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About Cedar Fair Speak-Up Hotline

What is Cedar Fair Speak-Up Hotline?

Cedar Fair Speak-Up Hotline is a comprehensive and confidential reporting tool to assist management and associates to work together to address concerns including fraud, abuse, misconduct in the workplace, or policy violations, all while cultivating a positive work environment.

Why do we need a system like Cedar Fair Speak-Up Hotline?

- We believe that our associates are our most important asset. By creating open channels of communication, we can promote a positive work environment and maximize productivity.
- Sometimes following the steps of the Open Door Policy is not enough for some of our associates to feel confident in addressing their concerns. The Hotline provides another avenue for associates to report concerns.
- Publicly traded companies are required by law to have an anonymous reporting vehicle to address accounting and auditing fraud directly to the audit committee.
- An effective reporting system will augment our other efforts to foster a culture of integrity and ethical decision-making.

Reporting – General

May I report using either the Internet or the telephone?

Yes. With Cedar Fair Speak-Up Hotline, you have the ability to file a confidential, anonymous report either by phone or the internet.

What type of situations should I report?

The Cedar Fair Speak-Up Hotline system is designed for associates to report any violation of our stated Code of Conduct, policy violations or any other concern you may have or feel has not been addressed elsewhere within the Open Door Policy.

What situations should I NOT report using the Cedar Fair Speak-Up Hotline?

As answered in the previous questions, any concern can be reported using the Hotline. However, you are encouraged to reach out to your manager, senior management or human resources for concerns that may be easily addressed in person; addressing concerns regarding your paycheck, schedule, timesheet, benefits, etc are most easily addressed in person.

If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

When you observe some behavior that you believe violates our code of conduct or is a violation of Cedar Fair Guidelines, we expect you to report it. Ideally, you should bring any concerns forward to your direct manager, or other member of our management team. We recognize, however, that there may be circumstances when you are not comfortable reporting the issue in this manner. It is for such circumstances that we partnered with EthicsPoint to create the Cedar Fair Speak-Up Hotline. We would rather you report anonymously than keep the information to yourself.

Why should I report what I know? What's in it for me?

We all have the right to work in a safe and positive environment and with that right comes the responsibility of acting in an ethical manner and letting the appropriate people know if someone is not acting appropriately. By working together, we can maintain a healthy and productive environment. Misconduct anywhere in the organization can threaten the livelihood of an entire company.

Does management really want me to report?

We certainly do. In fact, we *need* you to report. You know what is going on in our company - both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on the company and our people. Also, offering positive input may help identify issues that can improve company culture and performance.

Where do these reports go? Who can access them?

Reports are entered directly on the EthicsPoint secure server to prevent any possible breach in security. EthicsPoint makes these reports available only to specific individuals within the company who are charged with evaluating the report, based on the type of violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.

Isn't this system just an example of someone watching over me?

The Cedar Fair Speak-Up Hotline system concentrates on being a positive aspect of our overall philosophy, and allows us to assure a safe, secure, and ethical workplace. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions, or communicate a concern. Effective communication is critical in today's workplace and this is a great tool to enhance that communication.

We have carefully chosen the best reporting tool to meet our compliance obligations while maintaining a positive reporting environment.

Reporting Security & Confidentiality

It is my understanding that any report I send from a company computer generates a server log that shows every web-site that my PC connects with, and won't this log identify me as a report originator?

Cedar Fair Speak-Up Hotline does not generate or maintain any internal connection logs with IP addresses, so no information linking your PC to Cedar Fair Speak-Up Hotline is available. In fact, our partner, EthicsPoint, is contractually committed not to pursue a reporter's identity.

If you feel uncomfortable making a report on your work PC, you have the option of using a PC outside our work environment (such as one located at an Internet café, at a friend's house, etc.) through the Cedar Fair Speak-Up Hotline secure website.

Can I file a report from home and still remain anonymous?

A report from home, a neighbor's computer, or any Internet portal will remain secure and anonymous. An Internet portal never identifies a visitor by screen name and the EthicsPoint system strips away Internet addresses so that anonymity is totally maintained. Plus, EthicsPoint is contractually committed not to pursue a reporter's identity.

I am concerned that the information I provide Cedar Fair Speak-Up Hotline will ultimately reveal my identity. How can you assure me that will not happen?

The Cedar Fair Speak-Up Hotline system is designed to protect your anonymity. However, if you wish to remain anonymous, you - as a reporting party - need to ensure that the body of the report does not reveal your identity by accident. For example, "From my lifeguard stand at Oceans of Fun..." or "In my 33 years..."

Is the telephone toll-free hot line confidential and anonymous too?

Yes. You will be asked to provide the same information that you would provide in an Internet-based report and an EthicsPoint interviewer will type your responses into the Cedar Fair Speak-Up Hotline Web site. These reports have the same security and confidentiality measures applied to them during delivery.

What if I want to be identified with my report?

There is a section in the report for identifying yourself, if you wish.

Tips & Best Practices

I am aware of some individuals involved with unethical conduct, but it doesn't affect me. Why should I bother reporting it?

Our company chooses to promote ethical behavior. All unethical conduct, at any level, ultimately hurts the company and all associates, including you.

I am not sure if what I have observed or heard is a violation of company policy, or involves unethical conduct, but it just does not look right to me. What should I do?

File a report. The EthicsPoint operator can help you prepare and file your report so it can be properly understood. We'd rather you report a situation that turns out to be harmless than let possible unethical behavior go unchecked because you weren't sure.

What if my boss or other managers are involved in a violation? Won't they get the report and start a cover-up?

The Cedar Fair Speak-Up Hotline system and report distribution are designed so that implicated parties are not notified or granted access to reports in which they have been named.

What if I remember something important about the incident after I file the report? Or what if the company has further questions for me concerning my report?

When you file a report at the Cedar Fair Speak-Up Hotline website or through the Cedar Fair Speak-Up Hotline Call Center, you receive a unique user name and are asked to choose a password. You can return to the Cedar Fair Speak-Up Hotline system again either by Internet or phone and access the original report to add more detail or answer questions posed by a company representative that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer company questions. You and the company now have entered into an "anonymous dialogue," where situations are not only identified, but can also be resolved, no matter how complex.

Are these follow-ups on reports as secure as the first one?

All Cedar Fair Speak-Up Hotline correspondences are held in the same strict confidence as the initial report, continuing under the umbrella of anonymity.

Can I still file a report if I don't have access to the Internet?

You can file an Cedar Fair Speak-Up Hotline report from any computer that can access the Internet. You can file from home. Many public locations, including the public library, have Internet computers. If you don't have access to or are uncomfortable using a computer, you can call the Cedar Fair Speak-Up Hotline toll-free hotline, which is available 24 hours a day, 365 days a year. That tollfree number is 844-238-8762