

October 12, 2020

Steven Gustafson
State Trade and Rapid Response Coordinator
REACT Program MSC 229
107 E. Madison Street
Tallahassee, FL 32399-4137
Phone: 850-245-7477
Fax: 850-921-3859
Email: WARNnotices@deo.myflorida.com

Jerry L. Demings, Mayor
201 S. Rosalind Avenue, 5th Floor
Orlando, FL 32801
Phone: 407-836-7370
Fax: 407-836-7360
Email: mayor@ocfl.net

Buddy Dyer, Mayor
400 South Orange Avenue
Orlando, FL 32801
Phone: 407-246-2221
Email: buddy.dyer@orlando.gov

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 September 4 and 11, 2020, October 10 and some will be occurring October 17, 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

October 12, 2020

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
Greeter (SIM), Marketing	Permanent Layoff	9/11/2020	1
OPC-CMP (SIM)	Temporary furlough	10/10/2020	1
Representative, Sales Discovery	Temporary furlough	9/4/2020	1
Supervisor, Business Operations	Permanent Layoff	9/4/2020	1
Greeter, Marketing	Permanent Layoff	9/11/2020	1
Technician, Maintenance III	Permanent Layoff	10/17/2020	1