

EMPLOYMENT APPLICATION

POLICY STATEMENT: Cinemark is proud to be an equal opportunity employer. It is the Company's policy to recruit, hire, train, promote, reassign, compensate, and administer all other personnel actions without regard to age, sex, race, color, national origin, ancestry, citizenship, religion, physical or mental disability, marital status, veteran status, sexual orientation, gender identity, genetic information, or medical condition (including, but not limited to pregnancy), or any other characteristic protected under federal, state and local laws. Cinemark also provides reasonable accommodations to applicants and employees with disabilities and for sincerely held religious beliefs or practices to the fullest extent required by law. If you would like to request an accommodation or believe that you have been subject to discrimination, please contact the Company's Human Resources Department at 972-665-1000 or human.resources@cinemark.com.

(PLEASE PRINT)

Date of Application: _____ Position(s) Applied For: _____ 2nd Choice: _____

Referral Source: Advertisement Friend Relative Walk-In Employment Agency Other _____

NAME	DATE AVAILABLE TO START
ADDRESS	HOME PHONE
CITY STATE ZIP	CELL PHONE
SALARY DESIRED	EMAIL ADDRESS

1. If you become employed, and you are under 18, can you furnish a work permit (if required by law)? Yes No
2. Have you filed an application with Cinemark before? Yes No If yes, give date: _____
3. Have you ever been employed with Cinemark before? Yes No If yes, give dates: _____ to _____
4. Do you know anyone who works for Cinemark? Yes No If yes, who? _____
5. If you are currently employed, may we contact your present employer? Yes No
6. Are you legally authorized to work in the United States? Yes No
(Proof of work authorization is required upon hire)
7. Are you available to work Full Time Part Time Shift Work Temporary
Total hours available to work per week: _____

	F	Sa	Su	M	T	W	Th
Times available:	FROM						
	TO						

8. Are you on a lay-off and subject to recall? Yes No
 9. Can you travel if a job requires it? Yes No
 10. Are you able to perform the job functions of the position as outlined in the job description, either with or without accommodation? Yes No
 11. Do you have a valid driver's license? Yes No State _____
 12. Have you ever been discharged for cause? Yes No If yes, please explain: _____
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13. Have you been convicted of any crimes in the past 7 years? **(See instructions below before answering this question.)** Yes No

Instructions: Please note that for purposes of this application, convictions include verdicts of guilty, findings of guilt, and pleas of guilty, nolo contendere and no contest. Do not include convictions that have been annulled, sealed, expunged, set aside, vacated, restricted, pardoned, erased, impounded, discharged, dismissed, or destroyed pursuant to a court order. Please note that a conviction will not necessarily bar you from employment. The nature of the job for which you are applying, the nature of the offense, the length of time since the conviction and/or incarceration, the seriousness of the offense, your age at the time of the offense, and any rehabilitation will be considered. Please refer to the specific state instructions below before answering this question.

State-Specific Instructions:

California Applicants: Do not identify any misdemeanor conviction for which probation has been successfully completed or otherwise discharged and the case has been dismissed by a court. Also, do not identify marijuana-related convictions entered by the court more than 2 years ago that involve: unlawful possession of marijuana; possession of paraphernalia used to smoke marijuana; being in a place with knowledge that marijuana was being unlawfully used and aiding, assisting, abetting such use; or unlawfully being under the influence of marijuana.

Connecticut Applicants: You are not required to disclose the existence of any arrest, criminal charge or conviction, the records of which have been erased pursuant to Conn. Gen. Stat. §§46b-146, 54-76o or 54-142a. If you have had criminal records erased pursuant to Conn. Gen. Stat. §§46b-146, 54-76o or 54-142a you shall be deemed to have never been arrested with respect to the erased proceedings and may so swear under oath. The criminal records subject to erasure pursuant to Conn. Gen. Stat. §§46b-146, 54-76o or 54-142a are records pertaining to:

- A finding of delinquency or that a child was a member of a family with service needs
- An adjudication as a youthful offender
- A criminal charge that has been dismissed or nolle
- A criminal charge for which the person has been found not guilty or a conviction for which the person received an absolute pardon.

Georgia Applicants: Do not identify any offense that has been discharged by the court under Georgia's First Offender Act.

Massachusetts Applicants: Do not answer this question at this time. Applicants may be asked about certain criminal convictions at a later point in the hiring process.

Minnesota Applicants: Do not answer this question at this time. Applicants may be asked about criminal convictions at a later point in the hiring process.

Nevada Applicants: Do not identify any conviction for which you have been honorably discharged from probation.

New York Applicants: Do not identify any youthful offender adjudication or any criminal proceeding that was terminated in your favor.

Philadelphia, Pennsylvania Applicants: Do not answer this question at this time. Applicants may be asked about criminal convictions at a later point in the hiring process.

