Case 1:23-cv-00108-LMB-JFA Document 1116-2 Filed 08/02/24 Page 1 of 54 PageID# 81364

Exhibit 1 Public

Case 1:23-Case 1



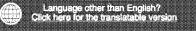
This activity is not designed for and will not work properly on smartphones and tablets.

THIS SHOULD ONLY BE COMPLETED USING A LAPTOP OR DESKTOP DEVICE.

BEGIN

ALTERNATE LAUNCH OPTIONS





Case 1:23-Ciase 1:23-C

ALTERNATE LAUNCH OPTIONS >>

YOU SAID WHAT?! 10 THINGS TO ENSURE YOU ARE COMMUNICATING WITH CARE

Click to Start

CONFIDENTIAL

GOOG-PLAY-005029849

At Google, We are constantly in the public eye

...and the courthouse. We often have to produce employee communications as evidence, which means your communications can become public at any time. Our communications can hurt or embarrass us as a company, or as individuals. We need to be cautious in our communications to avoid unnecessary harm.

This is not about "hiding stuff" or not pointing out something that may need fixing. Speaking up is a core company value. This is about being thoughtful in your communication in order to reduce the risk of unintended harm to Google and/or you.

Case 1:23-Case 123-Case 1:23-Case 1:

Activity

You'll earn a checkmark each time you successfully complete a required activity. Here's an example...do this.

Drag the circle to its home.

CONFIDENTIAL



Click to Continue

CONFIDENTIAL





A PLANC Assume everything you write, send, share, and say may be subject to public scrutiny at some point (or even scrutiny by folks inside the company that monitor



Proofread. Everything.

Make sure your communication *actually* says what you think it says. Omissions, additions, and misspellings can completely change the *feeling of your massage*.



INTRO 01 02 03 🛠 04 🛠 05 06 07 🛠 08 09 10 🐼 🗸



Avoid Communicating When Angry or Tired.

Angry or tired? Step away from the keyboard! When you feel alert, calm, and happy, you'll be more likely to fully consider the importance of your communication and less likely to say something you don't mean and/or may regret.

INTRO 01 02 03 💆 04 🕱 05 06 07 🛒 08 09 10 🐼 🗸

Activity

It's 11:00pm. You and Echo have been working all night on the Rockabye unit for our newest product, the gStroller, while your team lead took the night off to attend a basketball game. Rockabye has just crashed for the 14th time. Echo has decided to write this email to the team lead before calling it a night and wants you to take a look at it before sending it.

What do you think you should tell Echo to do?

Send the email.

Don't send the email now. Send it in the morning.

Talk to the team lead in the morning.

Don't send the email. Chat "off the record" via Hangouts instead. To: Joss (google.com) 🗉

This Thing Will Never Work

Joss,

We've done everything we can to get this Rockabye unit to work. 114 failures in one night is my limit.

I know we want to launch on Friday, but with the unit such a mess, there's no way we're going to be ready.

Could have really used your help tonight. Hope you enjoyed the game.

- Echo

Case 1:2856/302108d-M298EADD Documenten112064-21.3FiFeite 08/02/2/23Pagege 11.0fd545PageID# 81374

04 🐼 05 06

oa Activity

It's 11:00pm. You and Echo have been working all night on the Rockabye unit for our newest product, the gStroller, while your team lead took the night off to attend a basketball game. Rockabye has just crashed for the 14th time. Echo has decided to write this email to the team lead before calling it a night and wants you to take a look at it before sending it.

12 13

What do you think you should tell Echo to do?

Send the email.

Don't send the email now. Send it in the morning.

Talk to the team lead in the morning.

Don't send the email. Chat "off the record" via Hangouts instead. Nope. While it's critical that Echo tell the team lead about any problems Rockabye might have, doing so at 11 pm, when one is tired and angry, isn't the best idea.

The email has a significant typo (there were 14 failures that night, not 114), and it contains hyperbole (the characterization of the unit as "a mess") and exaggeration (the unit will "never work", "there's no way they'll be ready to launch").

It sounds like Echo is angry at the team lead for taking the night off. Rather than send this now, Echo might want to get some rest and reassess in the morning when Echo is fresh and calm. Then the email will be more likely to be about the facts and less about how tired and angry Echo is.



ork. 114 failures in

mess, there's no way

the game.

Click to Continue

04 🚿 05 06

INTRO 01 02 03

It's 11:00pm. You and Echo have been working all night on the Rockabye unit for our newest product, the gStroller, while your team lead took the night off to attend a basketball game. Rockabye has just crashed for the 14th time. Echo has decided to write this email to the team lead before calling it a night and wants you to take a look at it before sending it.

