

NATO of California/Nevada

# PREVIEWS

Information for the California and Nevada Motion Picture Theatre Industry

## CALENDAR of EVENTS & HOLIDAYS

**Thanksgiving Day**  
November 27

**Hanukah begins  
at sundown**  
December 21

**Christmas Day**  
December 25

**New Year's Eve**  
December 31

**Golden Globe Awards**  
January 11

**NATO of CA/NV  
Board of Directors  
Meeting**  
January 13

**Martin Luther  
King, Jr. Day**  
January 19

**Presidential  
Inauguration Day**  
January 20

**Sexual Harassment  
Prevention Training  
Seminars**  
January 27 - So. California  
January 29 - No. California

**Super Bowl**  
February 8

**Lincoln's Birthday**  
February 12

**President's Day**  
February 16

**Academy Awards**  
February 22

## NATO of CA/NV Sexual Harassment Prevention Training Seminar Scheduled for January

We are pleased to announce that once again, John LeCrone and Janet Grumer of the law firm Davis Wright Tremaine LLP will be presenting a two hour workshop, **FLIRTING WITH DISASTER:**



**Sexual Harassment Prevention Training**, to all interested NATO of California/Nevada member companies. The Southern California workshop will begin at 10:00AM on Tuesday, January 27, 2009 at the REG Edwards South Gate 20 Theatre in South Gate. The Northern California seminar will be held on January 29, 2009 at 12:30PM at the Sundance Kabuki 8 Theatre in San Francisco.

The training classes will meet the requirements of California Government Code § 12950.1, which requires that all California employers having 50 or more employees provide at least two hours of interactive training and education regarding sexual harassment to **all supervisors** within six months of their assumption of a supervisory position. The law also requires updating this training for all supervisors at least once every two years, but more frequent updates are prudent to prevent harassment and discrimination before it happens. Be sure to check your records to see if you or any of your employees need to be re-certified.

The training classes will be aimed at helping supervisors to recognize sexual harassment and other forms of workplace harassment, they will cover the appropriate immediate ac-



tion that needs to be taken along with tips on how to report and prevent harassment in the workplace. Additionally, the seminar will focus on avoiding claims of retaliation once harassment has been reported, the sub-

ject of many recent lawsuits in this area. The seminar will spotlight common problems and practical solutions to the many problems faced by theatre employers in particular, especially given the number of employees in their first jobs, policies of promoting from within, and the geographic dispersion of locations. The seminar will be aimed directly at movie theatre company issues, making it ideal for line supervisors and managers, district managers, Human Resources professionals, and corporate management alike.

Our presenters come to us with a vast store of knowledge on the subject, in addition to presenting sexual harassment prevention training seminars, Mr. LeCrone represents employers and management in wrongful discharge, harassment and discrimination litigation, wage and hour class actions, and trade secrets/unfair competition litigation. Ms. Grumer is a former movie theatre executive whose practice focuses on theatre and retail clients, including employment and general litigation issues.

**The training classes will be offered free of charge to NATO members and their employees but is by reservation only. The registration deadline is Friday, January 9<sup>th</sup>.** ▼

**NATO of CA/NV Sexual Harassment Prevention Training  
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11661 San Vicente Blvd., Suite 830  
Los Angeles, CA 90049  
Phone: 310/460-2900  
Fax: 310/460-2901  
E-mail: [Office@NATOCalNev.org](mailto:Office@NATOCalNev.org)  
[www.NATOCalNev.org](http://www.NATOCalNev.org)

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# Peter Dobson Joins NATO of CA/NV Board



Peter Dobson, CEO of Mann Theatres has been elected to the NATO of California/Nevada Board of Directors. Mr. Dobson started his industry career in 1964 as a projectionist in the United Kingdom and subsequently started his own independent theatre circuit. In 1992 he joined Warner Bros. as head film buyer for the United Kingdom and later become CEO of Warner Bros. Theatres in the United Kingdom. In 1997 Peter was promoted to Senior Vice President in charge of film buying worldwide for Warner Bros. International. In 2003 he joined Mann Theatres as CEO.

Mr. Dobson fills the position on the NATO of California/Nevada Board of Directors previously held by William F. Hertz, Sr., who passed away this past August. ▼

## NATO of California/Nevada Sexual Harassment Prevention Training Seminar Registration Form

Please provide the following information for each attendee, if registering more than one person please list all names and information on *one* sheet or email:

**Name and position:** \_\_\_\_\_

**Company name:** \_\_\_\_\_

**Theatre:** \_\_\_\_\_

**Email address:** \_\_\_\_\_

**Daytime phone number:** \_\_\_\_\_

Check off the session you would like to attend:



**January 27<sup>th</sup> 10:00AM**  
**REG Edwards South Gate 20 Theatre**  
630 Garfield Avenue  
South Gate, CA 90280



**January 29<sup>th</sup> 12:30PM**  
**Sundance Kabuki 8 Theatre**  
1881 Post Street at Fillmore  
San Francisco, CA 94115

