



March 26, 2020

VIA E MAIL (michelle.dejohn@ky.gov)

Michelle DeJohn
Employer Customer Services Branch Manager
Kentucky Career Center
Office of Employment & Training
275 E Main St, 2-WA
Frankfort, KY 40621

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 Kentucky. 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 463 employees in the state of Kentucky. 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 that reads "Sid Srivastava". The signature is written in a cursive style.

Sid Srivastava

CINEMARK®

CENTURY THEATRES. CinéArts Tinseltown rave chemas

Theatre Name	Address	City	State	Zip	Assistant Manager	Assistant Manager				Concession	Counter				Maintenance	Restaurant GM	Senior Assistant		Theatre		
						Restaurant	Bar Tender	Box Office			Cook	Server	Runner	Support			Hourly	Manager	Server	Manager	Usher
Cinemark Movies 10	400 Winchester Ave	Ashland	KY	41101	7				3		7						1			10	
Tinseltown Louisville	4400 Towne Center Drive	Louisville	KY	40241	12				10		19	7			1		1			1	13
Kentucky Oaks Mall (II)	5159 Hinkleville Road Unit #010	Paducah	KY	42001	7				1		14										23
Cinemark Fayette Mall	3800 Mall Road	Lexington	KY	40503	6				11		27								5		13
Cinemark Richmond Centre	2103 Lantern Ridge Drive	Richmond	KY	40475	5				3		12								1		5
Cinemark Mall St. Matthews	5000 Shelbyville Rd, Suite D210	Louisville	KY	40207	10				5		5										17
Florence 14	7860 Mall Rd	Florence	KY	41042	9	2	4		6	28	17		5				1	1	11		23
Preston Crossing 16	9700 Preston Crossing Blvd	Louisville	KY	40229	8		4	21		21				1	1				1		32