What do you think you should tell Echo to do?

Send the email.

03

Don't send the email now. Send it in the morning.

Talk to the team lead in the morning.

Don't send the email. Chat "off the record" via Hangouts instead. To: Joss (google.com) #

10

Good call. While it's critical that Echo tell the team lead about any problems Rockabye might have, doing so at 11 pm, when one is tired and angry, isn't the best idea.

The email has a significant typo (there were 14 failures that night, not 114), and it contains hyperbole (the characterization of the unit as "a mess") and exaggeration (the unit will "never work", "there's 'no way they'll be ready to launch"). It sounds like Echo is angry at the team lead for taking the night off.

Rather than send this now, Echo might want to get some rest and reassess in the morning when Echo is fresh and calm. Then the email will be more likely to be about the facts and less about how tired and angry Echo is.

vork. 114 failures in

mess, there's no way

the game.

INTRU 01 02 03 💆 04 🕱 05 06 07 😴 08 09 10 😒 🗸

• Activity

It's 11:00pm. You and Echo have been working all night on the Rockabye unit for our newest product, the gStroller, while your team lead took the night off to attend a basketball game. Rockabye has just crashed for the 14th time. Echo has decided to write this email to the team lead before calling it a night and wants you to take a look at it before sending it. To: Joss (google.com) 🗉

This Thing Will Never Work

Joss,

We've done everything we can to get this Rockabye unit to work. 114 failures in

mess, there's no way

the game.

What do you think you should tell Echo to do?

Send the email.

Don't send the email now. Send it in the morning.

Talk to the team lead in the morning.

Don't send the email. Chat "off the record" via Hangouts instead. Awesome. If you really want to delve into the problems you're having with Rockabye and whether you think the launch date for gStroller is realistic, that may become a pretty sensitive discussion.

A phone call or video conference with your team lead after a good night's sleep may be best. The conversation will be more likely to be calm and substantive, and it's less likely that a record of the conversation could be discovered by an adversary and used against you, and Google, in ways you didn't imagine.



Circk to commue

Case 1:2856/302108d-M298EADD Documenten112064-21.3FiFeite 08/02/2/23P&gege 41.0fd545P ageID# 81377

INTRO 01 02 03 💆 04 🕱 05 06 07 🕱 08 09 10 🕱 🗸

• Activity

It's 11:00pm. You and Echo have been working all night on the Rockabye unit for our newest product, the gStroller, while your team lead took the night off to attend a basketball game. Rockabye has just crashed for the 14th time. Echo has decided to write this email to the team lead before calling it a night and wants you to take a look at it before sending it.

What do you think you should tell Echo to do?

Send the email.

Don't send the email now. Send it in the morning.

Talk to the team lead in the morning.

Don't send the email. Chat "off the record" via Hangouts instead. To: Joss (google.com)

This Thing Will Never Work

Joss,

a e .

CIRK to Continue

We've done everything we can to get this Rockabye unit to work. 114 failures in one night is my limit.

and a construction of the second s

Better than sending the email, but not without risk. While "off the record" Hangout chats between individual corporate accounts are not retained by Google as emails are, any chat participant may save the conversation by simply copying and pasting it into a doc or email something Echo's team lead might choose to do in order to discuss the appropriateness of that middle-of-the-night chat with Echo and HR in the morning.

Hide

mess, there's no way

the game.

CONFIDENTIAL

Case 1:2856/302108d-M298EADD Documenten112064-21.3FiFeite 08/02/2/23Pageg @ 51.6fd545# ageID# 81378

INTRU 01 02 03 🐲 04 🐼 05 06 07 🐼 08 09 10 🐼 🗸



D4 Stick to the Facts.

I'm sure you've heard this *a million times* and think folks working at *a company that employs only the smartest people in the world* would *never, ever* get this wrong, but exaggeration, sarcasm, and hyperbole increase the risk that someone could accidentally, or intentionally, misconstrue the meaning of your communication.

Killer exercise to guarantee perfection ...

Case 1:28:56/30202/2/23Pagege61.6fc5f45#PageID# 81379



Mal, the gStroller product manager, is welcoming new employees onto the team. He has said some things in his email that he shouldn't.

04

Select the best replacement option below for the highlighted paragraph in the email:

I am excited about the future of our new product. No other stroller even comes close. By this time next year we will dominate the stroller market.

I am excited about the future of our new product. The team has done an amazing job building a stroller that meets all our customers' needs.

