

The image shows a group of people riding a roller coaster. They are all smiling and have their arms raised in excitement. The roller coaster cars are red and orange, and the track is orange. The background is a clear blue sky. The text "Six Flags 2022 SEASONAL HANDBOOK" is overlaid on the top left of the image. The "Six Flags" logo features a stylized roller coaster track and a flag. The year "2022" is in a large, bold, red font. "SEASONAL HANDBOOK" is in a smaller, bold, red font with a white outline.

Six Flags
2022
**SEASONAL
HANDBOOK**



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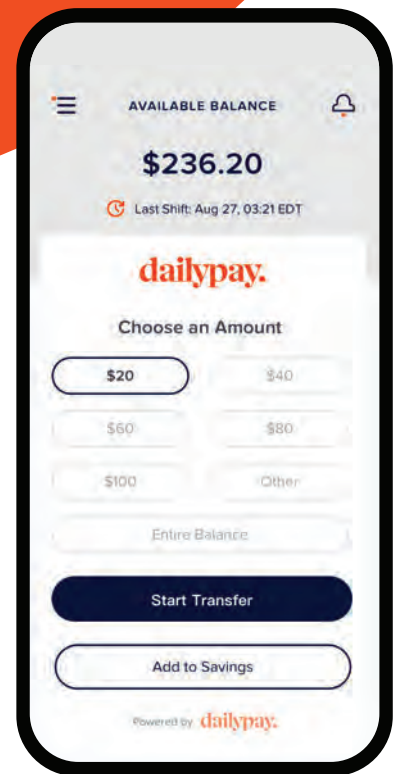
Track your daily income with updates after every shift you work



Transfer your earnings instantly or next-day



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SCAN HERE



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**Available at Select Parks*

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THE LARGEST REGIONAL THEME PARK COMPANY IN THE WORLD

WE ARE LOOKING FORWARD TO WORKING WITH YOU AND BUILDING YOUR FOUNDATION TO SUCCESS.

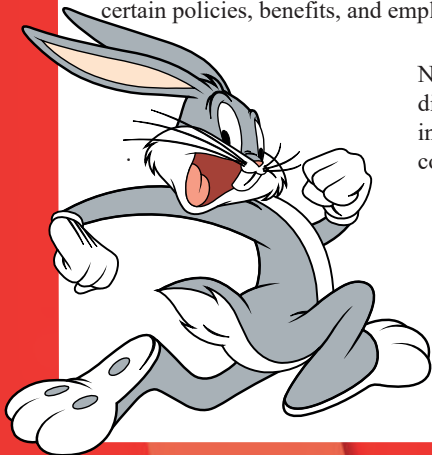
This Team Member Handbook provides general information regarding various policies, benefits and employment practices that may apply to all Team Members while employed by Six Flags (also referred to as the “Company”). Where applicable state or local law provides greater benefits than the policies set forth in this Handbook, Six Flags will provide you with the benefit of that law.

This Team Member Handbook and its contents, in whole or in part, are not intended to create an express or implied contract of employment between you and Six Flags. You are employed at will and nothing in this Handbook can be construed to contradict, limit, or otherwise affect your right or the Company’s right to terminate the employment relationship at any time with or without notice or cause.

The policies and employment practices contained in this Handbook supersede any prior versions that may have been used by Six Flags. **The Company reserves the right to change the policies and procedures set forth in the Team Member Handbook without notice.** With that in mind, every effort will be made to keep you informed of any updates through suitable means of communication, such as postings, notices sent directly to you, or through UKG, SixFlags.Team/SelfService.

The statements contained in this Team Member Handbook regarding Six Flags policies, benefits, and employment practices are necessarily in condensed form. While this Handbook is not intended to state all of the Company’s policies, benefits, and employment practices, it will guide you in the performance of your duties and will give you general information in regard to certain policies, benefits, and employment practices in effect.

Neither this Handbook nor the policies contained in the Handbook are intended to preclude or dissuade Team Members from engaging in activities protected by state or federal law, including the National Labor Relations Act, such as discussing wages, benefits, or terms and conditions of employment, or legally required activities.



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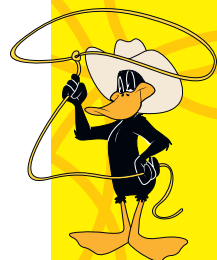
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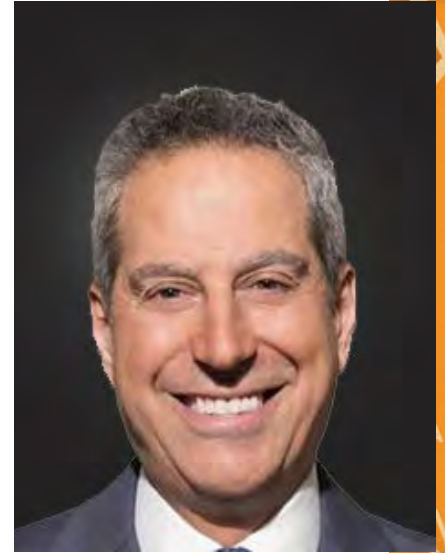
A MESSAGE FROM OUR C.E.O.

Welcome to Six Flags!

You have joined a world-class team of people who are fully committed to our mission of creating fun and thrilling memories for all! We are the world's largest regional operator of theme parks and known worldwide for our great rides and thrills.

At the heart of our success is YOU! Your daily interactions with our Guests create memories that they will cherish for years to come. Your smile and attention to detail by taking the time to ask about each Guest's day makes all the difference.

As I visit our parks this year in the U.S., Canada and Mexico, I look forward to meeting you. I am a curious person and believe there is a lot to be learned by listening to people. Hearing about your Six Flags experience and discovering ways we can innovate will help us grow and create the best Team Member and Guest experience possible.



If this is your first season with us, I am confident that you will enjoy being part of a team providing safe, close-to-home, family entertainment. If you are returning for another season, we are thrilled to have you with us again. You are the driving force of our company and together we will make this a season to remember!

Sincerely,

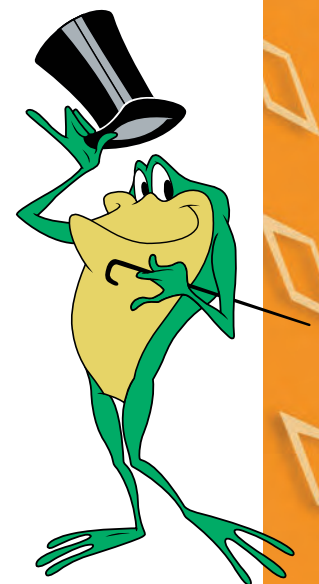
Selim Bassoul
C.E.O., President and Director

OUR MISSION • Create fun and thrilling memories for all

OUR VISION • Be the preferred regional destination for entertainment

OUR VALUES • Safety Integrity Accountability Innovation
Guest-Centricity Teamwork Inclusiveness Fun

