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April 29, 2020

**WARN NO.**  
6321

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

John Asher  
Oregon Rapid Response Coordinator  
Office of Community Colleges and Workforce Development  
Higher Education Coordinating Commission  
875 Union Street NE  
Salem, OR 97311  
Fax: 503-947-1668  
[john.e.asher@oregon.gov](mailto:john.e.asher@oregon.gov)

Re Action Notice

Dear Mr. Asher:

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 the following Oregon location to the public, resulting in a temporary furlough of most employees:

- 7329 SW Bridgeport Road, Tigard, OR 97224

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 Brown's March 23, 2020 Stay at Home Order), 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.

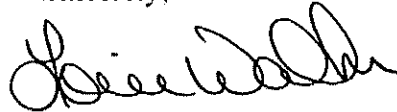
In light of the foregoing, and given the rapid pace at which this situation has developed, Regal is providing as much notice as is possible under the circumstances. The furloughs went into effect on March 17, 2020 (or within 14 days of that date) and affected the following numbers of employees:

<u>Location</u>	<u>Number of Affected Employees</u>
7329 SW Bridgeport Road, Tigard, OR 97224	68

All 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:  
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