I'm excited about the future of this product. It will be gratifying to give customers what no other stroller company can provide.

To: Joss (google.com) 🕷 Echo (google.com) 🕷 Wash (google.com) 🕸

10

Welcome to gStroller

Joss, Echo, Wash,

Welcome to the gStroller team!

I'm excited about the future of the new gStroller product we'll be working on. I think it will be especially gratifying to exterminate Grico [why?], a small startup with weak technology [why?].

If we get this right, the gStroller will become the must-have product, and we'll rule the market.

We will meet later this week to discuss our proprietary rockabye technology for gStroller and how we plan to promote it.



INTRE

Mal, the gStroller product manager, is welcoming new employees onto the team. He has said some things in his email that he shouldn't

02 03

 \otimes 14 \otimes

The words "exterminating", "crushing", "killing", and "destroying" are exaggerations that often focus on harming a competitor. That's not consistent with Google's competition philosophy and is problematic under competition laws. Mal should focus on (and write about) gaining and retaining users and customers by addressing their needs - that's what Google is all about.



I'm excited about the future of this product. It will be gratifying to give customers what no other stroller company can provide.

To: Joss (google.com) 🗉 Echo (google.com) 🔅 Wash (google.com) 🔅

Welcome to gStroller

Joss, Echo, Wash,

Welcome to the gStroller team!

I'm excited about the future of the new gStroller product we'll be working on. I think it will be especially gratifying to exterminate Grico [why?], a small startup with weak technology [why?].

If we get this right, the gStroller will become the must-have product, and we'll rule the market.

We will meet later this week to discuss our proprietary rockabye technology for gStroller and how we plan to promote it.



Be humble and remember that we have many capable competitors - some big, some small. Be respectful of all of them and don't suggest that they are ineffective or assume that the small ones will be small forever. 1998 wasn't so long ago. That's when Larry and Sergey began operating Google out of a friend's rented garage.

04



I'm excited about the future of this product. It will be gratifying to give customers what no other stroller company can provide. To: Joss (google.com) 🗉 Echo (google.com) Wash (google.com)

10

Welcome to gStroller

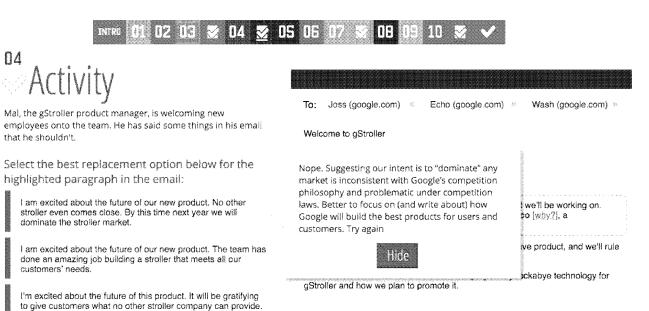
Joss, Echo, Wash,

Welcome to the gStroller team!

I'm excited about the future of the new gStroller product we'll be working on. I think it will be especially gratifying to exterminate Grico [why?], a small startup with weak technology [why?].

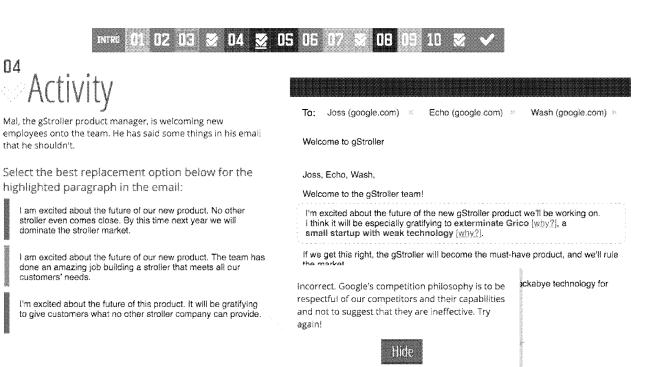
If we get this right, the gStroller will become the must-have product, and we'll rule the market.

We will meet later this week to discuss our proprietary rockabye technology for gStroller and how we plan to promote it.



