



Dear Members,

The CERA Board and our employees hope you and your families are healthy and safe and finding a way to stay active during this unprecedented time. Our prayers and thoughts are with those families impacted by the virus personally or professionally, for those who lost family members, and the doctors, nurses, medical staff, first responders, or others who give of themselves daily to help fellow Americans.

On March 17 the CERA Board put safety first when it unanimously voted to close the Bryant Irvin facility and other activities due to the COVID-19 situation. A few days later Governor Abbott shut down the state which included gyms and fitness facilities for the same reasons which the CERA Board acted. The CERA Squaw Creek Golf Course has been able to stay open; however, it operates under strict guidelines to maintain safety and social distancing for all golfers.

**The Good News is the CERA Bryant Irvin fitness center and some activities will be re-opening Monday, May 18.** A separate letter from the CERA General Manager will be forthcoming with all the details about operating hours, safety precautions taken, and how you, the member, are a part of this new operation going forward. However, many of you will be asking how CERA plans to treat your membership for the downtime when you were unable to use the facility.

Upon temporarily closing the Bryant Irvin facility, **the Board unanimously made another decision to continue to pay our employees for the duration of the close.** For the past two months, the staff has been hard at work deep cleaning the facility and working on other projects to get the recreation center ready to reopen. With this said, let me share some background information about CERA.

CERA is a 501C-4 non-profit organization, which does not receive any financial support from Lockheed Martin or any other third-party organization. It is a standalone, private, non-profit organization chartered to provide fitness and well-being activities to its' associate companies and members. At CERA, our #1 expense is payroll with 80% of all expenses being payroll, utilities, taxes, and insurance. As a result of COVID-19, revenue is down at both Bryant Irvin and Squaw Creek, and continuing to pay our employees has financial implications. CERA applied for the **CARES Act** loan, which would have helped pay the employees' salaries during the shutdown, only to later learn that 501C-4 organizations do not qualify.

As mentioned earlier, **we continued to pay our employees because it was the right thing to do.** In order to reopen the Bryant Irvin facility with a fully functioning staff, CERA is relying on membership dues to get through these challenging times. If you lost your job or payment of the membership fee during the shutdown created a financial hardship on you, please contact us, and we will reimburse or extend your membership dues for this period. **But for those who have continued to be employed during this time,** CERA is asking you to **"pay if forward"** by not requesting a refund, and instead supporting our decision to use those membership dues to help pay our employees' salaries during the shutdown.

In closing, the Board is excited and looks forward to having our members back at the Bryant Irvin facility. A popular saying right now is **"We Will Get Through This"**, and we will. We value our CERA community, and by working together, days will soon be brighter for CERA, our members, and our country.

Welcome Back!

*David M. Rapisand*  
CERA Board President