

WARN NO.
6964

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John Asher, Rapid Response Coordinator
Oregon Dislocated Worker Unit, Oregon HECC -- Office of Workforce Investments
875 Union Street NE
Salem, OR 97311

Mayor Jason B. Snider
Tigard City Council
13125 SW Hall Blvd.
Tigard, OR 97223

The Office of Community Colleges and Workforce Development
255 Capitol Street NE
Salem, OR 97310

September 29, 2020

Re: **UPDATED WARN Notice: The Bay Club Company**

I am writing on behalf of The Bay Club Company ("Bay Club") to update the notice previously provided to you on June 9, 2020. Specifically, as a result of COVID-19-related business circumstances that were not reasonably foreseeable at the time that notice might otherwise have been required, some Bay Club associates experienced a layoff at the following Club location on September 7, 2020. These circumstances include the prolonged government-ordered shutdown of recreational facilities such as Bay Club's, the protracted length of time COVID-19-related restrictions are now expected to continue, and the likelihood that more stringent restrictions will be re-instituted in the event of an anticipated COVID-19 resurgence.

Bay Club Portland
18120 SW Lower Boones Ferry Road
Tigard, OR 9724

Over the next few weeks, Bay Club will continue to evaluate its business model and workforce in light of the prolonged COVID-19 pandemic, including offering new positions for remote services offered by Bay Club to offset some of the loss in hours for associates who previously provided in-person services. We anticipate that, as a result of this restructuring and reallocation of hours, a number of additional associates will experience a temporary or permanent employment loss. More information about such impacts will be shared when it becomes available.

I am providing this notice in an abundance of caution and due to the unprecedented nature of this situation, although the Worker Adjustment and Retraining Notification Act ("WARN Act") and California WARN Act may not technically require notice of all of these planned actions.

**UPDATED WARN Notice: The Bay Club Company
September 29, 2020**

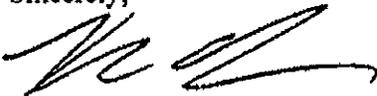
- The entire Club location is not being closed.
- Bumping rights do not exist.
- The affected associates are not represented by a union.

The number of affected associates laid off at this Club location is: 125. The additional information listed in 20 C.F.R § 639.7 is maintained by Bay Club and readily accessible upon request.

All affected associates have been notified of these actions, which are anticipated to be permanent, with the exception of associates who may experience a reduction in work hours in the near future, which may be temporary.

If you have any questions or want additional information concerning this matter, please contact Erin Rucker Oto, Senior Executive Vice President at 415.901.9252.

Sincerely,



**Kevin Klipfel
Chief Financial Officer**