	INTRO 01 02 03 📚 04 💆 0	IS 06 07 😴 08 09 10 🕱 ✔					
04	4						
	Activity						
J Mal, the gStroller product manager, is welcoming new employees onto the team. He has said some things in his email that he shouldn't.		To: Joss (google.com) 📧 Echo (google.com) 🕫	Wash (google.com) 🕷				
		Welcome to gStroller					
Select the best replacement option below for the highlighted paragraph in the email:		Joss, Echo, Wash,					
		Welcome to the gStroller team!					
	I am excited about the future of our new product. No other stroller even comes close. By this time next year we will dominate the stroller market.	I'm excited about the future of the new eStroller produ Correct. Focusing on how we will make customers	nt we'll be working on. o [<u>why?</u>], a				
	I am excited about the future of our new product. The team has done an amazing job building a stroller that meets all our customers' needs.	happy doesn't raise competition law concerns and is consistent with Google's competition philosophy. Click Next Paragraph or click the other answers to see	ve product, and we'll rule				
		why they aren't the best.	ckabye technology for				
	I'm excited about the future of this product. It will be gratifying to give customers what no other stroller company can provide.	Hide					

Next Paragraph



Next Paragraph

04



Mal, the gStroller product manager, is welcoming new employees onto the team. He has said some things in his email that he shouldn't.

Select the best replacement option below for the highlighted paragraph in the email:

If we can convince a few Grico devotees to choose gStroller, I'm sure they'll love it, and we'll have no problem reaching our goal.

After we put gStroller in the hands of a few Grico devotees, I'm sure it will become the must-have product, and we'll be on our way to ruling the market.

With our new quiet baby technology and our incredible low introductory price, we'll grind Grico into the dirt in no time.

To: Joss (google.com) 🕷 Echo (google.com) 🕷 Wash (google.com) 🕷

10

Welcome to gStroller

Joss, Echo, Wash,

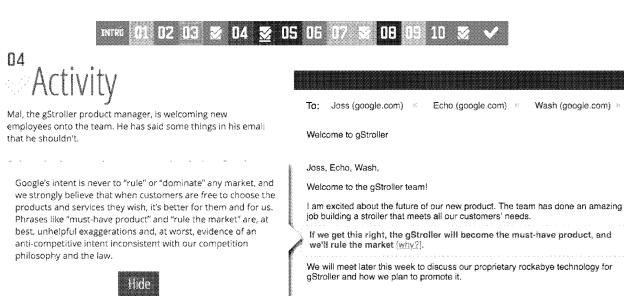
Welcome to the gStroller team!

I am excited about the future of our new product. The team has done an amazing job building a stroller that meets all our customers' needs.

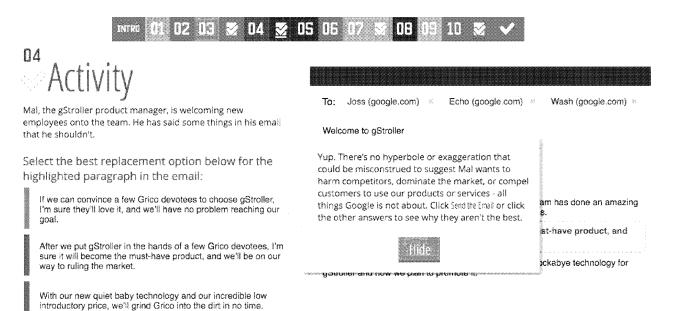
If we get this right, the gStroller will become the must-have product, and we'll rule the market [why?].

We will meet later this week to discuss our proprietary rockabye technology for gStroller and how we plan to promote it.

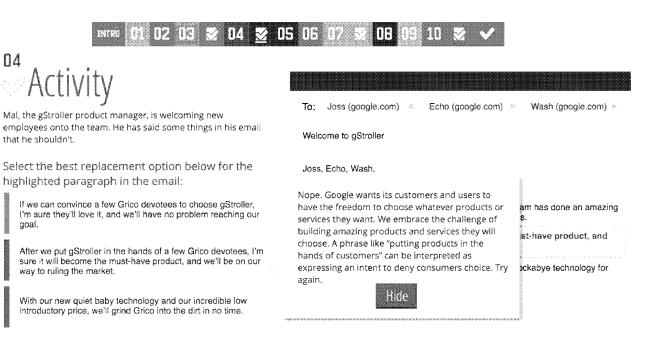
Case 1:28:00/00/2020 8 EADD Document nt 141164-21.3 File to 80/02/2020 8 20 for 45 Page 1D # 81386



introductory price, we'll grind Grico Into the diff in no time.



Send the Email



Send the Email

04

that he shouldn't.

goal.

