2020	2
		4/3/2020	1
	Permanent layoff	8/7/2020	2
Coord, Contract Compliance Site	Furlough	4/4/2020	1
		4/3/2020	3
	Permanent layoff	8/7/2020	1
Coord, Mrktg Admin	Furlough	4/4/2020	1
		4/3/2020	2
		7/3/2020	1
	Permanent layoff	8/7/2020	1
Coord, Mrktg Admin II	Permanent layoff	4/3/2020	1
Coord, Mrktg Events	Permanent layoff	4/3/2020	1
Coord, Mrktg In House I (SIM)		4/4/2020	1
		5/2/2020	1
	Furlough	7/4/2020	2
		4/3/2020	1
		7/24/2020	1
	Permanent layoff	8/7/2020	4
Coord, Sales Support	Furlough	4/4/2020	1
		4/3/2020	1
	Permanent layoff	8/7/2020	1
Coordinator, Business Operations I		4/3/2020	2
	Permanent layoff	8/7/2020	2
Coordinator, Contract Compliance Site	Permanent layoff	4/3/2020	1
Coordinator, Marketing In House I	Furlough	5/2/2020	2
		4/3/2020	9
		7/3/2020	1
		7/24/2020	3
	Permanent layoff	8/7/2020	2
Data Entry I	Furlough	4/4/2020	2
		4/3/2020	5
	Permanent layoff	8/7/2020	1

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Director, HR	Furlough	8/8/2020	1
Director, Mrktg	Permanent layoff	4/3/2020	1
Dispatcher, Housekeeping	Furlough	4/4/2020	1
Dispatcher, Sales & Mrktg	Permanent layoff	4/3/2020	5
Driver	Permanent layoff	4/3/2020	1
Greeter (SIM), Mrktg	Furlough	5/2/2020	1
		4/3/2020	15
		4/11/2020	1
		7/24/2020	4
	Permanent layoff	8/7/2020	1
Greeter, Marketing		4/3/2020	4
	Permanent layoff	7/24/2020	1
Groundskeeper	Furlough	4/4/2020	5
		4/3/2020	1
	Permanent layoff	8/7/2020	2
Hostess	Furlough	4/4/2020	1
Housekeeping Inspector	Furlough	4/4/2020	1
		4/3/2020	1
	Permanent layoff	8/7/2020	1
Houseperson	Furlough	4/4/2020	8
	Permanent layoff	8/7/2020	3
Manager, Evening II	Permanent layoff	4/3/2020	1
Manager, Marketing In House	Permanent layoff	4/3/2020	1
Manager, Mrktg In House	Furlough	7/4/2020	1
		4/3/2020	2
	Permanent layoff	8/7/2020	1
Manager, Mrktg OPC CMP	Permanent layoff	4/3/2020	1
Manager, Sales	Furlough	5/1/2020	1
	Permanent layoff	4/2/2020	2
Manager, Sales (SIM)	Furlough	7/4/2020	1
		4/2/2020	1
	Permanent layoff	7/3/2020	1
Manager, Sales Discovery (SIM)	Furlough	5/1/2020	1
	Permanent layoff	4/2/2020	1
Manager, Sales Recruiting	Permanent layoff	6/1/2020	1
Night Auditor	Furlough	4/4/2020	1
		4/3/2020	3
	Permanent layoff	8/7/2020	1
OPC CMP Lead (SIM)	Permanent layoff	4/3/2020	1
OPC-CMP	Furlough	5/2/2020	1
		4/3/2020	5
		7/24/2020	1
	Permanent layoff	8/7/2020	1
		4/4/2020	1
OPC-CMP (SIM)		5/2/2020	9
	Furlough	7/4/2020	4
		4/3/2020	27
		7/24/2020	6
	Permanent layoff	8/7/2020	13

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Operator	Furlough	4/4/2020	1
	Permanent layoff	8/7/2020	1
Painter I	Furlough	4/4/2020	7
	Permanent layoff	4/3/2020	2
Painter II	Permanent layoff	8/7/2020	5
Recruiter I	Permanent layoff	7/24/2020	1
Recruiter, Sales III	Furlough	4/4/2020	1
Representative, Quality Assurance	Furlough	6/1/2020	1
		4/4/2020	3
		5/30/2020	3
	Permanent layoff	4/3/2020	3
		7/3/2020	3
Permanent layoff	8/7/2020	1	
Representative, Sales Discovery	Furlough	5/1/2020	1
		4/2/2020	12
		7/3/2020	15
	Permanent layoff	8/7/2020	1
Representative, Sales I	Furlough	8/8/2020	1
		5/1/2020	16
		7/4/2020	3
	Permanent layoff	4/2/2020	68
		5/7/2020	1
		7/3/2020	21
		8/7/2020	8
Representative, Sales II	Furlough	5/1/2020	1
		7/3/2020	1
	Permanent layoff	7/24/2020	1
Rooms Controller	Permanent layoff	4/3/2020	1
Seamstress	Furlough	4/4/2020	2
	Permanent layoff	8/7/2020	1
Server	Permanent layoff	4/3/2020	3
SR Manager, Sales (SIM)	Furlough	7/4/2020	1
Supervisor, Business Operations	Permanent layoff	4/3/2020	1
Supervisor, Facilities	Permanent layoff	7/3/2020	1
Supervisor, Food & Beverage	Permanent layoff	4/3/2020	2
Supervisor, Guest Services	Permanent layoff	7/24/2020	1
Supervisor, Housekeeping	Furlough	4/4/2020	2
	Permanent layoff	8/7/2020	1
Supervisor, Maintenance	Furlough	4/4/2020	4
	Permanent layoff	8/7/2020	4
Supervisor, Mrktg In House	Permanent layoff	4/3/2020	1
Supervisor, OPC-CMP	Permanent layoff	4/3/2020	1
Supervisor, Tour Reception	Permanent layoff	4/3/2020	1
Technician, Maint I	Furlough	4/4/2020	10
		4/3/2020	4
	Permanent layoff	8/7/2020	7
Technician, Maint II	Furlough	4/4/2020	6
		4/3/2020	1
	Permanent layoff	7/3/2020	1

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		8/7/2020	5
	Furlough	4/4/2020	3
Technician, Maint III		4/3/2020	2
		7/24/2020	1
	Permanent layoff	8/7/2020	1
Trainer, Sales	Permanent layoff	4/3/2020	1
VP, Marketing	Permanent layoff	4/3/2020	1