OUR MANTRA • Friendly • Clean • Fast • Safe • Service



THE SIX FLAGS STORY

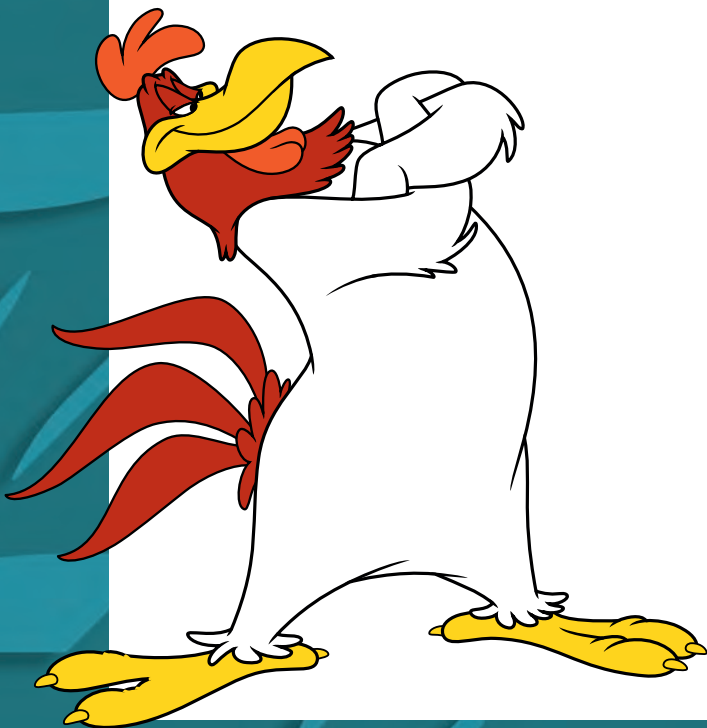
THE BEGINNING

In the late 1950s, Angus G. Wynne, Jr., a Texas oilman, had a dream of a new form of family entertainment. He imagined theme parks that would be large in scope - even bigger than Disneyland - but close to where people lived, so the park could be more affordable and easier for people to visit. Of course, he wanted his parks to have an emphasis on thrilling rides and family fun. Little did he know that this idea would one day become Six Flags Theme Parks.

A LEADER IN THE INDUSTRY

Six Flags Over Texas in Arlington, Texas - the first Six Flags Park - opened in 1961. Mr. Wynne divided the park into six themed areas which honored the six countries whose flags had flown over the state throughout its colorful history. This marked the beginning of the Six Flags tradition and its reputation as a leader in the industry. Six Flags has pioneered features that have since gone on to become the theme park standards with innovations such as the one-price admission ticket, river rafting adventures like the log flume, and even the first tubular steel roller coaster.

The Six Flags trademark of innovation proudly continues today with new innovative rides like Kingda Ka, the tallest fastest coaster in the world and Batman• The Ride, the first inverted, outside looping coaster. Of course, the most important part of the Six Flags experience is still an unqualified commitment to a "Guest First" policy of park safety, cleanliness, and attention to our Guests' every need.





Once a Vision... Now a Tradition

Conjuring up a simple fantasy is not enough. I seek to create a magical reality called Six Flags. A retreat offering guests a peculiarly believable illusion where colorful bubbling brooks abound and lighting produces the aesthetic aura of stars twinkling through the trees at night. To this end I and scores of others will turn our time, effort and devotion.

Our guests will feel the summer heat and become tired. They will begin to realize there is dye in the water and see wires running to lights in the trees; but they will believe because we believe, they will be happy because we are happy. We, the Six Flags family will create and complete the illusion every day for every guest. We will offer a place where everyone can truly escape and share in the magic happiness; theirs and ours.

Very Truly Yours,

Six Flags Founder 1961



OUR SIX FLAGS FAMILY



AMERICA
DARIEN LAKE
DISCOVERY KINGDOM
FIESTA TEXAS

GREAT ADVENTURE
GREAT AMERICA
MAGIC MOUNTAIN
MEXICO

NEW ENGLAND
OVER GEORGIA
OVER TEXAS
ST. LOUIS



ARLINGTON
CONCORD
HOUSTON

LOS ANGELES
NEW JERSEY
OAXTEPEC

OKLAHOMA CITY
PHOENIX
ROCKFORD



PARK LOCATIONS





OUR MISSION

- Create fun and thrilling memories for all

OUR VISION

- Be the preferred regional destination for entertainment

OUR VALUES

-  Safety  Integrity  Accountability  Innovation
-  Guest-Centricity  Teamwork  Inclusiveness  Fun

OUR MANTRA

- Friendly • Clean • Fast • Safe • Service





Friendly SERVICE

Make a positive and lasting impression on our guests by going the extra mile.

- Acknowledge and greet Guests and Team Members with a smile
- Listen and be willing to engage in a conversation
- Anticipate what Guests need and provide it, even before they ask

Clean SERVICE

Create an environment where everything feels fresh and new every day.

- Keep ourselves and our surroundings neat, organized, and spotless
- Wherever there is trash around the park, don't pass it up, pick it up!
- Make sure our Guests are comfortable, as if they were visitors to our home

Fast SERVICE

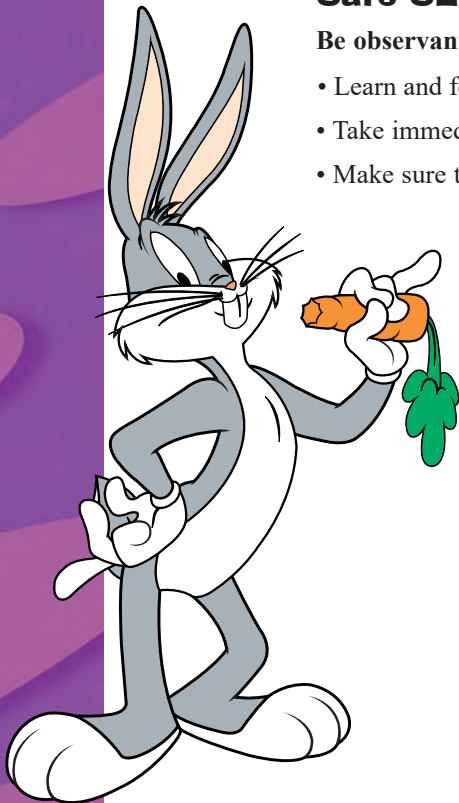
Act quickly, efficiently and enthusiastically in serving our Guests.

- Be prepared for every interaction and transaction
- Hustle when addressing Guest needs and deliver quality every time
- Do your part to minimize wait times and keep lines moving

Safe SERVICE

Be observant and take action to ensure a safe environment, for our Guests and each other.

- Learn and follow all of the steps required to serve Guests safely in your specific area
- Take immediate action to address any unsafe condition or behavior
- Make sure that our Guests feel they are safe in our parks



GUEST RELATIONS



HERE ARE 4 WAYS YOU CAN PERSONALLY MAKE AN IMPACT AT SIX FLAGS AND SHOW GREAT SERVICE TO OUR GUESTS:

BE FRIENDLY

- Smile BIG
- Show genuine interest in the Guest
- If you notice the Guests name by their credit card, use it to thank them
- Listen actively to what the Guest wants
- Talk to the Guest - start a conversation. Three great conversation starters: the weather, sports teams, new rides and attractions
- Make the Guest feel important

GREET GUESTS WARMLY

- “Hi” is the universal ice-breaker
- Try: “Hello”; “How are you?”; “How is your day?”
- Look Guests in the eye when speaking to them
- Stay accessible to Guests by being ready to provide assistance and demonstrating your interest

ASK OPEN ENDED QUESTIONS

- “Tell me about what you would like to see”
- “What more can I do for you today?”
- “How may I help you?”