Utah Applicants: Only identify felony convictions.

Washington Applicants: Do not identify any conviction (or release from prison) that is more than ten (10) years old at the time of completing this application.

14. If you answered "yes" to Question 13, have you been convicted of a crime resulting in your classification as a sex offender in any state? Yes No

15. If you answered "yes" to Question 13, or "yes" to Questions 13 and 14, please explain: _____

EDUCATION

TYPE	NAME AND LOCATION	DEGREES, DIPLOMAS, ETC	MAJOR COURSE OF STUDY	SEM/QTR HOURS OR UNITS		
				FULL TIME	PART TIME	CORRES.
HIGH SCHOOL						
TECHNICAL SCHOOL						
COLLEGE						
COLLEGE						
OTHER						
VOCATIONAL TRAINING: <input type="checkbox"/> D.E. <input type="checkbox"/> VOE _____ <input type="checkbox"/> OTHER _____		SPECIAL ACCOMPLISHMENTS OR AWARDS WHILE AT SCHOOL:				

PRIOR EMPLOYMENT HISTORY

List all employment beginning with your present or last position. Information in this column must be fully completed, even if employment history is supplemented by a resume. If you need more space, please attach additional pages.

EMPLOYER	PHONE NO.	YOUR TITLE
ADDRESS	DUTIES	
FROM: MO. YEAR	TO: MO. YEAR	
IMMEDIATE SUPERVISOR		
BASE EARNINGS: START \$	LAST \$	PER
REASON FOR LEAVING		

EMPLOYER	PHONE NO.	YOUR TITLE
ADDRESS	DUTIES	
FROM: MO. YEAR	TO: MO. YEAR	
IMMEDIATE SUPERVISOR		
BASE EARNINGS: START \$	LAST \$	PER
REASON FOR LEAVING		

EMPLOYER	PHONE NO.	YOUR TITLE
ADDRESS	DUTIES	
FROM: MO. YEAR	TO: MO. YEAR	
IMMEDIATE SUPERVISOR		
BASE EARNINGS: START \$	LAST \$	PER
REASON FOR LEAVING		

Please list any other relevant experience you would like us to consider: _____

DISCLOSURES

As a condition of employment, you must successfully pass any and all background and reference checks or other screening procedures which the Company determines to be necessary or desirable. Further disclosure will be provided and additional authorizations will be requested, as required by applicable law.

Smoking is prohibited in all places of employment. Smoking is prohibited in all work areas including, but not limited to, common work areas, auditoriums, classrooms, conference and meeting rooms, private offices, elevators, hallways, lobbies, medical facilities, cafeterias, employee lounges, stairs, restrooms, business vehicles and all other enclosed facilities. Employees who violate this policy are subject to disciplinary action and criminal sanctions.

Arkansas Applicants: I hereby give consent to any and all prior employers of mine to provide information with regard to my employment with prior employers to Cinemark.

Maryland Applicants: UNDER MARYLAND LAW, AN EMPLOYER MAY NOT REQUIRE OR DEMAND, AS A CONDITION OF EMPLOYMENT, PROSPECTIVE EMPLOYMENT, OR CONTINUED EMPLOYMENT, THAT AN INDIVIDUAL SUBMIT TO OR TAKE A POLYGRAPH EXAMINATION OR SIMILAR TEST. AN EMPLOYER WHO VIOLATES THIS LAW IS GUILTY OF A MISDEMEANOR AND SUBJECT TO A FINE NOT EXCEEDING \$100.

Massachusetts Applicants: It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.

Minnesota Applicants: In the event a background check report is obtained:

- You have the right to submit a written request to the reporting agency in order to obtain additional information on the nature and scope of the report.
- You may receive a free copy of the background check report if you check this box

AT-WILL EMPLOYMENT

Employment with the Company is at-will which means the employment relationship may be terminated with or without cause and with or without notice at any time by you or the Company. In addition, the Company may alter an employee's position, duties, title or compensation at any time, with or without notice and with or without cause. Nothing in this application or in any document or statement and nothing implied from any course of conduct shall limit the Company's or employee's right to terminate employment at-will. *Only the Company Chief Executive Officer is authorized to modify the Company's at-will employment policy or enter into any agreement contrary to this policy. Any such modification must be in writing and signed by the employee and the Chief Executive Officer.* In Montana, the at-will nature of employment ends at the end of your probationary period, or, if there is not a probationary period, after 6 months of employment.

By my signature below, I certify that I have read and understood the information and instructions in this employment application, and I verify the truth and accuracy of the statements I have made, orally, in this application, or on any supporting documents. I further understand that the Company will rely upon the accuracy of these statements in making its hiring decision, and that any false statement or material omission will be grounds for denying or terminating employment.

Applicant's Signature _____

Date: _____