

Tuesday March 17, 2020

Dear Parents and Staff,

Kids Klub to Close for two weeks (3/18 - 3/31):

First I would like to address our staff directly: **Rest assured that you will receive your pay in full for these two weeks.** We value you and your commitment to Kids Klub during these trying times and above all else want to do right by you. Without you, we would not exist.

This is a difficult, uncertain time for all, and our hearts go out to all of our staff and families. We have tried our best to be responsible in our actions as a company in taking care of the safety and well being of so many children and families. We are doing our best and trying to do the right thing. We spoke again yesterday with both the Pasadena Public Health Department and the LA County Public Health Department, and were advised to stay open as an essential service. Both the health department and city officials make a clear distinction between child care services and schools in their recommendations on closure and how the social distancing and gatherings of 50 or 10 or more apply.

Throughout these trying times, we have been attempting to be morally and socially responsible being guided by the following: 1) our faith in the governmental agencies that oversee and regulate us, specifically the Public Health Department and Department of Social Services; 2) our collaboration and communication with other childcare centers in our community of caregivers, and 3) our hearts as caregivers/educators and desire to serve children and families. There was no financial benefit to us remaining open these last several days—we did so out of a belief—informed by all of the above—that we were providing an essential service.

This situation is changing by the minute. Due to conflicting information, parent pressure, and the need to take time to fully assess the situation, we will **CLOSE effective tomorrow, March 18, 2020 through March 31, 2020.** We are planning to re-open on April 1, 2020 if the situation allows. Our staff and managers have been working around the clock to keep communication as open as possible with our families. We ask that you partner with us and communicate in a kind and respectful manner. This is a difficult time for all of us. We are all in a situation that is clearly different from anything any of us have encountered before.

We have been in contact with many of the other child care centers in our community and we have been working together to do the right thing. Most are still open but are also feeling the pressure to close from their parents. We will continue to work together with other centers during this time to learn from one another and make the right decisions for our community. Our gratitude goes out to those who cannot work from home and are on the front lines working essential jobs during this uncertain time. We are sorry that we cannot be there for you in this time of need. We also thank those who have been understanding as we try to navigate this crisis.

Over the next couple of days we will be evaluating what we can do for our children during closure. Beyond the basics of child care, we are committed to the education of our children. We are working to put together resources and educational tools for parents to continue

to foster learning while our little ones are at home. While we are not equipped for online classes, and understand these are not easily facilitated at the preschool level, we want to do what we can. We will keep you posted on our efforts to provide at-home learning for your children.

Tuition Credits:

We are committed to both our families and staff. Our staff are the backbone of this company. Our teachers dedicate their lives to educating and caring for our children and in this time we must continue to take care of them.

We will continue to pay our staff in full during these two weeks. The Senate - as of the writing of this letter - still has not passed the "Families First Coronavirus Response Act". From reading that act, if it passes, we, the employer, will still be required to pay salary expenses out of pocket. While we may be able to get tax credits for wages paid to our employees affected by this crisis, it is still unclear if and how those tax credits will be received. We are committed to passing savings along to our parents where we can during this closure.

At this time, we will give a one week tuition credit to all families during the two week closure.

By not collecting 1 week of tuition while still paying our staff for two weeks - along with all of our other expenses that will not be reduced due to this closure - we will sustain a significant loss. We are willing to do this to share the burden with our families. We thank you for your support to help us keep our staff fully cared for during this crisis.

For any families wishing to withdraw completely from Kids Klub, we will reduce the 30 day notice to just two weeks. You can be placed on our waiting list if you would like to return to Kids Klub in the future.

This situation remains fluid. We are taking it day by day and will continue to send updates as we learn more.

Sincerely,



Michael Wojciechowski
President & CEO

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