FOLLOW THROUGH WITH GUESTS

- Thank them for visiting Six Flags
- Ask if there’s anything more they need
- Suggest or point out something new at the park
- Know your Park and where key areas such as major rides, restaurants, restrooms, and smoking areas are located





Mopportunities – (Mapp-or-tune-a-tees)

Assisting our Guests through their day in an efficient manner allows them to enjoy more of our park and not waste time looking for thrills. When you see a Guest holding a map, this is your opportunity to ask how you can help. “May I help you find some fun?”, “Do you need assistance finding a location?” These simple questions will show our Guests you are here to help while suggesting additional locations for them to visit along their way!

Apportunities – (App-or-tune-a-tees)

Six Flags has an official app that allows Guests to make the most of their park visit. You can encourage Guests to use the app which includes:

- Navigating the park with interactive maps
- Accessing ride wait times
- Plan meals with restaurant menus
- Check park operating hours





Speaking with a Child

Our smaller Guests deserve the same amount of attention and care as our adults. A child may be lost, looking for a location to visit, or have a question and look to us for guidance. Eye contact is important in any conversation so use this opportunity to get on the same level as the person you are speaking to. Kneeling down to connect with a child will show them you are willing to help and listen. Empathizing with a child will also comfort them as they may be nervous talking to a Team Member in uniform. Let them know you are here to help and don't forget to SMILE!



Proper Closings

- When talking to a Guest, it is important for them to know you have their attention from start to finish. Properly closing a conversation with a Guest, creates an interaction that will create a lasting impression and drive the Guest experience. Simple closings like, “Thank you and have a great day!”, or “Thank you, is there anything else I can help you with?” are great to end a conversation with. You can also close with a Guest while making a suggestion or asking a question about their day. “Thank you, have you visited (Insert location here)?” Creating a conversation with our Guests, even if they seem rushed will ensure the experience will be a positive one.

SCHEDULING & AVAILABILITY





SIXFLAGS.TEAM

This is a web based program that allows you to enter your availability, check your schedule, view your time sheets, receive Company notifications, request time off, pick up shifts, and request shift trades.

EMPLOYEE PORTAL ACCESS

- To log on, go to sixflags.team. Google Chrome is preferred. The Company will be the abbreviations for your park. The username will be your 6 digit EID which is located to the right of your badge photo. Your default password is the MMDD of your birth date. You will be prompted to change this password the first time you clock in through the phone. If Bugs Bunny's EID is 123456 and his birthday is August 5, 1961. His login information would be:
 1. Company: SFX
 2. Username: 123456
 3. Password: 0805 (08 for the month, 05 for the day)
- Once logged in you may choose to download an app for your iOS or Android device.

SCHEDULES TAB This tab displays your work schedule for all days that have been created and posted. The last date posted will be displayed at the bottom of the schedule.

- Note that while you may be scheduled for a certain work location, once you report to work, it may change based on the needs of the business.

TIME OFF REQUEST / SCHEDULE TRADES By clicking on these tabs, you are able to request time off or trade shifts with your fellow Team Members. You are required to provide sufficient notice when requesting time off or shift trades. Please check with your Human Resources department to determine what advanced notice is required for your Park.

To request time off, select the day or range of days that you would like to request off. The number of days that can be requested at one time varies by park. Be sure to include an explanation in the Note box. Requests will be processed on a first-come, first-served basis and time off requests may be denied based on the needs of the business. **Please note that this is only a REQUEST until approved.** After a request has been approved or rejected it cannot be changed or deleted. Contact Human Resources if your plans change and are available to work.

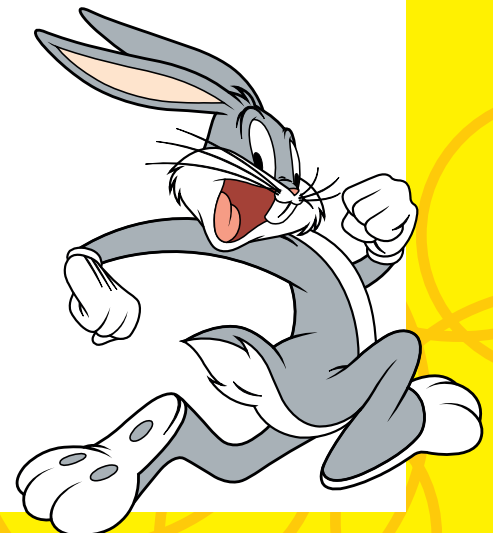
There are two different views depending on whether the Team Member is eligible for paid time off/sick time. If you accrue any form of paid time off then you will have the option to select the type of time off you are requesting. Seasonal Team Members will not see this option as they typically do not accrue this type of paid time off.

To request a shift trade, select the shift that you would like to trade away followed by the person or shift that you would like to work. **Please note that this is only a REQUEST until approved.** After a trade has been agreed upon or approved it cannot be changed or deleted.

AVAILABILITY TAB By clicking this tab you are able to enter your availability. The system will not schedule you for days or hours marked as unavailable. Minors restricted by any state labor laws, do not need to be entered here. The work hour restrictions are already set within the administrative settings. If your availability changes, you will need to create and submit a new availability request. **Please note that this is only a REQUEST until approved.**

TIMESHEETS TAB By clicking on this tab you are able to see days and times that you have worked.

NOTIFICATIONS TAB If a notification has been entered on the administrative side, the notification screen will be the first to appear when you log in to the portal. If there is no notification, the Schedule screen will be the default.





USE UKG SELF-SERVICE!

Online At: sixflags.team/selfservice

SMARTPHONE APP: UKG

- View all of your paycheck information
- Update your direct deposit information or change your tax withholding status
- Update your home address, phone number, and email address
- Access your W-2 faster
 - o Your W-2 will be online in January for each previous year that you have worked

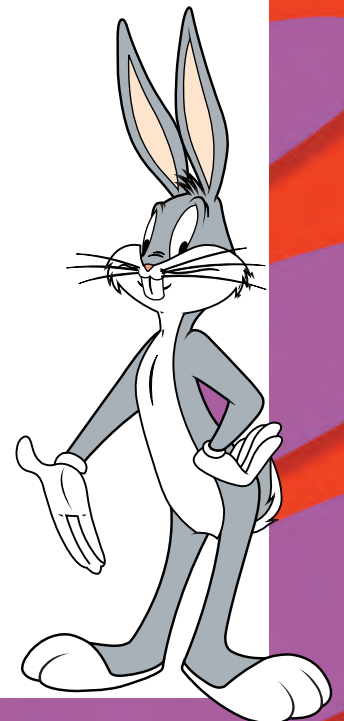
HOW TO LOG IN: DO YOU HAVE AN UKG ACCOUNT?

- Yes. You will log in with your assigned user ID (SIX + EID) and password
 - o If you are unable to log in, click on “forgot your password”
- No. You will need to log in with the default information below

MOBILE APP INSTRUCTIONS

- Step 1: Install the UKG Mobile app from the Apple App Store or Google Play Store
- Step 2: Enter the company Access Code: SixFlags
- Step 3: Sign-In (details below for mobile and desktop)
 - o Your User ID is SIX + your six-digit EID on the side of your badge
 - o Example: SIX001234
 - o Your initial password is your full birthdate: MMDDYYYY
 - o You will be required to change your password, answer security questions, and use the 2-Factor Authentication (2FA)
 - o You have the option to select: Do not require the additional 2FA for the next seven days
- o Password requirements are listed on the password reset, and as they satisfy each requirement, it greys out

Please reach out to Human Resources if you have issues accessing your account.





