



CENTURY
THEATRES

CinéArts

Tinseltown

rave
cinemas

RECEIVED
MAR 31 2020

March 26, 2020

VIA FIRST CLASS U.S. MAIL

BY:

The Wisconsin Department of Workforce Development
Dislocated Worker Unit
P.O. Box 7972
Madison, WI 53707

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 Wisconsin. As a result, we will permanently lay off non-exempt and exempt employees at the Cinemark Tinseltown USA, located at 7101 70th Court, Kenosha WI 53142 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. The business circumstances leading to the closing of our theatres were not reasonably foreseeable.

This is not a union facility and no bumping rights exist for these employees. The layoff will impact 51 employees in the state of Wisconsin. A list of affected positions and the number of affected employees in each position is attached to this letter as Addendum A.

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,

Sid Srivastava

