

HILTON

GRAND VACATIONS

July 3, 2020

VIA CERTIFIED MAIL

Dear Rapid Response Unit Representative:

This letter is to inform you that on April 3, 2020, Hilton Grand Vacations (the “Company”) was forced to place Team Members of the Company located at the following properties:

- Hilton Grand Vacations Flamingo (██████████), 3575 Las Vegas Blvd S, Las Vegas, NV 89109
- Hilton Grand Vacations Las Vegas Blvd (██████████), 2650 Las Vegas Blvd. South, Las Vegas, NV 89109
- Hilton Grand Vacations Paradise (██████████), 455 Karen Avenue, Las Vegas, NV 89109

on furloughs and cease, for the most part, operations at the property due to the unforeseen business circumstances resulting from the sudden and unprecedented effects of the COVID-19 pandemic. We anticipate fully reopening the property when the climate allows sometime in the future. As we navigate these unprecedented events, at this point, we cannot reasonably predict when that will occur.

When we initially furloughed employees on April 3, 2020, we believed that we would be able to return the affected employees to work shortly after. While we continue to hope these furloughs will be temporary, in light of the current and unexpected circumstances, we are now unsure when we will be able to return the affected employees to work on a consistent basis. Accordingly, and in an abundance of caution, effective July 1, 2020, we want to let you know that although we still expect these furloughs to be temporary, we simply cannot predict a return date at this juncture and the furloughs now may, or may not, extend beyond 6 months. Enclosed is a listing of the job titles of the positions to be affected and the number of affected employees in each job classification.

We apologize that we were unable to provide to you more advance notice of your employment status. As you know this is a terrible time in the hospitality industry. The speed and vast reach of the COVID-19 pandemic, as well as the State’s continued extension of its initial closure orders and the phased reopening plan has forced us to re-evaluate our plans. Recently issued State guidance regarding the phased reopening makes it clear that the impacts on the hospitality industry in Nevada will be for an extended period of time and drastically impact the Company’s business and ability to continue operating at this time. Similarly, State and local

guidance on business opening plans make clear the Company's unique set-up will pose challenges that will require significant and potentially lengthy structural changes at this juncture. In addition, the recent surge in COVID-19 cases in Nevada makes it clear now that there will be additional challenges posed to the travel and hospitality industries in Nevada. After reviewing our staffing and business needs, we are providing this notice to you at the earliest possible time.

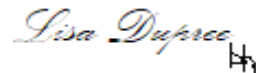
There are no bumping rights related to these temporary furloughs at this property.

Some of the affected employees are represented by Culinary Workers Union Local 226. The chief elected officer of the Culinary Workers Union Local 226 is Ted Pappageorge and can be contacted at 1630 S. Commerce St., Las Vegas, NV 89102.

Some of the affected employees at Hilton Grand Vacations Paradise are represented by Operating Engineers 501. The chief elected officer of the Operating Engineers Local 501 is Thomas O'Mahar and may be contacted at 301 Deauville Street, Las Vegas, NV 89106.

If you require further information, please contact Lisa M. Dupuree, (407) 613-3715 or Lisa.Dupuree@hgv.com.

Very truly yours,

A handwritten signature in cursive script that reads "Lisa Dupuree". To the right of the signature is a small, stylized mark that appears to be a combination of the letters "LH".

Lisa M. Dupuree
Sr. Director Team Member Relations

Enclosure:

Exhibit 1 List of impacted positions by job title and number of impacted employees in each job title

Exhibit 1 - List of impacted positions by job title and number of impacted employees in each job title

Position/Dept	Hilton Grand Vacations Club at the Flamingo	Hilton Grand Vacations Club on Paradise	Hilton Grand Vacations Club on the Boulevard	Grand Total
Administration Las Vegas Boulevard			6	6
Administration Las Vegas Flamingo			1	1
Common Area Las Vegas Hilton		2		2
Contracts Las Vegas Boulevard			6	6
Deli Las Vegas Boulevard			29	29
Deli Las Vegas Flamingo	9			9
Deli Las Vegas Hilton		9		9
Front Desk Las Vegas Boulevard			32	32
Front Desk Las Vegas Flamingo	5			5
Front Desk Las Vegas Hilton		7		7
Housekeeping Las Vegas Boulevard			146	146
Housekeeping Las Vegas Flamingo	16			16
Housekeeping Las Vegas Hilton		35		35
HR Talent Acquisitions (GA)	1		1	2
IT Run (GA)			1	1
Lobby Bar Las Vegas Boulevard			5	5
Maintenance Las Vegas Boulevard			10	10
Maintenance Las Vegas Flamingo	1			1
Maintenance Las Vegas Hilton		5		5
Marketing In House Japan Las Vegas Boulevard			1	1
Marketing In House Las Vegas Boulevard			21	21
Pool Bar Las Vegas Boulevard			16	16
Pool Bar Las Vegas Flamingo	1			1
Pool Bar Las Vegas Hilton		1		1
Quality Assurance Las Vegas Boulevard			8	8
Rental Elara		1		1
Rental Las Vegas Boulevard		1		1
Rental Las Vegas Hilton		2		2
Resort Ops Property Services		2		2
Retail Las Vegas Boulevard			3	3
Retail Las Vegas Hilton		1		1

Sales Executive Action Line Las Vegas Boulevard			141	141
Sales Gallery Las Vegas Boulevard			26	26
Sales Manager Action line Las Vegas Boulevard			17	17
Sales Manager Elara			1	1
Security Las Vegas Boulevard			11	11
Security Las Vegas Hilton		1		1
Spa Las Vegas Boulevard			18	18
VIP Las Vegas Boulevard			8	8
Grand Total	33	67	508	608