	INTRU 01 02 03 😒 04 💆 09	06 07 😴 08 09 10 😒 🗸					
04	4						
Activity							
Ma	l, the gStroller product manager, is welcoming new	To: Joss (google.com) # Echo (google.com) #	Wash (google.com) 🔌				
employees onto the team. He has said some things in his email that he shouldn't.		Welcome to gStroller					
Select the best replacement option below for the highlighted paragraph in the email:		Joss, Echo, Wash,					
		Welcome to the gStroller team!					
	If we can convince a few Grico devotees to choose gStroller, I'm sure they'll love it, and we'll have no problem reaching our goal.	I am excited about the future of our new product. The team has done an amazing job building a stroller that meets all our customers' needs.					
	After we put gStroller in the hands of a few Grico devotees, I'm sure it will become the must-have product, and we'll be on our way to ruling the market.	If we get this right, the gStroller will become the must-have product, and we'll rule the market [why2].					
		What will near the test she was to be allowing any assessments to a	ockabye technology for				
	With our new quiet baby technology and our incredible low introductory price, we'll grind Grico into the dirt in no time.	Nope. Competing fairly is about focusing on the user, not harming competitors. Try again.					
		Hide					

Send the Email

INTRO 01 02 03 🐼 04 <u>ൽ</u> 05 06 07 🐼 08 09 10 🐼 🗸



Google is committed to competing fairly. Make sure everything you do, say, and write is consistent with that. Stay away from exaggeration and highly-charged language that could harm you and the company.

To:	Joss (google.com)	Echo (google.com)	.16	Wash (google.com)

Welcome to gStroller

Joss, Echo, Wash,

Welcome to the gStroller team!

I am excited about the future of our new product. It will be especially gratifying to give customers what they've been asking for.

If we can convince a few Grico devotees to choose gStroller, I'm sure they'll love it, and we'll have no problem reaching our goal.

We will meet later this week to discuss our proprietary rockabye technology for gStroller and how we plan to promote it.

Case 1:28:56/302108d-M298EADD000000enten1:14116H-213Fileite08002/2/23P&geg2826fd545PageID# 81391





Without looking back, how many rules do you remember?

Can you remember 2 of them?

Click to Continue

CONFIDENTIAL

Case 1:28:56/302108d-M298EADD Documenten1:1106+21.3FiFeite 08/02/2/23Pagege920fd545PageID# 81392

INTRO 01 02 03 😵 04 😴 05 06 07 😴 08 09 10 🐼 🗸



NS Keep it Confidential

There are no friends and family exceptions for this. Confidential includes your spouse, partner, children, grandma, and former college roomie who is developing the greatest Android app ever. Don't share any Google confidential information with anyone outside the company. This includes, but is not limited to, stuff about the status of products, deals, litigation, investigations, or other legal matters.

Case 1:28:56/302108d-M298EADD000000enten1:14116H-213Fileite08002/2/23P&geg6030fd545PageID# 81393

INTRO 01 02 03 😿 04 😴 05 <u>06</u> 07 😴 08 09 10 🛒 🗸



Know Your Rights.

when law enforcement of a regulator asks to speak with you, you can normally ask to have one of Google's lawyers present, if you wish. Doing so will make sure you and the company are protected.

Case 1:2856/302108d-M298EADD Documenten112064-21.3FiFeite 08/02/2/23P&gege 320fd545# ageID# 81394

INTRU 01 02 03 😵 04 😴 05 06 <u>07</u> 😵 08 09 10 🐼 🗸

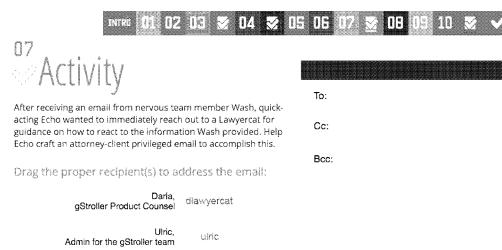


07 "Privileged and Confidential"...What?

While phrases like "confidential," "sensitive," and "private" may alert Googlers to the sensitivity of your communication, they won't protect it from being disclosed in the course of a legal or investigative matter, as would be the case if it were protected by the attorney-client privilege. Attorney-client privilege is a legal concept that protects a confidential communication between a Googler and a Google lawyer that is about the Googler asking for or getting legal advice from the Google lawyer. Privilege can apply not only to emails, but to any record of a communication between a lawyer and client. This can include Google docs, presentations, calendar invites, video- or audio-taped meetings, etc. Communications Intended to be privileged should be labeled as such.

