

PROHIBITION OF HARASSMENT AND BULLYING [OREGON SUPPLEMENT]



This document supplements the Company's Prohibition of Harassment and Bullying policy in the state of Oregon. Cast and crew in Oregon are expected to read and abide by the Company's Prohibition of Harassment and Bullying policy, as well as the additional information contained in this supplement, which is specific to cast and crew in Oregon.

DISCRIMINATION, WORKPLACE HARASSMENT AND SEXUAL ASSAULT

It is the Company's policy to provide a work environment free from unlawful discrimination or harassment on the basis of the protected categories listed in the Company's Equal Employment Opportunity and Prohibition of Harassment and Bullying policies. The state of Oregon also includes as protected categories: expunged juvenile record, performance of duty in a uniformed service, or any other characteristic protected by local law, regulation or ordinance.

The Company also prohibits sexual assault, which is defined under Oregon law as unwanted conduct of a sexual nature that is inflicted upon a person or compelled through the use of physical force, manipulation, threat or intimidation.

REPORTING PROCEDURE

Any cast or crew member who experiences or becomes aware of discrimination, harassment or sexual assault in the workplace should report that information to the Company immediately, following the procedures outlined in the Speak Up policy. These procedures include notifying a manager, Human Resources, or calling the Company Guideline.

All cast and crew are encouraged to document any incidents involving discrimination, harassment or sexual assault as soon as possible.

NONDISCLOSURE OR NONDISPARAGEMENT AGREEMENTS

For purposes of this policy, a nondisclosure agreement is any agreement where someone agrees not to discuss or disclose information regarding a complaint of work-related harassment, discrimination or sexual assault.

A nondisparagement agreement is any agreement where someone agrees not to discredit or make negative or disparaging written or oral statements about another person or the Company.

A no-rehire provision is an agreement that prohibits a cast or crew member from seeking reemployment with the Company and allows the Company to not rehire that individual in the future.

The Company will not require a cast or crew member to enter into any agreement if the purpose or effect of the agreement prevents the cast or crew member from disclosing or discussing conduct constituting discrimination, harassment or sexual assault.

A cast or crew member claiming to have been subjected to discrimination, harassment or sexual assault may, however, voluntarily request to enter into a settlement, separation or severance agreement that contains a nondisclosure, nondisparagement or no-rehire provision, but the cast or crew member will have at least seven days to revoke any such agreement.

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TIME LIMITATIONS

Beyond the Company's internal Speak Up policy, cast and crew may also choose to pursue legal remedies with the Oregon Bureau of Labor and Industries' Civil Rights Division or the U.S. Equal Employment Opportunity Commission (EEOC).

Oregon state law requires that any legal action taken on alleged discriminatory conduct (specifically that prohibited by Oregon Revised Statutes 659A.030, 659A.082 or 659A.112) commence no later than five years after the occurrence of the violation. Other applicable laws may have a shorter time limitation on filing.