

Guadalmina, Marbella. December 10-11, 2020

Good morning, my name is José M<sup>a</sup> Retana and my Members number is 5685.

I Would like to start by saying to the Board of Directors that I regret your resignation communicated a few days ago, that I believe that it would have been more positive for the Club if they had rectified the decision to dismiss Juan Hernández and that they had continued until their term has normally reach the end. However, I am grateful for the work done, their efforts and dedication to the Club during their term.

I am addressing all those present here on my behalf and on behalf of more than 100 partners whom I have the honor to represent, but I would like to address especially all those who plan to vote against the reinstatement of Juan Hernández, since I believe that it is still possible that they will reconsider their intention to vote.

Any dismissal is one of the most sensitive and delicate decisions that every person in charge of human resorces must make.

But the disciplinary dismissal, which is the most radical and traumatic dismissal possible, is essential that it is decided after a process of deep reflection and that it obeys a propotional relationship between the causes that originate it and the effects that it entails.

In the case of Juan Hernandez and after listening to the reading of the dismissal letter by the author, the labor lawyer that the Board has hired, has just made, it is evident that the causes exposed are reduced to a series of invitations or courtesies made to professionals from other courses and to a member of our Club in some green fees, use of buggies or trolleys and practice ball tokens. Which has meant a lack of income in the Club cash of € 535 in two months. In other words, the causes of this disciplinary dismissal border on the ridiculous, since it is nothing that any master caddy does not perform in most of the golf clubs in the world.

However, the effects of a disciplinary dismissal are devastating:

- It is the maximum professional loss in professional life
- violates the honor of the person
- questions professional integrity

The Disciplinary dismissal of Juan Hernandez, a professional who has been at the Club for more than 30 years without any blemish in his professional performance is a decision that is not adequate of a GENTLEMEN'S CLUB!

If a Gentlemen's Club detects a bad practice in an employee, does not spy on him, The Club sits with him, The Club tells the employee about the fault and helps him to redirect his performance.

If the malpractice continues, the employee will be officially warned, and if the malpractice continues, they are formally admonished and even suspended from employment and salary for a period of time ... But never a GENTLEMEN'S CLUB treats an employee as it has been to Juan Hernández!

Finally, and possibly influenced by my professional relationship with the human resources for more than 30 years, I want to comment that, in all types of organizations, either a club or a company, it is essential that any dismissal decision is assumed and decided by the immediate superior of the affected person.

In this specific case, it is a decision made by the Board of Directors, in which it seems that the top executive of our Club, The Manager not only does not intervene in the decision, but it was informed about it 10 minutes before the decision it is made public.

These types of actions, not respecting the structure or the organization chart of our Club, only lead to confusion on part of the employees, so that professionals feel that their area of responsibility is invaded, so it is logical that others tend to do the same, which would ultimately lead to chaos in management.

For all the comments, I end up asking all attendees to vote for the reinstatement of Juan Hernández and to return to his job immediately and urgently correct the most unfair decision in the history of our Club.

Thanks for your attention.