

April 2, 2020

**Via E-mail and USPO Mail**

Lisa Marshall  
Employment Transition Team Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
301 W High St  
Suite 870  
Jefferson City, MO 65102  
Lisa.Marshall@dhewd.mo.gov

Re Notice of Layoff

Dear Ms. Marshall:

As a result of the unforeseeable, dramatic impact to business caused by COVID-19, the resulting natural disaster and state of emergency, along with the subsequent local and state orders affecting our theatre, we are writing to inform you that on April 3, 2020, there will be a layoff at the Alamo Drafthouse Cinema located at 4005 South Avenue, Springfield, Missouri 65807 affecting 8 employees at that location. This layoff results from unforeseeable business circumstances stemming from the Coronavirus, and therefore we are providing as much advance notice to you and our employees as possible. We are hopeful that this layoff implemented on April 3, 2020, will be temporary. However, because of the unforeseen business conditions that have affected our business, we are not able to state with certainty when the layoff will end.

In an abundance of caution, the Company is providing you with this notice. Our need to implement layoffs, including layoffs of these employees, was caused by COVID-19 related business circumstances that were not reasonably foreseeable as of the time that a notice might have been required by the federal WARN Act [29 U.S.C §§ 2101, et seq.]. In the event this layoff is considered a “plant closure” under the federal WARN Act, we are providing notice of our decision now. Assuming that business conditions improve and that government officials permit the business to reopen, the Company is hopeful that the actions it is taking are temporary and that some or all of our employees will be able to return to work in the future.

All 8 affected employees at the above referenced Alamo Drafthouse Cinema in Springfield, Missouri who will be laid off on April 3, 2020, have been notified of the effective date of their layoff.

The attached is a list of the job positions and number of employees at the Springfield, Missouri Alamo Drafthouse Cinema who have been affected by this layoff.

There will not be any bumping rights for the affected employees – that is, employees will not be able to displace more junior employees out of their job positions, as a result of this layoff.

cc: The Honorable Ken McClure (via E-mail, and Mail)

List attached below:

**ATTACHMENT 1**

<b>Job Title</b>	<b>Number of Affected Individuals</b>
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Salary Manager	8
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**8 Total**

MARCH 23, 2020

**Via Facsimile, E-mail and Certified Mail**

Lisa Marshall  
Employment Transition Team Coordinator  
Office of Workforce Development  
301 W. High Street, Suite 870  
Jefferson City, MO 65102  
573-522-2744  
Fax: 573-751-9528  
Lisa.marshall@ded.mo.gov

Re Notice of Layoff

Dear Lisa:

We are writing to notify you that on March 16, 2020 there was a layoff at the Alamo Drafthouse Cinema located at 4005 South Avenue, Springfield, MO 65807 affecting all employees at that location. This layoff results from unforeseeable business circumstances stemming from the Coronavirus, and therefore we are providing as much advance notice to you and our employees as possible. We are hopeful that this layoff implemented on March 16, 2020 will be temporary. However, because of the unforeseen business conditions that have impacted our business, we are not able to state with certainty when the layoff will end, and it is possible that it may turn into a permanent separation from employment of 6 months or more.

All 199 affected employees at the above referenced Alamo Drafthouse Cinema in Springfield, Missouri have been notified of the effective date of their layoff and that the layoff, although hopefully temporary in nature, may turn into a permanent separation from employment of 6 months or more. Those employees began their layoff on March 16, 2020.

The attached is a list of the job positions and number of employees at the Springfield, Missouri Alamo Drafthouse Cinema who have been affected by the layoff.

There will not be any bumping rights for the affected employees -- that is, employees will not be able to displace more junior employees out of their job positions, as a result of this layoff.

Sincerely,



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John Martin  
Springboard Ventures, LLC dba  
Alamo Drafthouse Cinemas

cc: The Honorable Ken McClure (via Facsimile, E-mail, and Certified Mail)

Job Title List attached below:

**ATTACHMENT 1**

<b><u>Job Title</u></b>	<b><u>Number of Affected Individuals</u></b>
Server	84
Kitchen	45
Runner	25
Bar	18
Salary Manager	9
Hourly Manager	8
Tickets	7
Projectionist	3
	<b><u>199 Total</u></b>