Fax to 310/460-2901 or email to [office@natocalnev.org](mailto:office@natocalnev.org)  
**No later than reservation deadline of January 9th**

# Governor Calls Legislature Back Into Special Session -Budget Deficit Climbs-

Governor Arnold Schwarzenegger called the Legislature back into special session immediately following the November 4, 2008 elections. This announcement came in the wake of revelations that the recently approved state budget for 2008-09 is already in deficit by as much as \$10 billion. There are predictions that the combined deficit for fiscal years 2008/09 and 2009/10 could be as much as \$25 billion. The size and seriousness of this deficit coupled with the housing crisis, rising unemployment and lackluster sales will guide the actions of the Legislature as they attempt to find solutions. The Governor has characterized the deficit as a "state of emergency" and has warned that major public services including education will be affected.

When questioned about how a compromise might be forged, the Governor indicated that he is seriously looking at a sales tax increase (most likely the one-cent tax increase he was unsuccessful in achieving as a part of the current budget) as well as significant cuts in almost every program area. Not only is there sour news regarding the state budget, but recent news reports have indicated that the state's unemployment insurance fund is on the brink of crisis, unemployment has grown to nearly 8 percent from 4.6 percent two years ago, the judge in the federal court overseeing the prison crisis has ordered the state to turn over \$250 million for new hospitals for inmates as an installment on an \$8 billion construction plan, and sales of new cars and trucks (a key indicator of the health of the economy) fell almost 20 percent in the third quarter of this year.

In addition to the call for the special session, the Governor, working with the legislative leadership, has signed an Executive Order creating a bipartisan Commission on the 21<sup>st</sup> Century Economy charged with re-examining and suggesting ways to modernize California's revenue laws. This will be a 12-member commission, appointed by the Governor and legislative leaders and will be charged with suggesting changes to California's tax laws that will result in a more stable revenue stream and one that is more reflective of today's economy. In past discussions, this has meant moving away from a manufacturing based taxation system and more toward a service based system. A discussion of taxing services always brings with it a significant concern about proposals to tax admissions to theatres and other venues. NATO will be closely monitoring the activities of the Commission which is slated to begin its work sometime in November and report their findings to the Governor and legislature by April 15, 2009.

Meanwhile, the work of the Special session will begin and presumably conclude before November 30, 2008 since that is the date that current members of the Legislature who are termed out will leave the Capitol. Newly elected members will be sworn in on December 1, 2008. If the budget deficit is not successfully dealt with in November, these newly elected members, some with little to no familiarity with the legislative processes, will be handed the job of finding solutions not only to this year's problems but next year's as well. ▼

**LATE NEWS:** Governor Schwarzenegger announces that the state must take "dramatic" measures to close a budget shortfall that is expected to swell to \$24 billion in mid-2010. Among them:

## Taxes

- Hike the state sales tax by 1.5 cents to the dollar.
- Extend sales tax to include several services and event tickets.
- Tax oil companies 9.9% on every barrel of oil extracted from California.
- Tax alcoholic beverages 5 cents per drink.

## Cuts

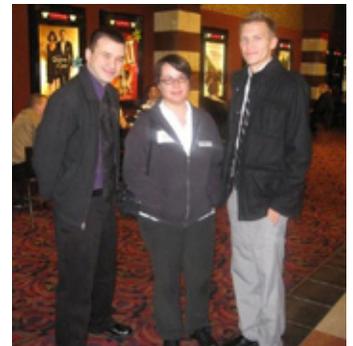
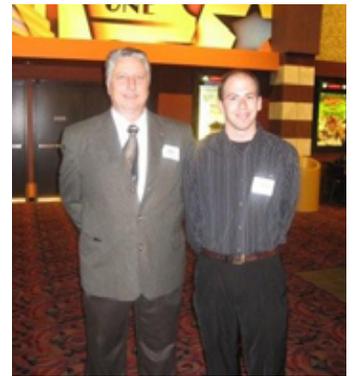
- Numerous reductions in K-12 and community colleges.
- Reduce welfare grants for the elderly and disabled.
- Require state employees to take one day off per month without pay.
- Eliminate parole for all but violent, sexual and other serious offenders.
- Require some adults earning 72% to 100% of the federal poverty level to pay for a portion of Medi-Cal coverage.

# SRO at Fall Film Product Seminars

The NATO of California/Nevada 2008 Fall/Winter Film Product Seminars, which showcased product reels from over 80 films for the upcoming Fall and Holiday seasons, played to overflowing theatres in both Southern and Northern California.

On behalf of its members NATO of California/Nevada wishes to thank our member companies Pacific Theatres and Cinemark USA for hosting the seminars. Manager Angie Schlatter and her Pacific's Glendale 18 Theatre staff, and Manager John Café along with Marciano Pimental Jr. and their Century 20 at Tanforan Theatre staff did excellent jobs of welcoming the record crowds to their respective theatres. We appreciate the support of long time breakfast sponsor ACS Enterprises, Inc. and our new lunch sponsor Simply Right.