Learn more about the attorney-client privilege

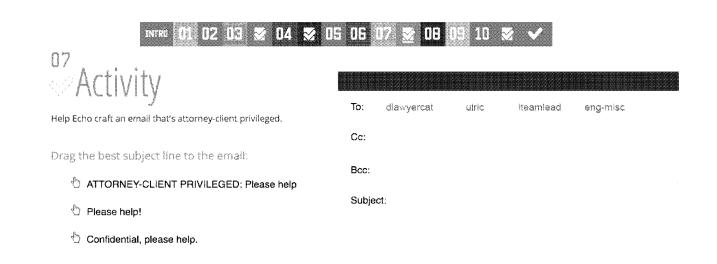
Case 1:28:56/302108d-M298EADD Documenten1:1106+21.3FiFeite 08/02/2/23Pageg 0230fd545PageID# 81395



Irena, iteamlead

Group alias for miscellaneous eng-misc engineering-related discussions

CONFIDENTIAL



* Back

Case 1:285e/302108d-N298EADD Documentent 11064-213Fileite 08002/2/23Pageg 0484fo545PageID# 81397

	INTRO 01 02 03 😒 04 😴 05	16	17 🖄 06 1	- 10	⊗ ✓		
	Activity						
	ل Help Echo compose an email that will help her learn what she should do.	To:	dlawyercat	ulric	iteamlead	eng-misc	
	Drag the best body text to the email:	Cc:					
	I think my team member, Wash, is losing it. He's driving me	Bcc:					
Q	nuts. He's fixated on what he thinks are "product issues," and I wish he'd just stop already, you know? Hey, you wanna have lunch?	Subje	ct: Please help!				
Ś	My team member, Wash, has concerns that gStroller has product safety issues. I'm not sure about the proper steps to take and need your advice on what to do here. May we meet to talk about this?						

0 Has word of the gStroller debacle trickled down to you yet?

* Back

Case 1:285e/302108d-07298EADD Documentent 11164-213Fileite 08002/2/223P & 3296556 for 45 # ageID# 81398

INTRO 01 02 03 😒 04 😴	05 06 07 💆 08 09 10 🐼 🗸					
Activity						
J	To: dlawyercat ulric iteamlead eng-misc					
Here's what happened:	Cc:					
Darla Lawyercat called Echo upon receiving this email that was addressed to multiple recipients.						
Let's look closer at what did not work well in this email.	d to multiple recipients. Boc:					
	Subject: Please help!					
	I think my team member, Wash, is losing it. He's driving me nuts. He's fixated on what he thinks are "product issues," and I wish he'd just stop already, you know? Hey, you wanna have lunch?					

Take a Closer Look

credit for this activity. Please try again. 44 Try Again

Case 1:2856/302108d-07298EADD Documentent 11164-213File to 8002/2/2/23P & 302108 d-07298EADD Documentent 11164-213File to 8002/2/2423P & 302108 d-07298EADD Documentent 11164-213File to 8002/2423P & 302108 d-07298EADD Documentent 114008 d-07298EADD Documentent 11408 d-07898EADD Documenten

INTRU 01 02 03 😴 04 😴 0	15 06 07 <u>×</u> 09 09 10 求 🗸
07 Activity	
Activity	To: dlawyercat
Here's what happened:	Cc:
Darla Lawyercat called Echo upon receiving her email. Though the email was correctly addressed to an attorney, there was more Echo could do to make it clear that the email was intended to be covered by attorney-client privilege.	Boc:
Let's look closer at what did not work well in this email.	Subject: Confidential, please help.
	My team member, Wash, has concerns that gStroller has product safety issues. I'm not sure about the proper steps to take and need your advice on what to do here. May we meet to talk about this?

Take a Closer Look

Case 1:2856/302108d-07298EADD Documentent 11164-213File to 8002/2/2/23P & 3201086 + 4001

Correct. The attorney-client privilege protects communications with a lawyer. So writing to dlawyercat is great. It is also okay to include others who "need to know" about the legal issue in order to do their job or help the lawyer give effective legal advice. So including the iteamlead also would have been okay.	D5 05 07 ☆ 08 09 10 ☆ ✓ To: dlawyercat Cc:
Incorrect. If the intention is to create an attorney-client privileged email, it should be labeled that way. However, it's important to remember that the label alone will not make it privileged. The email must still meet the requirements of being addressed to an attorney, and it must be for the purposes of getting legal advice.	Bcc: Subject: Confidential, please help.
	My team member, Wash, has concerns that gStroller has product safety issues. I'm not sure about the proper steps to take and need your advice on what to do here. May we meet to
Correct. Echo has asked for legal advice.	talk about this?
You must assemble the email correctly to get credit for this activity. Please try again.	Again