INCLEMENT WEATHER AND EMERGENCY CLOSING

At times, emergencies such as severe weather, fire, power failures, or law enforcement emergencies can disrupt Six Flags' operations. In extreme cases, the circumstances may require Six Flags to close a location or alter its regular business hours. To continue vital operations, Team Members in essential operations may be asked to work on a day when the Company is officially closed. In all cases, your safety is the primary consideration.

If Six Flags is open, you are expected to report to work as scheduled; however, use your best judgment to ensure your safety. Nonexempt Team Members who do not report to work due to inclement weather when Six Flags is open will not be paid for the day unless you use your available vacation paid leave for the time missed from work.

You will be notified of weather or emergency closures via telephone, text, email, website, call-in number, or other methods specified by your location.



QUICK REFERENCE GUIDE

SIX FLAGS SELF-SERVICE PORTAL

Team Member Self Service, [Sixflags.team/selfservice](https://sixflags.team/selfservice)

TEAM MEMBER PORTAL – TIME & LABOR

<https://sixflags.team>

TEAM SIX REWARDS

www.sixflags.com/teamSIX

EMPLOYEE ASSISTANCE PROGRAM (EAP)

ComPsych, (800) 311-4327

www.guidanceresources.com

Company Web ID: MGR311

RX RELIEF CARD

(646) 442-5828

VOLUNTARY HOME/AUTO & PET INSURANCE

MetLife, (800) 438-6388

401(K) RETIREMENT PLAN

Fidelity Investments, (800) 343-3548

www.netbenefits.com

TEAM MEMBER VOICE PROGRAMS

Feedback program: www.SixFlags.com/TMVNOW

ETHICS AND COMPLIANCE HOTLINE

(855) 223-1556

<http://sixflags.ethicspoint.com>

SIX FLAGS JOBS

www.sixflagsjobs.com

SIX FLAGS PERKS DISCOUNT WEBSITES

Six Flags Perks <https://sixflags.corporateperks.com>

Plum Benefits www.plumbenefits.com, Six Flags code: ac0524924

Ticket Monster www.ticketmonsterperks.com/perk Code=6FTIX

AT&T www.att.com/wireless/sixflagsemployee, Six Flags Fan #: 2419154

Hewlett-Packard (HP) www.hpdirect.com/employee/six_flags_inc, Six Flags code: 3527

General Motors (GM) www.gmsupplierdiscount.com, Six Flags code: 881491

Partnerships and discounts subject to change at any time. For additional information please refer section Exclusive Team Member Benefits

SIX FLAGS STORE

Get great deals on Six Flags apparel! <http://sftpstore.com>

**Apparel must be approved by park's Human Resource department for use as uniform*



BENEFITS



Our Team Members are our #1 asset. At Six Flags, our mission is creating fun and thrills for all ages. This mission is not only for our Guests but also for all of our Team Members. Six Flags offers Team Members exclusive benefits. Below are many exclusive offers for our Team Members.

Complimentary Ticket & Team SIX Pass Program

Free Access to other Six Flags Properties

Buddy Pass

Free Parking

Family & Friends Discount Tickets & Pass Programs

40% In-park Food/Merchandise Discounts

50% Discount on Certain In-Park Attractions

Discounts on Flash Passes

Exclusive Team Member Events

Special Reward & Recognition Programs

Exclusive Partner Discounts

24/7 Team Member Voice Program

Community Service Opportunities

Rules and restrictions may apply.
For details on the programs listed above
please contact your local Human Resources offices.

2022 Team Member Complimentary Ticket & Pass Policy

Effective 1.1.2022

Seasonal Team Members	Free Team Member & Buddy Admission & Parking with ID Card	Comp Tickets	Additional Comp Tickets (August 15)	Passes	Exchange Comps for Thrill Seeker Passes
<1 year	Yes	6	3	(1) Team SIX Pass	3 for 1
2 years	Yes	9	3	(1) Team SIX Pass	3 for 1
3 years	Yes	12	3	(1) Team SIX Pass	3 for 1
4 years	Yes	12	3	(1) Team SIX Pass	3 for 1
5+ years	Yes	15	6	(2) Team SIX Passes	3 for 1
Retirees ¹	--	15	--	Retiree Team SIX Pass + Person of Choice	--

- Upon hire Team Members may use their ID card for free Team Member and buddy admission and free parking at any Six Flags property.
- Team Members are welcome as Guests when parks are open for normal operations. Team Members entering as guests must not be in uniform, may only access public areas, and may only enter and exit through guest entrances.
- Benefits detailed are for active Team Members in good standing and may be voided for terminated Team Members. Sale, barter or misuse of tickets and/or passes will subject Team Members to disciplinary action up to and including termination.
- Team SIX passes can be given to any person of choice.
- Team Members, and their dependents, receiving employee passes may not participate in Six Flags Rewards/Loyalty Programs.

Family and Friends Discount Tickets and Pass Program

To purchase discount tickets & season passes, email sixflagsbenefitsupport@sftp.com to request a link to your park's discount ticketing site. Each year you can purchase up to 10 park tickets and 10 passes at special employee pricing. Team Members can also purchase discounted tickets and passes at your park's Guest Relations by showing their Six Flags ID badge. Team Members are restricted to purchasing a maximum of 10 discounted tickets and passes. Team Members wishing to purchase tickets for groups of 10 or more should contact our group sales department.

Team Member Food & Merchandise Discounts

Team Members are eligible throughout the operating season for 40% food and merchandise discounts. Team Members must show their valid ID card at the time of purchase to receive applicable discounts. The discount will be applied per transaction.

Team Members are eligible for 50% off on All Season Photo pass. Team Members must show their valid ID card at the time of purchase to receive applicable discount. The transaction will require supervisor override, so a supervisor will need to be called during the sale.

Pass Discounts & Benefits

	Team SIX Pass	Thrill Seeker Pass
Admission	Home Park & Sister Park	Home Park & Sister Park
Parking	General Parking	General Parking
Discounted Friends & Family Tickets	N/A	(2) Discounted Tickets per year

Pass Redemption

To access your membership gift code and designated redemption URL code, visit your UKG account> **Job Summary**.

Job Summary

Team Member Membership Benefit

Membership Redemption URL https://www.sixflags.com/over texas?promo_code=EmpGold

Benefit Gift Code **SIXFLAGS2022**

Holiday In The Park (HIP)

Parks with HIP will issue all Team Members an additional 4 Comp Tickets for HIP after the conclusion of FrightFest.

In-Park Attractions and Flash Passes

Monday through Friday in June, July and August 50% off for Team Members and up to 3 Guests on paid attractions (Skycoaster, Go-Karts, and Sling Shot) and \$5 off per person on Flash Passes. Both are subject to availability and valid Team Member ID's must be presented.

¹ Applies to Six Flags retirees (15 or more years of service and 55 years of age or older at age of retirement) retiring on or after 1/1/2013. If a retiree returns for seasonal employment, the retiree will qualify for the highest seasonal benefit. Benefit will revert to Retiree benefit if seasonal employment ends.

