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April 29, 2020

VIA E-MAIL AND CERTIFIED MAIL
Wesley Reed
Statewide Rapid Response Coordinator
Nevada Dept of Employment, Training and Rehabilitation
500 E 3rd St
Carson City, NV 89713
wrreed@nvdetr.org

Re Action Notice

Dear Mr. Reed:

On or about March 17, 2020, in response to a series of local governmental shutdown orders and federal and CDC guidance recommending social distancing, Regal Cinemas temporarily closed its theatre located at 2411 W. Sahara Ave., Las Vegas, NV 89102, resulting in a temporary furlough of most employees at this location.

At the time these temporary furloughs were announced, Regal did not believe there was a reasonable probability that the furloughs would last more than four to six weeks. However, Regal has determined that while it is still unlikely, it is now reasonably foreseeable that these furloughs could, at least in part, last for a sufficient duration to qualify as layoffs amounting to "employment losses" under applicable law. Regal has come to this determination in light of recent intervening and extended applicable governmental shutdown orders (including Governor Sisolak's Emergency Directives closing non-essential businesses, such as movie theatres, and extending stay-at-home restrictions through at least April 30, 2020), intervening and extended federal and CDC guidance regarding social distancing, and additional data and analysis revealing the impact of the COVID-19 crisis on Regal's financial condition. Therefore, Regal is providing this notice regarding the furloughs out of an abundance of caution.

In light of the foregoing, and given the rapid pace at which this situation has developed, Regal is providing as much notice as is possible under the circumstances. The furloughs went into effect on March 17, 2020 (or within 14 days of that date).

All 44 affected employees have been notified of their furlough dates and that their furloughs are anticipated to be temporary. There will not be any bumping rights for affected employees—that is, employees will not be able to displace more junior employees out of their job positions as a result of these furloughs.

Please contact me if you have any questions or want additional information concerning this matter.

Sincerely,

Lorie Walker
Vice President of Legal Affairs
lorie.walker@regalcinemas.com

cc:
The Honorable Carolyn G. Goodman, Mayor
Las Vegas City Hall
495 S. Main St.
Las Vegas, NV 89101