

Whistleblower Policy

Generation: You Employed, Inc. (“GYE”) and Generation affiliated-entities (“Affiliates”) (collectively “Generation”) require all Team Members to observe high standards of professional and personal ethics in the conduct of their duties and responsibilities. To support these values and promote organizational integrity, Generation’s network-wide Whistleblower Policy enables Team Members, Learners, related parties, and others to raise any serious concerns without repercussion and with confidence that their concerns will be treated confidentially and investigated and resolved in a timely manner. Any Generation Team Member who is requested to engage in any activity that he or she believes may be illegal, could result in harm to Generation or be contrary to Generation’s policies, or who otherwise becomes aware of such activity, should report such information.

Generation encourages reporters to submit complaints of potential wrongdoing either through Generation’s Ethics Hotline (www.generation.ethicspoint.com) or to the Global Compliance team (compliance@generation.org) in accordance with Generation’s network-wide Internal Investigations Policy. If you would like to submit a report anonymously, you may do so through the Hotline. Complaints and related information will be kept confidential to the extent possible. In rare circumstances, such as situations involving court proceedings or regulatory bodies, Generation may be required to disclose certain information related to a complaint. Reporters of complaints will be notified if information will be disclosed.

Generation prohibits any kind of retaliatory act, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against an individual reporting such information. No one who in good faith reports any suspected issue or wrongdoing shall suffer harassment, retaliation, or adverse employment consequence.

Any Team Member who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation under this policy should immediately report the retaliation either through the Hotline or to compliance@generation.org. A Team Member who retaliates against someone who has reported a violation is subject to discipline up to and including termination of employment.