Sister park is considered the water park associated with your home park. For example, Hurricane Harbor Arlington is the sister park to Six Flags Over Texas.

EXCLUSIVE TEAM MEMBER PERKS

YOUR EXCLUSIVE ACCESS

- Free Park admission and parking at ANY Six Flags property with your valid Six Flags ID.
- Your Six Flags ID acts as a Buddy Pass. This allows you to bring one Guest of your choice to visit ANY Six Flags Property with you.
- Complimentary Tickets for Friends and Family available through Human Resources good at all Six Flags Properties.
- On property exclusive events for Team Members only! Look for event details in our newsletters and/or through emails.

TEAM SIX REWARDS www.SixFlags.com/TeamSix

Six Flags Team Six Reward Program is our online platform where we recognize you and your fellow Team Members for your outstanding delivery of our Mantra: Friendly, Clean, Fast, and Safe Service! You can receive points or bank them to redeem for great prizes or a chance to win other in-park prizes.



In addition, Team Six Rewards allows you and others the ability to recognize, appreciate and celebrate each other for milestones or personal achievements. You can send an ecard, post a positive message or affirm a fellow co-workers past achievement.

Go online to www.SixFlags.com/TeamSix. Log on with your EID number (found on your ID) and the default password is your birthday (MM/DD/YYYY). The first time you log in, you will be prompted to change your password.

Look for more Team Six Reward Program information throughout our backstage areas and newsletters.

*Available at select Parks

TEAM MEMBER VOICE SURVEY

The Team Member Voice (TMV) Survey is a valuable opportunity for you to provide your feedback, insights and opinions regarding our work environment and our Company. Over the last several years we have worked to enhance the Team Member experience by using the feedback obtained from this survey. All responses are submitted by Qualtrics. Your feedback will only be used to make Six Flags a better place to work, so your honest, unfiltered feedback is appreciated.

Team Member Voice Feedback Program

The Team Member Voice (TMV) Feedback Program is one of several forums for you to share your ideas, comments and suggestions that will allow us to identify and address your areas of concern. If you are uncomfortable sharing your ideas or concerns directly with your supervisor, we encourage you to share your feedback online through TMV.

Your voice matters and will shape the future of Six Flags. You have access to share your voice 24 hours a day - 7 days a week through our online TMV Feedback Program at SixFlags.com/tmvnow.



EXCLUSIVE TEAM MEMBER DISCOUNTS

SIX FLAGS FOOD/MERCHANDISE DISCOUNTS

Team Members are eligible throughout the operating season for food and merchandise discounts of 40% at designated locations, may enjoy special buy one, get one free deals on select in-park attractions, and discounts on Flash Passes (Rules and restrictions may apply). Team Members must show their valid Six Flags ID card at the time of purchase to receive applicable discounts. Throughout the year there may be special discount promotions. Get program details and designated locations from Human Resources.

SIX FLAGS TICKETS AND PASS DISCOUNTS

Each Park will administer discount programs giving you an opportunity to purchase park tickets and passes for your friends and families at significant discounts. Details will be published locally by each park. If you wish to purchase tickets for groups of 10 or more, please contact Group Sales directly.

CHILD CARE PROGRAM DISCOUNT

Six Flags has partnered with accredited Child Care providers to offer you a special incentive. As an active Team Member of Six Flags you will receive a 10% discount on child care at the following accredited providers: The Learning Group (ChildTime Learning Centers, LaPetite Academy, Tutor Time Child Care/Learning Centers & the Children Courtyard) and The Knowledge Universe Family of Brands (Kindercare Learning Centers, CCLC and Champions). Employment verification needed and the facility will validate every 6 months for the discount.

In addition to the 10% discount, the Learning Group will also waive the registration fee and if there is a waiting list your child will receive priority placement before the general public.

Contact your local Human Resources for additional details. Age limits, facilities, and programs subject to change at any time.

HEWLETT-PACKARD (HP) BENEFIT

Six Flags has teamed up with Hewlett-Packard (HP) to offer you the benefit of purchasing high-quality HP products at discounted prices. HP offers a broad line of consumer and commercial products, from configure-to-order notebooks and desktops to printers, handhelds, calculators, and more! To be eligible you must be an active U.S. Team Member of Six Flags.

The HP Team Member Purchase Program Offers:

- Access to the hottest consumer and commercial products, including customized PC options, student bundles, and third party accessories.
- FREE shipping and 30 day return policy (no restocking fees)
- Supplies (ink/toner & paper) loyalty program
- Expert sales agents to assist with your purchase via phone, chat and email support- pre and post-sale
- Dedicated support for premium products; Includes in house-call & accidental damage protection

Shopping is Easy:

1. Purchase on-line at: www.hpdirect.com/employee/six_flags_inc
2. Call our toll-free number: 800-HP DIRECT (Our sales center is open from 8:30am to 2:00am EST, 7 days a week) (Mention company code 3527)
3. For program information contact the Employee Purchase Program team at employee.purchase.program@hp.com





SKECHERS CORPORATE SHOE PROGRAM

We all spend a great deal of time on our feet, thus what we wear on our feet matters! Six Flags has partnered with SKECHERS to provide discounts on work and casual footwear. Shop at www.skechers.com/direct/six-flags to save up to 30% off select shoes today!

MEDIEVAL TIMES® DISCOUNTED TICKETS

Being a Team Member at Six Flags provides you exclusive pricing on tickets to Medieval Times® Dinner & Tournament. Check out www.MedievalTimes.com/sixflags for tickets up to 40% off.

EXCLUSIVE SIX FLAGS PERKS AT WORK

Visit perksatwork.com for special discounts exclusively for Six Flags Team Members.

TICKET DISCOUNTS

Ticket Monster has given us the ability to sign up and get thousands of event tickets at discounted prices using a special code exclusively for Six Flags Team Members.

1. Go to www.ticketsatwork.com
2. Sign up and save \$10 off your first order. Enter your company code identifier: 6Ftix
3. Search for sports, concerts and theme park tickets nationwide.

GENERAL MOTORS (GM) DISCOUNT PROGRAM

General Motors Supplier Discount Program is for Six Flags Team Members to obtain an authorization code for the supplier discount pricing.

1. Visit www.gmsupplierdiscount.com and Log In or Register if you do not yet have an account. Be sure to have your GM Supplier company code.
2. Our company code for Six Flags, Inc. is: 881491
3. Select "Obtain Authorization" from the Program menu and follow the prompts.
4. Print your authorization number and take it to your participating GM Dealer along with a copy of your company ID/badge or a copy of a current pay stub.

WIRELESS PHONE BENEFIT

Six Flags has partnered with AT&T to provide a monthly discount of up to 22% on qualified wireless plans. Stop by your nearest AT&T store with your Team Member badge or paystub or visit online at www.att.com/wireless/sixflagsemployee and enter FAN# 2419154.

SIX FLAGS' 401 (k) PLAN

Planning for retirement is important regardless of your age. Being financially secure during your retirement years is an important goal. The 401(k) Plan is designed to provide a tax-effective way for you to establish a retirement investment program in which both you and Six Flags contribute toward your future retirement years.

ELIGIBILITY New hires will be able to participate immediately. (Note: you must be 21 years of age to participate in the 401(k) Plan.)

