



January 31, 2017

Via email and overnight mail

Ms. Krista Johnson, Manager
Workforce Development Agency, State of Michigan
Rapid Response Section
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913
johnsonk2@michigan.gov

Mayor Bobby J. Hopewell
Kalamazoo City Hall
241 West South Street
Kalamazoo, MI 49007
mayor@kalamazoocity.org

Dear Mayor Hopewell and Ms. Johnson:

I am writing to you regarding planned layoffs of employees of Alamo Drafthouse Cinema ("Alamo"). The affected employees work at the Alamo theater located at 180 Portage Street, Kalamazoo, MI, 49007.

Alamo has learned that the property where Alamo's Kalamazoo theater is located has been sold and that the new owner intends to terminate Alamo's lease, which will require Alamo to vacate the premises. Alamo's Kalamazoo operations will shut down as a result. This cessation of Alamo's Kalamazoo operations is expected to be permanent.

Our current expectation is that the Kalamazoo theater will close on April 3, 2017. All Alamo employees working in the Kalamazoo theater will have their positions eliminated and be laid off by Alamo at that time.

A list of the job classifications that will be affected by these events and the number of affected employees is enclosed with this letter as Exhibit A. The affected employees are not represented by a labor union, and no affected employees have bumping rights. Some Alamo employees whose Kalamazoo positions will be eliminated may receive offers to transfer to different Alamo locations; however, like all other Kalamazoo employees, any employees who receive but reject an offer to transfer to a different location will no longer work for Alamo after their Kalamazoo position is eliminated.

Should you have any questions, please contact Steve Phillips at steve.phillips@drafthouse.com or (512) 861-7404.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Phillips". The signature is fluid and cursive, with the first name "Steve" and last name "Phillips" clearly distinguishable.

Steve Phillips
Senior Director of People
Alamo Drafthouse Cinemas

EXHIBIT A: AFFECTED JOB TITLES

Job Title	Number of Affected Employees
4 Wall Manager	1
Assistant General Manager	1
Bartender	5
Cook	18
Creative Manager	1
Dishwasher	1
Kitchen Manager	1
Manager	1
PCE Associate	1
Projectionist	1
Runner	26
Server	50
Tickets	2