Case 1:28:39:302108:d-07298 EADD Document nt 20164-213 File to 68/02/2/2/23 Pages 693 6 for 45 Page ID# 81402

Incorrect. You must include an attorney in the address. Copying others who have no relationship to the legal matter can void the privilege. It would also be okay to include others who "need to	05 06 07 🖄 08 09 10 🕱 🗸
know" about the legal issue, such as the iteamlead, in order to do their job or help the lawyer give effective legal advice.	To: dlawyercat utric iteamlead eng-misc Cc:
Correct. The intention to create an attorney-client privileged email by labeling it that way was spot on! However, it's important to remember that the label alone will not make it privileged. The email must still meet the requirements of being addressed to an attorney, and it must be for the purposes of getting legal advice.	Boc:
	Subject: ATTORNEY-CLIENT PRIVILEGED: Please help
	Has word of the gStroller debacle trickled down to you yet?
Incorrect. In addition to addressing it to an attorney and labeling it as such, for the email to be attorney-client privileged, it must be for the purposes of getting legal advice.	
You must assemble the email correctly to get	** *

ou must assemble the email correctly to get credit for this activity. Please try again.

INTRO 01 02 03 🐼 04 😴 05 06 07 💆 08 09 10 😒 ✔		
07		
Activity		
	To: dlawyercat	
Here's what happened:	Cc:	
Darla Lawyercat called Echo and expressed appreclation for the email. Happy to help her with her concerns, Darla set up a meeting to discuss the issue in person, which is much safer than continuing a conversation like this over email.	Beo:	
Smart! You were able to help Echo put together an email that was protected by the attorney-client privilege. Let's look closer at what made this email grrrrrrrreat!	Subject: ATTORNEY-CLIENT PRIVILEGED: Please help	
	My team member, Wash, has concerns that gStroller has product safety issues. I'm not sure about the proper steps to take and need your advice on what to do here. May we meet to talk about this?	

Take a Closer Look

Case 1:2856/302108d-07298EADD Documentent 11164-213File to 68/02/2/2/23Pagege 14 of 05/45 Page ID# 81404

INTRO 01 02 03 🐼 04 🐼 0	15 06 07 💆 08 09 10 🕱 🗸
Correct. The attorney-client privilege protects communications with a lawyer. So writing to dlawyercat is great. But keep in mind that, in many countries, such as Mexico, Sweden, a number of countries in the European Union (and others), the privilege doesn't apply to inhouse lawyers, only outside counsel. In other countries (such as China), the privilege may may not even be recognized at all. It is also okay to include others who "need to know" about the legal issue in order to do their job or help the lawyer give effective legal advice. So including the iteamlead is also okay.	To: dlawyercat Cc:
	Bcc:
Correct. You intended to create an attorney-client privileged email and labeled it that way. However it's important to remember that the label alone will not make it privileged.	Subject: ATTORNEY-CLIENT PRIVILEGED: Please help
	My team member, Wash, has concerns that gStroller has product safety issues. I'm not sure about the proper steps to take and need your advice on what to do here. May we meet to
Correct. Echo has asked for legal advice. In addition, the email is being sent to an attorney, and the "attorney-client privilege" label is there.	talk about this?

Send the Email

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Remember...

This activity relates to how the attorney-client privilege works in the US. As mentioned, this may vary by country. For instance, China doesn't generally recognize attorney-client privilege, and a number of countries in the EU don't always recognize attorney-client privilege for communications with inhouse lawyers. Consult a Google lawyer about how to exercise and maintain the privilege in your country.

Click to Continue



Click to Continue

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Do Google Work on Google Stuff.

08 09 10 🖉

An army of Google engineers set up and maintain Google's facilities, network, and equipment with the latest technology designed to keep communications made on them secure. Can't say the same for that random PC in the lobby of the Holiday Inn you're staying at. Think twice before you do anything sensitive on non-Google equipment or networks, and if you still think it's a good Idea after that...think again.

Click to Continue



INTRE

Think...Then Speak.

Your communications can have unintended consequences for you and the company. Think carefully before you speak publicly about anything related to Google. Understand that unless you're specifically authorized to speak on behalf of the company, you aren't. Even if it isn't your intent to speak on behalf of the company, your status as a Googler makes it likely that your communications will be attributed to Google anyway. Be careful out there.

how to get approval

12

Shhhh...

In addition to company policy, there are US regulations, like Regulation Fair Disclosure, or Reg FD, that govern the disclosure of material non-public information to those outside the company. In particular, improperly sharing facts and figures with friends and family that could be used to make investment decisions relating to Google could result in fines and other penalties for you and Google unless the information is made available to the general public at the same time.