NEW ENROLLEES IN 401(k) All Team Members will receive the following from Fidelity when they become eligible to enroll in the Six Flags 401(k) Plan:

- A 401(k) Enrollment Guide • The initial QDIA notice • The current Plan Year Safe Harbor Notice
- The Six Flags 401(k) Summary Plan Description with all summary material modifications

YOUR CONTRIBUTIONS You can elect up to 50% of your eligible salary (subject to current IRS limits) contributed to the Plan on a tax-deferred basis (called a “salary deferral election”). Six Flags then reduces your eligible salary by the percentage you elected and deposits this money into your 401(k) account.

SIX FLAGS' CONTRIBUTIONS To be eligible for the company match, you must have 1 continuous year of service. For each Plan Year, the match will be equal to the sum of (1) 100% of each eligible Participant's 401(k) contributions (including “Catch Up” contributions) that do not exceed 3% of compensation for the Plan Year, plus (2) 50% of each eligible Participant's 401(k) contributions (including “Catch Up” contributions) that exceed 3% of compensation for the Plan Year, but do not exceed 5% of compensation for the Plan Year. You will be notified before the beginning of each Plan Year of the Safe Harbor matching contributions that Six Flags will make to the Plan. Six Flags matches on a quarterly basis.

INVESTING YOUR ACCOUNT You control how your account balance is invested. The Plan offers numerous and varied investment funds for you to invest in. An advantage to using this Plan is that any gains you incur on your investments are also tax-deferred until you withdraw them from the Plan. To make elections, change your investments or view your account, call Fidelity at 800-835-5095 or visit www.netbenefits.com.

EMPLOYEE STOCK PURCHASE PLAN (ESPP)

The Six Flags Employee Stock Purchase Plan enables employees to purchase shares of Six Flags common stock at a 10% discount to market prices with the added benefit of a look-back rule.

How does the ESPP work? Six Flags allows you to purchase shares at a 10% discount with a “look-back” feature.

Shares are purchased at the lower of the fair market value (FMV) on the grant date OR the FMV on the purchase date.

You can elect a contribution amount for each offering period, from a minimum of 1%, to a maximum of 15% of your gross pay. Contributions are deducted from your net pay after taxes are calculated and withheld. The deductions are after-tax and you cannot purchase an aggregate fair market value in excess of \$25,000.

Enrollment Periods

- December 1 –15: Offering period: January 1 – June 30
- June 1 –15: Offering period: July 1 – December 31

Am I eligible to participate in the plan? You are eligible to participate in the Plan if you are an active employee over the age of 18, and your customary employment is more than 20 hours per week, and more than five months per calendar year. You also need to be employed on the grant date and remain employed through the purchase date.

Can I change the amount of my contribution? You can increase or decrease your contribution percentage during the enrollment period. Once the offering period has begun, you will not be able to increase your contributions. You will be able to decrease your contribution rate once during an offering period. If you withdraw from the Plan, the money you have accumulated for that offering will be refunded (without interest) as soon as administratively feasible.

Other Considerations Six Flags has designed this Plan for your advantage, but there are no guarantees. Stock markets and the value of individual stocks go up and down. Participating in the ESPP may have financial and tax consequences to you and you should consult an attorney, tax professional or qualified financial advisor, as appropriate.

To learn more about the ESPP, review the Six Flags ESPP Prospectus. Contact your Human Resources Administrator at sixflagsbenefitsupport@sftp.com.





MetLife GROUP HOME & AUTO

You can purchase Group Auto and Home insurance any time during the year. Employees returning within a year are eligible on the first day of the month following their rehire date to purchase this insurance. By enrolling in Group Auto and Home, you can receive special savings and value-added benefits, simply because you are an employee of Six Flags! In addition to special savings and benefits, you can save more money with multi-policy discounts. Advantages of this insurance coverage include convenience and a sense of security.

Other insurance policies available for you to purchase include:

- Boat
- Condominium
- Motor home
- Recreational vehicle
- Renter

To find out more about Group Auto & Home product, go to www.metlife.com/mybenefits.

MetLife does not offer homeowners insurance in Massachusetts or Florida; however, renters insurance is available in these states.



VPI PET INSURANCE

With VPI Pet insurance, you have the freedom to choose a vet that you know and trust. This insurance can provide benefits for veterinary treatments related to accidents and illnesses, including cancer. Policies cover things like diagnostic tests, X-rays, prescriptions, hospitalizations and more. Option CareGuard® Wellness coverage is also available for dogs and cats to provide reimbursement for preventive care. You can purchase pet insurance at any time during the year. To find out more about Pet Insurance from VPI call 866-792-4638.



dailypay.

With DailyPay you can make any day payday!

Go to dailypay.tm/sftp2022 or scan the QR code to download the free app to get started.

What is DailyPay?

DailyPay allows you to track, transfer, and save your earnings on your own schedule.

Use DailyPay to avoid late fees and interest charges, and help you plan for expenses by:

- Tracking your daily income
- Transferring your earnings instantly or next-day
- Automatically saving a portion of your paycheck

Where to Learn More

You can contact DailyPay by phone, email or chat from **Monday - Saturday 7am - 10pm;**

Sunday (email only) 12 - 4pm ET

- Call (866) 432-0472
- Email employee.support@dailypay.com
- Log in to your account at www.dailypay.com, go to the "Help" page, and click the "Live Chat" button at the bottom

You can also visit dailypay.com/employee for more information including videos, FAQs and employee testimonials.

*Available at select Parks





EMPLOYEE ASSISTANCE PROGRAM

The EAP through ComPsych is available at no cost to you. With ComPsych's EAP, Team Members can confidentially address their day-to-day personal and workplace challenges—resulting in a more focused and productive workforce. Counseling services are provided at no charge to Team Members and eligible household members. ComPsych offers short-term counseling on all aspects of life, including the following:

- Difficulties in relationships
- Stress and anxiety issues with work or family
- Grief issues
- Legal or financial issues
- Child care issues
- Emotional and psychological issues
- Alcohol and drug abuse
- Personal and life improvement
- Depression
- Elder care issues

EAP PROVIDER SEARCH

For EAP cases that require further assistance, ComPsych's guidance consultants will immediately match you with a local provider based upon provider specialization, geographic accessibility, cultural considerations and your stated preference(s) (for example, "I'd prefer a female counselor."). Guidance consultants will either give the provider's office location and phone number so you can make an appointment or they can help make an appointment.

- Call: 800-311-4327
- Online: www.guidanceresources.com (Company Web ID: MGR311)

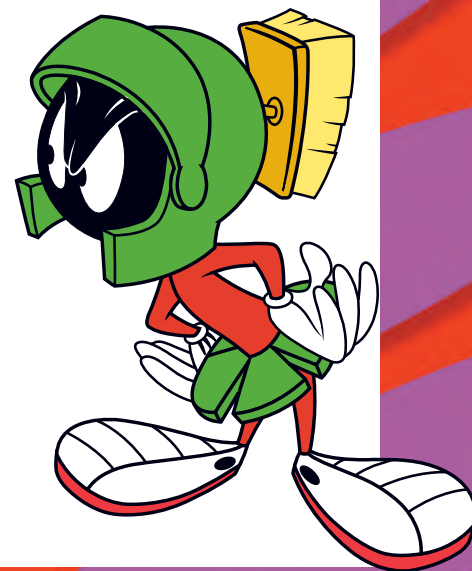
ONLINE WILL PREPARATION & LEGAL ASSISTANCE

You may complete a legally binding will or plan your final arrangements online through EstateGuidance® at no cost to you. Also, when a legal issue arises, our attorneys are available to provide confidential support with practical, understandable information and assistance. If you require representation, you can also be referred to a qualified attorney in your area for a free 30-minute consultation with a 25% reduction in customary legal fees thereafter.

