

## 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: \_\_\_\_\_ 2<sup>nd</sup> Choice: \_\_\_\_\_

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

NAME	DATE AVAILABLE TO START		
ADDRESS	HOME PHONE		
CITY	STATE	ZIP	BUSINESS PHONE EXT. <span style="float: right;">MAY WE CALL YOU THERE? <input type="checkbox"/> YES <input type="checkbox"/> NO</span>
SALARY DESIRED	EMAIL ADDRESS		

1. If you become employed, and you are under 18, can you furnish a work permit?  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. Are you currently employed?  Yes  No 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 License Number: \_\_\_\_\_ State \_\_\_\_\_
  12. Have you ever been discharged for cause?  Yes  No If yes, please explain: \_\_\_\_\_
- 
13. Have you ever been convicted of a crime? **(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 sealed, expunged, set aside, vacated, discharged and 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. Before answering this question regarding criminal convictions, also refer to the specific state instructions below:

**State 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.

**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.

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

**New York Applicants:** Do not include information concerning any criminal proceeding that terminated in your favor or for any youthful offender adjudication.

**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. Show all periods of unemployment. 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: \_\_\_\_\_

## DISCLOSURE

As a condition of employment, the Company may require a criminal background check. In order to be considered for any theater managerial positions, Corporate positions, and some other field positions, you must successfully pass a criminal, driving record, and/or financial background check. Further information will be provided if applicable.

## AT-WILL EMPLOYMENT

If you become an employee of Cinemark, your employment will be employment "at-will." This means that either you or the Company may terminate the employment relationship at any time with or without cause or advance notice, and the Company may also change the terms and conditions of your employment with or without cause or advance notice. 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, 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 in this application. I further understand that Cinemark 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: \_\_\_\_\_