

Utah Policy and Procedure for Data Retention, Disposition, Access and Confidentiality

Application of Policy

This policy applies to certain information collected from applicants during the employment selection process by Cinemark Holdings, Inc. and any of its subsidiaries or affiliated companies (the "Company").

Limit on Data Collection

The Company will not collect an applicant's Social Security number, date of birth and/or driver's license number (the "Data") before offering a position to the applicant, unless, all applicants for the position are required to provide the Data for the purpose of conducting a criminal background check, credit history check, driving record check, or to determine whether the applicant was previously employed by the Company. The Company will obtain the applicant's consent prior to taking any such action.

Access to and Confidentiality of Data

The Company will not use or disclose the Data for any purpose other than to determine whether to select the applicant for a position. In particular, the Company will not use or disclose the Data for purposes of marketing, profiling, or reselling of the information. However, the Company may provide the Data in the following circumstances: as required by law; at the request of a government entity in order to determine eligibility for or participation in a government service, benefit or program; if the applicant applies for another position with the Company; or if the applicant becomes an employee, for internal purposes such as performance reviews or promotion applications.

The Data will be maintained at the theater where applicant applies and access to the data will be restricted to the management and human resources team in order to preserve the confidentiality of the applicant.

Data Retention and Disposition

Unless otherwise required by law, the Company will not retain the information provided by the applicant for more than two years from the day the applicant provides the information if that applicant is not hired within that two year period.

The Data will be disposed of by shredder.

Review of Policy

An applicant may request to review this policy at any time prior to being required to provide information as part of the initial selection process.