NBCUniversal

WICKED

NBCUniversal & Wicked Escalation Process

There are many ways for company members to raise concerns. In addition to the reporting channels listed in NBCU's Respect in the Workplace policy,

If a concern is raised to a Wicked Company Manager, Stage Manager or Head of Department, they must escalate the concern immediately per the below escalation process flow.

Employee Experience & Communication

How the Process Works for Employees

- **Discretion:** All concerns are handled discreetly, thoroughly, and professionally.
- **Access:** Employees can raise concerns orally or in writing. Although not required, company members may submit the complaint form posted on the call boards and the on-line portal. Documentation forms submitted will go directly to NBCU HR.
- **Support:** HR will provide guidance, resources, and updates when appropriate throughout the process.
- **Transparency:** Employees will be informed of next steps and investigation outcomes when appropriate.
- **Retaliation:** Retaliation against employees who raise concerns or participate in investigations is strictly prohibited and will be addressed.

Escalation Process Flow

