

EXHIBIT 6

**Documentation Concerning Skills Based Training Offered During the
Reporting Period**

KNSD

KUAN-LD

San Diego, California

Poway, ETC., California

Lab Experiences



Explore our suite of nomination-based learning and development experiences designed uniquely for NBCUniversal employees. We meet NBCUniversal talent at key transition points in their careers with experiences that touch new talent, early career, leaders, and executives. Our experiences develop leadership capabilities, enhance media business acumen and help shape and define our culture.

Each Talent Lab experience falls into one of our five tracks: **ALIGN, BUILD, ACCELERATE, ELEVATE** and **UNITES**.

Click each experience tile below to learn more.

start

START is NBCUniversal's one-day, new hire orientation experience that aligns new full-time talent to the company and culture and provides new hires with the tools and resources to help them connect with other employees and contribute back on the job. The goal is to generate excitement, build enthusiasm, and reinforce that they made the right choice.

jump












JUMP is a leadership development experience designed to align new managers to the leadership expectations of NBCUniversal, and provide the tools and resources needed to support the shift to becoming a first-time manager, while leading in person or virtually.

what it is

INFLUENCE *virtual* leverages the key attributes of our in-person experience: explore a business-specific idea/project, hear from an executive speaker, and deliver a structured pitch in an immersive environment. In the world of remote work, communication skills are more critical than ever before. INFLUENCE *virtual* is designed to provide individual contributors with the skills to effectively communicate, engage stakeholders at all levels, and build confidence in the delivery of ideas. Throughout this 6-week experience, Talent will be invited to attend weekly 2-hour virtual labs to take a deep dive into key content followed by a 30-minute debrief with a peer group.

virtual experience

- **Kickoff:** Orient Talent to the logistics and expectations of the experience and connect Talent to each other and build relationships across the cohort particularly within their smaller teams.
- **Lab Work:** Talent will be required to complete minimal pre-work each week in order to leverage lab time to answer specific Talent questions and maximize application.
- **Virtual Labs:** These 2.5-hour labs are deep dives into the tools Talent can leverage back on the job to increase their influence. Topics include: strategizing a specific idea/project for their business, understanding how to navigate relationships with key stakeholders, awareness to communication styles and flexing, as well as building and delivering a structured pitch to be brought back to their business.
- **Peer Support:** During each lab, Talent will be invited to a 30-minute meeting with a smaller team where they will have the opportunity to practice using skills learned in a safe environment.
- **Manager Support:** Managers are critical to the success of this experience. We ask that Managers join us during the touch points listed below as well as check-in, provide feedback, and advocate for their direct reports as they work to gain momentum on their ideas/projects during, and after, the experience.

	Week 1	Week 2	Week 3	Week 4	Break	Week 5	Week 6
virtual labs 2.5 hours	 Kickoff	 Style + Flexing	 Executive Q&A	 Strategy + Analysis	 No INFLUENCE	 Pitch Prep*	 Pitch Perfect
manager support	 Kickoff for Managers			 Midpoint Check-in		 Finale Brief for Managers	 Finale Invitation

*This lab may exceed 2.5 hours

nomination criteria

- PB/ LPB w/ no direct reports (individual contributor)
- Must have 2-8 years tenure @ NBCU
- Talent who can have a significant impact and influence in your organization (Ex. Works with multiple stakeholders, has client groups or regularly partners and collaborates with other teams)
- Has a specific project, initiative, or deal to influence others on in the business
- Manager must be willing to coach talent

logistics









- Approx. 40 Talent per cohort
- Microsoft Teams **required**
- Computer required
- Webcam required
- Tuition: \$500.00 per person

what it is

LEAD Virtual is an intensive **2-week experience** focused on building better leadership skill and capability. Designed for experienced talent leading remotely-based teams in a constantly changing landscape. LEAD aims to build better management behaviors through a customized 360 feedback assessment and targeted skill building. Through a partnership with the Talent Lab and certified facilitator the LEAD experience is customized to your business/portfolio.

virtual experience

- **360 Leadership Assessment** – This mid-level leader 360 assessment will ask Talent to self-assess themselves on key leadership behaviors and capabilities. Talent will also solicit feedback from their manager(s), direct reports, peers and colleagues.
- **Experience Orientation** – Provides talent and their managers with an overview of the LEAD experience and next steps to start the 360 feedback process.
- **Virtual Labs** – These labs will focus on what successful leadership looks like in a changing business, review personalized 360 feedback and focus on building skills in key areas central to leadership success – engaging remote teams, creating inclusive environments, driving results at a distance, and communicating effectively.
- **Peer & 1:1 Coaching** – Each lab will have time allocated as an opportunity to share progress and challenges, practice using the skills learned in a safe environment and act as coaches to better apply learning on the job. In addition each week individual coaching sessions will be offered by the facilitators to talent. These are personalized to help support talent’s professional goals.

Week 0	Week 1		Week 2	
 Experience Orientation	 Kickoff	 1:1 Coaching (by appt.)	 Communicating Effectively	 1:1 Coaching (by appt.)
	 Personal Leadership 360	 Creating Inclusive Environments	 Engaging Remote Teams	 Driving Results at a Distance

nomination criteria

- ✓ Must have 2+ direct reports (for 360)
- ✓ Must have 2+ years experience in a people leadership role
- ✓ Talent who have significant impact and influence in your organization

Note: For JUMP alums please allow 3 years before nomination for LEAD. For new VP talent, defer to PIVOT if qualified.

business needs

- ✓ 16-24 experienced people leaders
- ✓ Executive sponsor from your business
- ✓ HR Lead and Coordinator from business to help manage the experience
- ✓ Talent have a computer with webcam and Teams applications installed (**required**)
- ✓ Tuition – US - \$1,000 per person; London - £800 per person

Contact: Brian.Maslow@nbcuni.com