



March 17, 2020

To our Bluewater Employees,

We want to personally thank each and every one of you for the efforts you have made as we all do our part to help stifle the spread of the Coronavirus (COVID-19). We know each of you understands the fluidity of the situation and we are grateful for your flexibility as our company makes adjustments to protect the health, safety and overall wellness of our employees and guests. The anxiety and stress caused by the response that is required and how it affects your daily life may seem unbearable but we will get through this together. We have been in constant communication with our industry representatives, and together we have stayed abreast of the many changes, requirements, and guidance provided by the CDC and local Public Health Authorities.

As the nation grapples with the effort to contain the coronavirus, the hospitality and dining industry have been challenged. The state of California has mandated a closure of all restaurants until April 7th. As a result, we temporarily closed after dinner service March 16, 2020. We want to stress that this is not a layoff or discharge, as we have every intention of activating employees as soon as we can resume operations. We anticipate the government will offer benefits from the “Families First Coronavirus Response Act” currently in the US Congress. We know that these changes will have a significant impact on you and your families, and we want to support you with a list of assistance programs and will update this information as we learn more.

State Support Programs

The Employment Development Department (EDD) provides a variety of support services to individuals affected by COVID-19. The following information provides a summary of state programs available.

Unemployment Insurance (UI)

If you realize a reduction in your hours, or your location has temporarily shut down operations, due to COVID-19, you can file a UI claim. UI provides partial wage replacement benefit payments to workers. If your child’s school is closed, and you have to miss work, you may also be eligible for Unemployment Insurance benefits.

Disability Insurance (DI)

If you’re unable to work due to having or being exposed to COVID-19 you can file a Disability Insurance (DI) claim which will provide you with benefits for full or partial wage loss. Eligible workers will be able to collect benefits the first week they are off work.

Paid Sick Time and Paid Time Off (PTO)

Current Paid Sick Time and PTO programs provide compensation for absences due to illness. Please see your manager if you have exhausted your sick pay/pto for possible extension. Moreover, we have just learned the Federal Government may have passed emergency legislation to extend paid sick leave for 14 days. When we learn of these benefits we will share that information as soon as possible

Paid Family Leave (PFL)

If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 you can file a Paid Family Leave (PFL) claim. Currently, PFL provides up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages due to caring for an ill family member.

For the most complete information regarding each program, including instructions on how to apply for benefits, please visit: https://edd.ca.gov/about_edd/coronavirus-2019.htm. You may also reach Deanna Sarro (310) 634-6048 or Loreal Baker (949) 903-1480 of Human Resources for further information and assistance.

From our President and government leaders to the frontline responders and healthcare professionals working around the clock. We also want to keep all of those who have been adversely affected by COVID-19 in our hearts and prayers.

It is in these challenging times that our great nation comes together to support one another, and in this, we find comfort and hope.

Sincerely,

Rick Staunton

Founders

Bluewater Grill Restaurants

Jim "U" Ulcickas