



Received April 6, 2020 at 9:00am

March 26, 2020

VIA E-MAIL ([rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov))

Ohio Department of Job and Family Services

Breeyn Handberg  
Rapid Response Program Manager  
Office of Workforce Development  
4020 E Fifth Ave  
Columbus, OH 43219  
[breeyn.handberg@jfs.ohio.gov](mailto:breeyn.handberg@jfs.ohio.gov)

**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 Ohio. 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 1,303 employees in the state of Ohio. 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](mailto:ssrivastava@cinemark.com).



Sincerely,

A handwritten signature in black ink, appearing to read "Sid Srivastava", is written in a cursive style.

Sid Srivastava

