

CEDAR FAIR OPEN DOOR POLICY

Cedar Fair encourages open communication within all levels of the organization, including feedback and discussion about any matter of importance to an Associate.

Many parks conduct Associate meetings throughout the season to provide business updates and address suggestions, problems, or concerns affecting the seasonal or year-round staff, or general park operations. These meetings may occur in smaller settings as well, including division or department meetings. Similarly, corporate meetings may occur from time to time.

If you have a question, concern, or suggestion and would like to speak to someone individually rather than in a group setting, you should feel free and we encourage you to speak to your direct supervisor. If you're uncomfortable speaking to your direct supervisor for any reason or the matter has not been resolved to your satisfaction, please seek out your next level manager. For parks, most questions or concerns are best resolved in this manner. Human Resources would be another resource to report a concern if the matter has not been resolved, or if you are not comfortable speaking to your department or division leaders to address the question or concern.

In circumstances where an Associate has pursued avenues mentioned above and has not received satisfactory resolution on a matter of concern, or wishes to remain anonymous, the Cedar Fair Speak-Up Hotline is available.

The Cedar Fair Speak-Up Hotline is a confidential service available 24 hours a day / 7 days a week which is exclusively available to all our Associates. The hotline can also accommodate many different languages.

You may call the toll free Cedar Fair Speak-Up Hotline at **844-238-8762** or submit an online concern from the Speak-Up website. You may report your concern anonymously if you wish and without fear of retaliation. We want to hear from you.

For more routine or simple administrative questions that should be easy to resolve, we encourage you to contact your immediate supervisor first, and then reach out to Human Resources if not resolved. However, the Speak-Up Hotline is always available to you.