The managers took advantage of the opportunity to visit with the new and veteran studio marketing representatives who introduced their upcoming films and then spent the rest of the day at the seminar. Please see the updated *Exhibitor Relations Contact Information* chart on our website [www.NATOCalNev.org](http://www.NATOCalNev.org).



## Hollywood Reporter Predictions for the Holidays!

"Madagascar: Escape 2 Africa" bowed to the best opening of the year for an animated film, and now to... Friday, November 14th, which boasts what will likely be one of the fourth quarter's biggest releases: the James Bond thriller "Quantum of Solace," from Sony and MGM. The Daniel Craig starrer is considered a lock to play strongly well into December, especially considering its huge U.K. opening, much like Sony's November 2006 Bond opener "Casino Royale."

On November 21 frame, wide openers will include the season's biggest teens-and-tweens title, "Twilight," from newbie distributor Summit. Based on a series of high school vampire novels, the potential franchise-starter could sink its teeth into some serious business if the marketplace matches its prerelease Internet hype.

The target audience for Disney's 3-D animated feature "Bolt" (November 26) will overlap a bit with that for "Twilight." But the holiday weekend should allow both to play strongly through their first 10 days. It also could bode well for Warner Bros.' Reese Witherspoon-Vince Vaughn comedy "Four Christmases" (November 26).

After Thanksgiving, the holiday release schedule takes on an awards-oriented flavor. Such films as Universal's "Frost/Nixon," Focus Features' "Milk" and the Weinstein Co.'s "The Reader" will

launch platforming campaigns to capitalize on kudos considerations, setting up theatrical runs well into January.

Yet Fox's remake of the sci-fi classic "The Day the Earth Stood Still" is a pure commercial play, with some suggesting that the Keanu Reeves starrer will prove one of the holiday season's top grossers.

"Day" breaks on December 12, or just 16 days after Fox unspools director Baz Luhrmann's period drama "Australia" (November 26), starring Nicole Kidman and Hugh Jackman. The studio is looking to make enough holiday loot to compensate for its skimpy summer tally at the box office.

Two films boasting particularly top-notch talent open over the December 19 frame, just before Christmas. Sony offers Will Smith in "Seven Pounds," in which the can't-miss box office darling plays a depressed IRS agent who falls in love. And Jim Carrey toplines Warners' comedy "Yes Man," perhaps the studio's best shot at a big holiday haul after its move to postpone "Harry Potter and the Half-Blood Prince" until July.

As for awards-season prestige, Warners has high hopes for Clint Eastwood's gang-themed "Gran Torino," set for limited release December 17.

Like "Torino," Paramount's DreamWorks-produced "Benjamin Button" -- which Warners will distribute overseas -- is arguably one of those rare films with potential to score big with both critics and moviegoers. An adaptation of an F. Scott Fitzgerald short story directed by David Fincher ("Zodiac"), "Button" is one of an eye-popping five films set to unspool domestically on Christmas Day.

Laden with marquee-worthy talent, Yuletide wide openers include Disney's Adam Sandler starrer "Bedtime Stories"; Fox's romantic comedy "Marley and Me," starring Jennifer Aniston and Owen Wilson; Lionsgate's Samuel L. Jackson-toplined "The Spirit"; and MGM's basketball drama "Hurricane Season," starring Forest Whitaker. A day later, MGM/UA debuts the Tom Cruise Nazi thriller "Valkyrie"; Paramount Vantage unspools the literary adaptation "Revolutionary Road," pairing Leonardo DiCaprio and Kate Winslet for the first time since "Titanic"; and Overture sends out its Dustin Hoffman-Emma Thompson starrer "Last Chance Harvey."

A robust period of moviegoing would be welcome news for those keeping an eye on year-over-year comparisons. So far, 2008 is tracking roughly even with last year's industry grosses over a similar span of time, and there's broad optimism over prospects of a 12-month uptick in box office, if not admissions.

But it could be a photo finish. ▼



National Association of Theatre Owners  
of California/Nevada  
11661 San Vicente Blvd., Suite 830,  
Los Angeles, CA 90049

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Please make sure you add our address to your email program's address book. Since many e-mail providers will categorize any new or unknown source, as "Spam," this will ensure that you receive the newsletter without interruption.

## Warner's Planning To Beat Pirates at Their Own Game

Warner Bros. is planning to deliver a knock-out blow to film pirates in China by making its films available for online rental at the same prices the pirates charge -- about \$1.00 per movie, as reported in the *Los Angeles Times*. Some titles will be available for about 60 cents. "Every major American company has tried to figure out and crack the nut in China," Kevin Tsujihara, president of Warner Bros. Home Entertainment Group, told the *Times*. "We believe that we have an opportunity, through digital distribution," to solve that problem."

## Netflix to Offer HD Movies Via The Web

Accelerating its move into online delivery of film rentals, Netflix announced that it will soon offer about 300 films in high definition that can be streamed through Microsoft's Xbox 360 game console. Some analysts have pointed out, however, that high-definition delivered via broadband is a far cry from high-definition delivered via Blu-ray disc.