

## Former Employee Review – BK Adventure

As a former guide, I feel it's important to share my experience. The bioluminescence seen on tours is intensified by nutrient pollution, including human waste runoff—a fact supported by environmental studies. I believed guests deserved accurate eco-tour information, but raising these concerns appeared to contribute to my indefinite suspension, which followed a single sick day and came with no clear return conditions.

After more than a year with the company, I was earning \$15/hour, plus variable tips averaging about \$3/hour—for physically demanding, second-shift work involving guest safety and heavy equipment. Like many employees, I was living paycheck to paycheck. Under these conditions, being suspended indefinitely felt like a form of constructive dismissal.

BK Adventure operates under an automatically renewing permit on federal land, limiting competition and enabling significant profits with little oversight. While I valued my time with guests and colleagues, in my view, the company prioritizes profit and image over environmental transparency and employee well-being.