Paramount Emergency Alert System (EAS) and Wireless Emergency Alert (WEA) Training

This document provides critical information regarding certain federal laws and Paramount's policy governing the Emergency Alert System (EAS) tones (used by TV and radio stations to alert their audience to emergency information) and Wireless Emergency Alert (WEA) tones (used by cell phones and other mobile devices to alert users to emergency information).

Specifically, federal law broadly prohibits the use of any portion of either the EAS or WEA tones, and simulations of those tones, outside of an actual emergency or other authorized use in any content (e.g., programming, promos, ads) and in any medium (e.g., broadcast TV/radio, cable TV, streaming, social media, motion pictures).

These laws are generally enforced by the Federal Communications Commission (FCC), which vigorously enforces the EAS and WEA prohibitions based on its concern that misuse and/or simulations of the tones will lead to alert fatigue and desensitize the public to lifesaving emergency information. The FCC's EAS and WEA enforcement actions can lead to significant monetary fines and disciplinary action, including and up to termination, for Paramount employees and agents.

It is critical that you understand the federal prohibition and apply Paramount's EAS/WEA policy to the content you acquire, create, review, and/or distribute through your work with Paramount.

Based on your role with Paramount, you may be required to take additional training regarding the laws and Paramount's policy governing the EAS and WEA tones.

Paramount EAS/WEA Policy

No use of the EAS or WEA tones, or simulations of either, is permitted with respect to the production or distribution of content unless specifically permitted by federal law. This includes, but is not limited to, distribution by broadcast TV or radio, cable television, social media, and streaming services.

The law prohibits using any portion of the tones, or simulation of the tones, including in scripted programming, news programming, program promotions, advertising, or other content.

Impermissible uses of the EAS and WEA tones include either using any portion of, or simulating, the tones in:

- Scripted programming (e.g., the FCC has imposed fines for scripted programs that used sound effects in a fictional storyline that included actual or simulated emergency tones over radio or TV stations).

- Unscripted programming (e.g., the FCC has imposed fines when the tones were heard in the background of an unscripted, non-live law-enforcement program episode).

- Commercial advertisements or program promos (the FCC has imposed fines for inclusion of the tones in commercial advertisements for sports programming and movies).

- News stories, whether related to actual emergencies or not (if using video of an emergency shot with a cellphone, make sure any WEA tones that are audible from that phone or other nearby mobile devices are edited out before any use).

Do not assume that sound effects from third parties are compliant (e.g., content from third party program providers, sound effects libraries, advertisers, or video news releases).

Paramount may also be liable for EAS or WEA violations in content we create and provide to third parties, whether for broadcast, cable, streaming, social media, or otherwise.

If you have any questions regarding whether a particular sound does not comply with the EAS or WEA rules, you must contact Paramount's FCC EAS Compliance Officer (john.bagwell@paramount.com).

Reporting Obligation

Paramount has an obligation to immediately report noncompliance with the EAS laws to the FCC.

If you become aware of a sound that has been transmitted that may create an EAS or WEA issue, you must immediately contact Paramount's FCC EAS Compliance Officer (john.bagwell@paramount.com).

In addition, you must take appropriate steps to ensure that the sound is not further distributed (e.g., make certain the content is not posted online (including social media), distributed via VOD, repeated, or included in a subsequent feed of the program).

Additional Compliance Materials

Paramount Global has adopted an EAS Compliance Manual and Operating Procedures document (https://easmanual.paramount.com) and an EAS Compliance Checklist (https://easchecklist.paramount.com). You must download and review those documents.

As noted above, if there are any questions about a particular sound or situation, contact Paramount's FCC EAS Compliance Officer (john.bagwell@paramount.com).

Thank you in advance for your cooperation.

Paramount Global