

EXERCISE ROLE AND RESPONSIBILITIES

Scribe – manages the Master Events Log and captures any issues.

Crisis Coordinator – manages any resources such as plans and related tools and keeps the team on schedule.

Leader – manages the discussions and makes decisions with input from the team.

Facilitators – will lead the exercise and support the breakout rooms to facilitate the exercise process and encourage dialog if/when needed. Works with the scribe to collect issues that are raised.

Observers – listen to the discussions and answer questions in the observer instructions.

ABOUT GUARDIAN GRAPHITE ENTERPRISES (GGE)



INJECT PERIOD ONE

The Unfolding Situation

BACKGROUND

As we transition from a long, hot summer to the Winter of a post-US Presidential election, the nation continues to grapple with ongoing protests and demonstrations. These have been sparked by a range of issues, from the Climate Crisis to Civil Rights and Political Activism. While the majority of these demonstrations have been peaceful, there have been isolated instances where riots have escalated, resulting in significant property damage. It's a relief to note that there have been no casualties.

Although there have been incidents in surrounding communities, nothing has occurred locally.

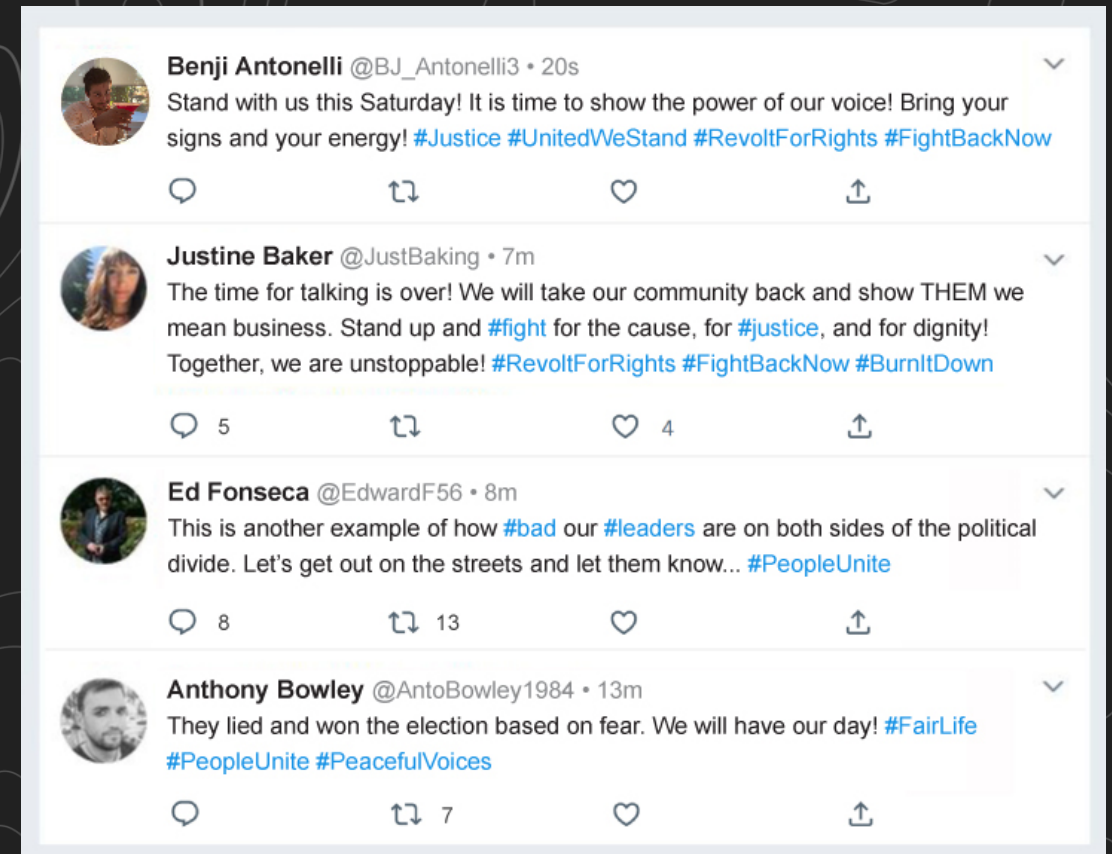


INJECT PERIOD ONE

The Unfolding Situation

WEDNESDAY, 10:00 AM

Local media report that activist groups call for a large-scale protest in your community within the next 48 hours. The rally s being organized by a group with a history of peaceful demonstrations, but more radical groups are joining the call to protest.



INJECT PERIOD ONE

The Unfolding Situation

WEDNESDAY, 3:00 PM

Leadership has called a coordination meeting with Operations, HR, Legal, Facilities, and Crisis Management to discuss the potential protest and necessary precautions. A group of employees has approached their supervisors, demanding that the company make a public statement regarding their stance on the issues.



INJECT PERIOD ONE

The Unfolding Situation

THURSDAY, 8:00 AM

Local law enforcement has contacted your organization and advised that there are credible indicators that the predicted demonstration may become violent. They are requesting that you notify your employees and stakeholders to take reasonable precautions and avoid any areas where demonstrations are taking place.



"Enough is enough! This is our community, and it's time to take a stand. This Saturday, we're taking to the streets to demand that they acknowledge our cause. We will not be silent until our voices are heard and our rights are respected. Join us! Bring your passion and your power! Let's show them that we will not be ignored! Together, we can make a difference. Stand up, fight back, and take control of our future! No rest for the wicked!

This is just the beginning. We are preparing for larger demonstrations in January. Let's make our voices heard and show them we are united and determined!"

INJECT PERIOD ONE

The Unfolding Situation

THURSDAY, 2:00 PM

A small group of employees are using internal email and other communication tools to advocate for the planned protest on Saturday. They are calling on your employees to stage a walkout in solidarity for the cause and accusing the company of turning a blind eye to what is right and what is wrong.

Several supervisors and managers have asked if these messages are in violation of company policy and are waiting for a response from HR and Legal.



INJECT PERIOD ONE

Discussion Questions

- How would your organization communicate with members and stakeholders about this situation?
- What potential risks associated with activist employees should be considered?
- What steps could your organization take to mitigate the risks associated with this scenario?





BREAKOUT FOR INJECT PERIOD ONE