12 13

risky situations

Avoid Legalese and Uninformed Fault Finding

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Are you a lawyer? Are you responsible for drawing legal conclusions on Google's behalf? Do you have all the facts? Unless you answered "yes" to all three questions, avoid communications that conclude, or appear to conclude, that Google or Googlers are acting "illegally" or "negligently," have "violated a law," should or would be "liable" for anything, or otherwise convey legal meaning. Your conclusions could be incorrect and could hurt us.

risky words

What should I say instead?



Think...Then Speak.

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How to Get Approval

17.

Shhhh...

In addition to compaie Regulation Fair Discle engagement. For tech talks and of material non-publi see the <u>Pub Approve Process</u>. company. In particule with friends and family

INTRE

decisions relating to Google could result in fines and other penalties for you and Google unless the information is made available to the general public at the same time.

12 13

risky situations

If you wish to speak at any event, consult the <u>Speaker Center</u>, and then seek approval from both investor-relations@google.com and press@google.com at least two weeks in advance of the proposed engagement. For tech talks and academic presentations, please see the <u>Pub Approve Process</u>.

void communications ioogle or Googlers are ted a law," should or would be "liable" for anything, or otherwise convey legal

X

ault Finding

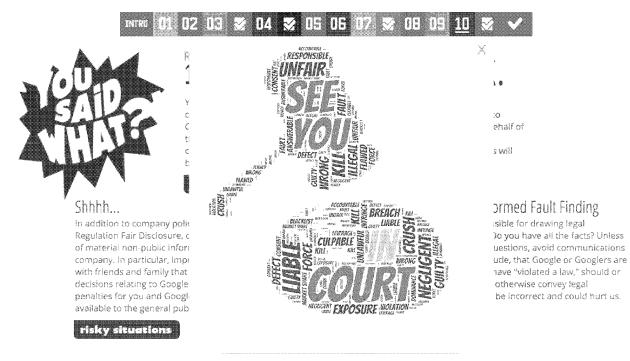
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What should I say instead?



What should I say instead?

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Activity

During product testing, Wash became aware of safety concerns with the gStroller product and was worried that it was being pushed to market before it was ready. This is the email that Wash wrote when he became concerned about safety issues for the gStroller project.

Select the best replacement option below for the highlighted paragraph in the email:

If we launch the product as is, someone's definitely going to sue us, and I don't want to be blamed.

As long as we notify our manager and document our concerns in writing as proof, if Google becomes liable for anything later on, you and I should be in the clear. Don't you think?

I'm going to set up a meeting so the two of us can talk this through.

To: Echo (google.com)

need your advice

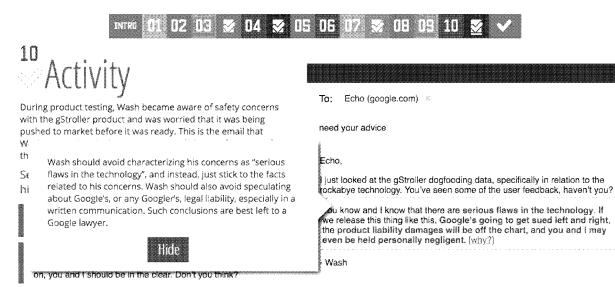
Echo,

I just looked at the gStroller dogfooding data, specifically in relation to the rockabye technology. You've seen some of the user feedback, haven't you?

You know and I know that there are serious flaws in the technology. If we release this thing like this, Google's going to get sued left and right, the product liability damages will be off the chart, and you and I may even be held personally negligent. [why?]

- Wash

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I'm going to set up a meeting so the two of us can talk this through.

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Actually, no. Wash should not speculate about Google's liability in written communications. Try again.



INTRO 01 02 03 🐼 04 😴 05 06 07 🐼 08 09 10 💆 🗸

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Good idea. Wash sent a carefully worded email to his manager that avoided calling out a potential legal issue in a non-privileged email. Later that day, Wash met face-to-face with his manager to discuss his safety concerns about gStroller in detail. Wash's manager then reached out to the Google Lawyer they regularly work with via a properly constructed attorney-client privileged email.



Send the Email

ie technology. If ued left and right, id you and I may

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- Wash

Click to Continue

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Click below to affirm that you have fully reviewed, understand and are responsible for applying the advice and guidelines provided in this training to your interactions, responsibilities, and work at and for Google.

Without this certification, this training will be marked incomplete.

