

Daniel Kenney

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Business Manager
BK Adventure
485 N Washington Ave
Titusville, FL 32796

Dear xxxx,,

I am writing to formally tender my resignation from my position with BK Adventure, effective immediately. My last day of work was July 21, 2025, when I was informed by my guide manager, Jacob, that I was being placed on medical suspension following instances of fatigue during a late tour. The final incident involved me proactively requesting backup after recognizing a recurrence of drowsiness—an action I took to ensure safety and transparency.

Since that time, I've come to understand the underlying issue wasn't related to medication, as initially suspected, but rather the result of being on a highly calorie-restricted diet while performing strenuous physical work. Prolonged exertion while undernourished can cause fatigue, which in this case explains the symptoms I experienced.

Jacob informed me that I was not to return to site work, not even as a sweep with backup, and not even if I drove myself. If this decision was based strictly on safety considerations, I understand the rationale. However, if the intent was to assert authority over aspects of my personal life beyond the company's scope, I respectfully disagree. I prefer to assume this was a miscommunication—though unfortunately, it reflects a broader pattern I've come to recognize.

Jacob often promotes a leadership philosophy centered on teamwork, but in practice, his approach feels more like a competitive environment where information is managed and leveraged rather than shared transparently. That dynamic has made it difficult for me to trust that concerns are being communicated clearly or in good faith. For example, I was surprised to learn in our recent conversation that you were never made aware of an issue I brought to Jacob's attention last year: that I lost more than \$8,000 in federal benefits due to being scheduled beyond my agreed availability. While I acknowledge my own failure to monitor the financial implications, this overextension stemmed from my willingness to work hard and produce value for the company—an effort that, regrettably, went unrecognized. Now I understand why: the issue, along with any potential complicity, was never escalated.

This breakdown in communication and lack of accountability has made it difficult for me to continue in good conscience under Jacob's supervision. While I respect BK Adventure and have valued many of the opportunities I've had here, I no longer feel I can trust the integrity of internal communication. As things currently stand, I do not intend to return.

While I want to be clear that I am not pursuing any legal action, I do believe that being placed on an unpaid medical suspension, without clear terms effectively amounts to constructive termination—especially while living paycheck to paycheck. That is why I left the meeting with Jacob feeling not just suspended, but effectively dismissed.

I've disposed of all BK-related uniforms, with the exception of the personal flotation device (PFD) I received several years ago. It was well-worn and originally recovered from discarded equipment. If there is a charge for keeping it, please let me know. I will also return the tow rope and headlamp at my earliest opportunity.

Thank you again for the opportunity to work with the company. I'm disappointed by how things unfolded, but I hope this feedback can be of some constructive use going forward.

Sincerely,

Daniel Kenney