

EC MEETING.

Tuesday 5th May

Please find the following report on the issues covered during this Executive Meeting

MAINTENANCE WORKS

During Alarm Period, the following priorities were established in order to take measures:

1. Health and Safety of Employees.
2. Health and State of the Course.
3. Economic status of the Club

We have conducted minimum jobs in order to safeguard the integrity of the course, mostly using staff at 30% of their schedule, applying a 50% ERTE to most of them, and taking safety measures to ensure minimum exposure to the Virus.

We are pleased to see that the course stayed ready to be opened in good shape with the only need of some last call tasks:

- Sand bunker redistribution, cleaning and raking.
- Final cleanup of bark areas.
- Removal of furniture.
- Update regular mowing schedule.

This will be finish just before the opening day.

During this period, it was also important to take measures to advance jobs programmed for maintenance weeks (second week of May and first week of July), but waiting to the last moment before the Opening.

We now work with the possibility of a partial Opening of the course the 11th of May, still pending of Government Approval. Then, greens and tees jobs (verticutting, solid tinning and sand topdressing) were done during this week (27 april-3 may). For the same reason, we contacted the company that works on fairways and roughs, and agreed to advance these jobs to the last two weeks before opening (29 april-10 may). This way, considering that Bermuda is now actively growing, grass would recover soon, during the period with still less players, and making unnecessary to close in July.

Unfortunately, we were not able to renovate fairway 9 since budget was not previously approved by AGM. We even studied the option of hiring an external construction company to do this job, not to overexpose our staff, with an extra cost. We will consider later on whether we still do it in July or we postpone this job to next year.

Greens and Tees:

Solid tining, verticutting and topdressing were done taking more time than normal, to avoid too many employees at the same time. In July extra topdressing and mini aeration will be done in order to cancel maintenance week closure.



Fairways and Roughs

Verticutting, solid tining and topdressing will be done in phases as we do not have to do it in just one week. Extra fertilization will be applied to speed up recovery process. Also, as agreed, fairway mowing pattern will be changed to prevent graininess (changes in lay down pattern of grass).



CORONAVIRUS ALERT. OP

Once the course is partial or totally open again, employees will return progressively back to work, always taking all measures needed to minimize future exposure to the Virus. We certainly envision this return to normalcy as a progressive process.

As we said, we work with the scenario of an opening the 11TH of May, but Government will have to confirm this fact. The following proposal could then be postponed to the date the course finally opens.

In order to present to course to players with our high standards, and to show other members that the club is back to life, we propose the following:

- Maintenance staff will return to normal status, so ERTes will finish (most of them with a 50% ERTE).
- Sensitive population (themselves or their relatives living in the same home) will stay at home with a 100% ERTE (3 employees older than 58). Our assistant and one of the watermen, both considered sensitive, will remain with a 50% ERTE until 1st of June unless circumstances call them back to full work. This adds up to 5 employees not back to normal status.

Considering these premises, we propose, together with the Health and Safety Committee (General Manager, Course Director, 2 Staff Representatives), the following:

- Shifts will be organized from Monday to Sunday, and from 7:00 to 21:00 to spread overtime the people working. Also, employees working a full day on weekends will receive a plus as regulated for bunkers team (25,30 euros/day).
- Shifts will change from 5 days/7.5 hours to 4 days/9.2 hours to minimize days out of home.
- Each worker in his own vehicle and with his own tools.
- Common areas will stay closed: fountains and WC in the course, dining room, all bathrooms and lavatories but one. Doors in maintenance will stay open all the time.
- Cleaning procedure: All rooms, doors, appliances, machines and tools will be thoroughly cleaned and sanitized regularly.
- Staff will be instructed on how to proceed in order to minimize the risk of contamination.
- Tests will be conducted to analyse every employee.
- In the course, all furniture will be removed: ball washers, bunker rakes... and a mechanism will be installed so players can retrieve the ball from the hole in an easier way without touching the flag.