



Ale-8-One Media Coverage Policy

Throughout the year, there may be opportunities for positive publicity related to the work or accomplishments of Ale-8-One and our employees. Examples of this type of positive public relations opportunities include, but are not limited to, printed and digital employee newsletters, television and radio broadcasts, feature stories, announcements and photographs on the company website and other social and digital media, and coverage by local, national or global print, broadcast and radio media outlets. We are truly proud of our employees and love the opportunity to highlight individual employees and departments when appropriate.

No special compensation will be provided to employees for the use of their image (still, video, audio, etc) or voice, Ale-8-One owns all rights to all images and work, and our employees are not always informed in advance for any specific use.

Opt out rights: If you do not want your image or voice to appear publicly in this manner, please provide written notice to the HR Department. Employees who choose to provide written notice will receive written notification of receipt from HR. If you do not receive this, DO NOT assume your Opt Out designation has been confirmed. The opt-out designation will remain in effect until an employee chooses to cancel in writing.