



March 26, 2020

VIA E MAIL (agatlin@dwd.in.gov)

Ashley Gatlin
Program Director, Rapid Response
Department of Workforce Development
10 N Senate Ave SE311
Indianapolis, IN 46204

Re: Notification of Facility Closings and Employment Separation – WARN Act Notice

To Whom It May Concern:

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act of 1988, and any applicable state equivalent.

Due to unforeseen circumstances, including mandatory closure orders in some locations and recommendations of health and safety officials concerning steps to mitigate the spread of COVID-19, Cinemark USA, Inc. and its affiliates (the “Company”) have made the incredibly difficult decision to close our movie theatre locations in the state of Indiana. As a result, we will permanently lay off non-exempt and exempt employees at our theatres in the state as of March 26, 2020.

This notice is being given as soon as possible, but due to the rapidly developing and changing nature of the COVID-19 pandemic, additional notice was not feasible.

This is not a union facility and no bumping rights exist for these employees. The layoff will impact 150 employees in the state of Indiana. A list of theatre names and physical addresses, affected positions and the number of affected employees in each position is attached to this letter.

All employees not terminated for good cause will be paid until March 26, 2020.

We regret the circumstances that made this layoff necessary. If you have any questions or need further information, you may contact Sid Srivastava, Senior Vice President and Chief Human



Resources Officer, Cinemark USA, Inc., 3900 Dallas Parkway, Suite 500, Plano TX 75093;
972-665-1000; ssrivastava@cinemark.com.

Sincerely,

A handwritten signature in black ink, appearing to read "Sid Srivastava". The signature is written in a cursive style with a long, sweeping underline.

Sid Srivastava

CINEMARK®

CENTURY THEATRES. CinéArts Tinseltown rave chemas

Theatre Name	Address	City	State	Zip	Assistant Manager	Box Office	Concession	Counter Server	Senior Assistant Manager	Usher
Cinemark Greenwood Corner	1848 E. Stop 13 Road	Indianapolis	IN	46227-0847	8	19	12	4		9
Movies 14	910 West Edison	Mishawaka	IN	46545	14	1	31	4	2	8
Cinemark 12 @ Valparaiso Commons	700 Porter's Vale Blvd.	Valparaiso	IN	46383	8	4	16			10