



March 26, 2020

VIA EMAIL (bunny.l.harper@wv.gov)

Bunny L. Harper
Director
Dislocated Worker Services Unit
1900 Kanawha Blvd E
Bldg. 3, Room 312
Charleston, WV 25305

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 West Virginia. 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 57 employees in the state of West Virginia. 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'.

Sid Srivastava



Theatre Name	Address	City	State	Zip	Assistant Manager	Box Office	Concession	Usher
Cinemark 10 Bridgeport	2105 Meadowbrook Mall Road	Bridgeport	WV	26330	5	1	28	1
Cinemark Huntington Mall	500 Mall Road Unit 700	Barboursville	WV	25504	6	2	12	2