



CENTURY
THEATRES.

CinéArts

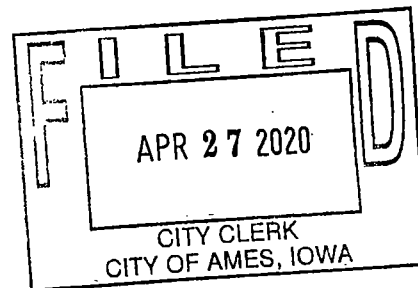
Tinseltown

rave
cinemas

April 1, 2020

VIA US MAIL

Hon. John Haila
Mayor, City of Ames
515 Clark Avenue
Ames, IA 50010



**Re: Notification of Temporary Facility Closings and Employment Separation—
WARN Act Notice**

To Mayor Haila:

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 temporarily close all operations and activities at our movie theatre locations in the State of Iowa.

Cinemark plans to suspend its operations at its Iowa theatres. As a result, the Company will permanently lay off 238 non-exempt and exempt employees at our theatres in the state as of March 26, 2020. The name and physical address of each location affected is identified on Addendum A enclosed herewith, along with information identifying the affected job titles. No affected employees are represented by a union or covered under a collective bargaining unit and no employees are eligible to displace or bump other employees of the Company. We hope to hire many of the impacted individuals back when the theatres reopen.

This notice is being sent as soon as possible, but due to the unforeseeable business circumstances of 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.

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



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ADDENDUM A

Theatre Name	Address	City	State	Zip	Assistant Box		Concession	Counter Server	Maintenance Hourly	Senior Assistant	
					Manager	Office				Manager	Usher
Movies 12	1317 Buckeye Avenue	Ames	IA	50010	6		13	9			
Jordan Creek 20	101 Jordan Creek Parkway Bldg. 2000	W. Des Moines	IA	50266	13		41	13	1		1
Davenport 53rd 18	3601 East 53rd St	Davenport	IA	52807	14	6	35	12	2	2	35
Cinemark Prairie Crossing	2227 Adventureland Dr NW	Altoona	IA	50009	7		21	6	1		