ONLINE WORK/LIFE SERVICES

Financial issues can arise at any time, from dealing with debt to saving for college. ComPsych's financial professionals can discuss your concerns and provide you with the tools and information you need to address your finances, including:

- Saving for college
- Getting out of debt
- Estate planning
- Tax questions



POLICIES





AT-WILL EMPLOYMENT POLICY

Employment with Six Flags is at-will. This means both you and Six Flags may end the employment relationship at any time, for any reason, with or without cause or advance notice so long as there is no violation of applicable federal, state, or local law.

Policies set forth in this Handbook are not intended to create a contract, nor are they to be construed to constitute contractual obligations of any kind or a contract of employment between you and Six Flags. Nothing in this Handbook constitutes a guarantee, a contract, or a promise of continued employment.

This At-Will Employment Policy may only be modified by a written agreement signed by both you and a member of the Senior Leadership Team or other authorized representative of the Company.





PERSONNEL FILE POLICY

Six Flags maintains a personnel file for each Team Member. Your personnel file includes such information as your job application, attendance records, training records, documentation of salary increases, and other employment records.

Personnel files are the property of Six Flags, and access to the information they contain is restricted. Generally, only supervisors, members of management, and the Human Resources Department who have a legitimate business reason to review information in a file are allowed to do so.

With reasonable advance notice, Six Flags may allow you to review your own personnel files in Company offices and in the presence of an individual appointed by the Company to maintain the files. Copies of personnel files will not be made unless required by state law.

PERSONAL DATA CHANGES

It is the responsibility of each Team Member to promptly notify Six Flags of any changes in personal data by making the appropriate updates to your record in UKG, SixFlags.Team/SelfService. Personal mailing addresses, telephone numbers, number and names of dependents, emergency contacts, and other such status reports should be accurate and current at all times. You are responsible for the timely update of any personal data in UKG.

After your employment with Six Flags terminates and for one (1) year thereafter, you should notify the Company of any changes to your address for purposes of receiving tax-related paperwork by mail with your full name, last address that the Company had on file for you, your former employee ID, and your new address and contact phone number.

TEAM MEMBER CLASSIFICATIONS

Six Flags designates each Team Member as either exempt or nonexempt in compliance with applicable federal, state, and local law.

EXEMPT TEAM MEMBERS Team Members designated as exempt are paid a fixed salary and are not entitled to overtime pay.

NONEXEMPT TEAM MEMBERS Team Members designated as nonexempt are entitled to overtime pay at a rate of 1.5 times their regular rate of pay for all hours worked over 40 in a workweek, and as required by applicable federal, state, and local law.

Six Flags also assigns each Team Member to one of the following categories:

FULL-TIME TEAM MEMBERS Full-time Team Members are normally scheduled to work at least 30 hours per workweek, except for approved time off.

FULL-TIME CORE TEAM MEMBERS Full-time Core Team Members are normally scheduled to work at least 30 hours per workweek, except for approved time off. Full-time Core Team Members are eligible for certain, but not all Six Flags benefits.

PART-TIME TEAM MEMBERS Part-time Team Members are hired to work less than 30 hours per workweek. Part-time Team Members are not eligible for most Six Flags benefits.

SEASONAL TEAM MEMBERS Seasonal Team Members are generally hired on a seasonal basis, with either full- or part-time hours. Seasonal Team Members are not eligible for most Six Flags benefits.



STANDARDS OF CONDUCT

Six Flags is a professional, responsible, law-abiding organization and a valuable member of the community. The positive behavior of every Team Member contributes to the company's image, the satisfaction of its Guests, harmony among its Team Members and its success as a business. Every Team Member must conduct themselves in a manner that is consistent with the expected conduct and behavior of Team Members. Failing to do so will result in disciplinary action, up to and including termination.

EXAMPLES OF EXPECTED CONDUCT AND BEHAVIOR

- *Mantra*

Six Flags' Mantra of Friendly, Clean, Fast, Safe Service is to be embodied in the work Team Members perform.

- *Safety*

Team Members are required to perform all duties in a safe manner as trained and directed to do so. Team Members must ensure that their work areas are safe and must notify Park leadership promptly if unsafe conditions are noted.

- *Professionalism and Appearance*

Team Members are expected to conduct themselves professionally at all times while on park premises. Team Members must comply with the Company's Standards of Appearance Policy.

- *Honesty*

Team Members must be honest, ethical and forthcoming in their work. Documents and records are to be accurate, correct and completed in a timely manner. The property of the Company, Guests and Team Members is to be respected, not misused or taken without permission or authorization.

- *Workplace Interactions*

Team Members are to interact with co-workers, Guests and vendors in a productive, professional manner. Interactions that violate the Company's Business Code of Conduct or workplace policies, including, without limitation, Six Flags policies prohibiting discrimination, harassment, and retaliation, will not be tolerated and must be promptly reported to Human Resources or a member of park leadership.

- *Hours, Attendance, Schedules, and Duties*

Team Members are expected and required to work as scheduled and to report on time in a condition fit to perform their assigned duties.

- *Company Resources, Materials, Facilities, and Equipment*

Team Members are to use Company resources and materials in a manner that minimizes expense and waste.

Equipment is to be operated in the prescribed manner ensuring that it is operated safely and within design parameters.

Team Members are to only use equipment they are trained and/or certified to operate.

Facilities are to be maintained in a safe, clean manner and any issues with facilities are to be reported promptly.

- *Certifications and Licenses*

Team Members are expected and required to maintain the certifications and licenses for their assignments.



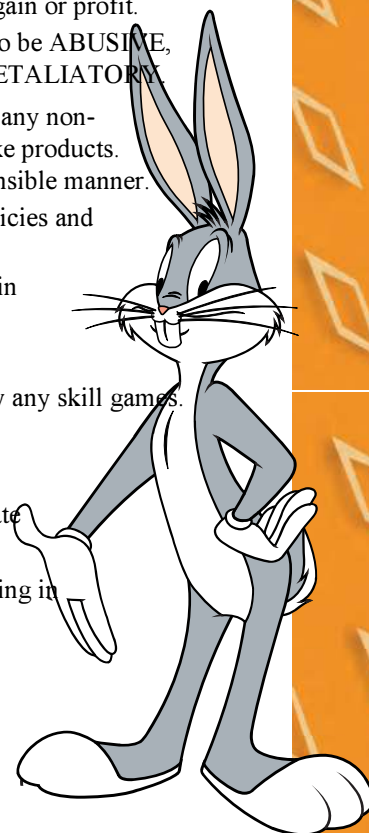
Working Together



EXAMPLES OF VIOLATIONS

In addition, the following actions, although not exhaustive, constitute violations of company policy and will subject the offender to disciplinary action up to and including termination:

1. **THEFT** (attempted or actual), knowledge of theft, or dishonesty. Theft can include, but is not limited to:
 - Taking or using money or property that belongs to the company or someone other than you.
 - Accepting, consuming, or giving away free food, merchandise, games, etc. or any unauthorized discounts.
 - Purchasing food at the canteens (cafeteria) or discount locations for use by non-Six Flags employees.
 - Selling your complimentary Six Flags tickets.
 - Being aware of theft and not reporting it. This includes both direct and indirect information about an act of theft or misappropriation.
 - Signing or clocking in or out in a manner that results in payment of wages for time not actually worked.
 - Eating food directly from the service pan or Guest's plate.
 - Giving or preparing unapproved allotments of foods and giving unapproved number of games supplies or prizes.
2. **POSSESSING** or being under the influence of **ALCOHOL, INHALANTS, INTOXICANTS, ILLEGAL DRUGS** or the misuse of legal drugs. (see Substance Abuse Policy)
3. **ANY DISPLAY OR DEMONSTRATION OF AFFECTION**, including hand-holding, kissing, and any form of sexual contact/conduct, whether consensual or not.
4. **ALLOWING** another person to use your Six Flags ID card, timecard, passwords, vehicle permit, POS access and/or other documents, information or controls required for entry or access to Six Flags property, systems or equipment.
5. **LEAVING** assigned position without authorization or refusing to report to your assigned position.
6. **TAMPERING** with, falsifying, or failure to turn in business records (employment applications, timecards, payroll deductions, investigation reports, etc). Includes permitting someone to use your timecard, ID, passwords, POS access and other restricted accesses.
7. **ABSENTEEISM OR TARDINESS** in violation of the Attendance Policy.
8. **INSUBORDINATION**, including actions such as failing or refusing to perform work as instructed, failing to follow Company policies and procedures or being rude to Guests, fellow Team Members or Superiors.
9. **CRIMINAL ACTIVITY** on or off Company property which poses substantial risk to either Team Members, Guests, and/or property of the Company.
10. **CONDUCTING**, engaging in or promoting gambling or games of chance for monetary gain or profit.
11. **MALICIOUS GOSSIP** or the use of language, gestures or images the Company deems to be **ABUSIVE, INAPPROPRIATE, MISLEADING, PROFANE, DISCRIMINATORY, HARASSING OR RETALIATORY**.
12. **CHEWING GUM OR TOBACCO, SMOKING OR SPITTING**, in view of Guests or in any non-designated area, while in uniform or on duty. Prohibitions apply equally to e-Cigarettes and like products. Smoking materials must be properly extinguished and disposed of in an appropriate and responsible manner.
13. **ACCEPTING OR SOLICITING** tips or gratuities, or failing to follow designated tip policies and procedures.
14. **EATING OR DRINKING** while on the clock or in view of Guests, unless on break and in designated Team Member break areas.
15. **USE** of rides, attractions, or video games at any time while in uniform.
16. **EXCEPT** for authorized Team Member events, Team Members are not permitted to play any skill games.
17. **VIOLATIONS** of the Six Flags Standards of Appearance Policy.
18. **POSSESSION** of knives, weapons, or explosives on Company property.
19. **SEEKING, SOLICITING OR REQUESTING** personal information deemed inappropriate from Guests, park visitors and coworkers.
20. **UNAUTHORIZED ENTRANCE** to Six Flags, trespassing on Company property, entering in back areas when not on duty or bypassing security posts or offices to enter park.



Working Together



21. **DISHONESTY** towards Managers, Supervisors, Leads, Security, Loss Prevention, etc. (i.e. calling in when not sick, making false statements concerning a fellow Team Member or yourself.)
22. **USE** of any personal electronic devices, such as mobile phones, earbuds, and smart watches, while on the clock and/or in Guest view.
23. **IDENTIFYING** a Loss Prevention Specialist to Guests or fellow Team Members.
24. **ENGAGING** in non-work related activities during work hours (other than while on designated rest/meal breaks).
25. **UNAUTHORIZED** use of trademarked, copyrighted or restricted items and/or intellectual properties of the Company and/or its business associates and partners.
26. **LOITERING**, allowing others to disrupt your work, or being disruptive in a manner that interrupts the normal course of park operation.
27. **REFUSAL TO COOPERATE IN DIRECTED SEARCHES** (including, but not limited to, bags, personal items and vehicles) and/or investigations or interfering in any manner with a search and/or investigation.
28. **SLEEPING** on the job during working hours.
29. **MISAPPROPRIATION OR REMOVAL** of Company Property, including, without limitation, Six Flags' Confidential Information and/or trade secrets.
30. **HARASSMENT** of any type, **HORSEPLAY**, **THREATENING BEHAVIOR** or **FIGHTING**, regardless of who provoked it.
31. **FAILURE** to maintain license or certification if required for employment.
32. **OPERATING** or attempting to operate Company equipment, such as vehicles, tools, compactors, etc., without proper authorization, training, permits, certificates, or licenses.
33. **TAMPERING, REMOVAL OR ADJUSTMENT** of cameras, monitors or any other types of security or surveillance equipment without appropriate, authorized approval.
34. **ENGAGING** in conduct that creates an appearance of impropriety, is illegal or in violation of Six Flags' policies, or damages or may damage the Company's brand and/or goodwill with the community, Guests, Team Members, and other business partners.

No policy contained in this Handbook is intended to preclude or dissuade Team Members from engaging in activities protected by state or federal law, including the National Labor Relations Act, such as discussing wages, benefits, or terms and conditions of employment, raising complaints about working conditions for their and their fellow Team Members' mutual aid or protection, or legally required activities.



BACKGROUND CHECK & INTERVIEW POLICY

The Company requires all applicants and Team Members who are 18 years of age and older to satisfactorily complete a background check, including at a minimum a criminal records check, sex offender check and Social Security Number trace. The Company will consider your job duties, among other factors, in determining what constitutes satisfactory completion of the background check.

Applicants and Team Members whose job duties may include driving Company vehicles must have a valid driver's license and satisfactorily complete a motor vehicle record check. The Company may require additional checks as required by state or local laws, rules, or regulations.

LOSS PREVENTION INTERVIEW

After receiving a conditional offer of employment for a Security Officer or positions in Safety, Loss Prevention or Warehouse, applicants and Team Members must satisfactorily complete a Loss Prevention background interview.

AUTHORIZATION

Prior to the Company obtaining a background check, applicants and Team Members must complete a background check authorization form. Failure to timely complete an authorization may result in the Company revoking a job offer or termination of any other subsequent employment decisions, such as promotions or transfers. Falsification or omission of information may result in denial of employment or discipline, up to and including termination.

CURRENT TEAM MEMBER FELONY CONVICTION

Team Members must notify HR within 48 hours of being convicted of a felony offense. Human Resources will determine what, if any, impact the conviction will have on the Team Member's current position and continued employment. Failure to report a felony conviction may subject a Team Member to disciplinary action up to and including termination.

CONFIDENTIALITY

All information obtained as a result of a background check will be used solely for employment purposes. All background check information will be kept confidential. Six Flags complies with all applicable federal, state, and local laws regarding background checks.

This policy applies only to applicants and Team Members who are 18 years of age and older.

PROGRESSIVE DISCIPLINE

Six Flags recognizes that people make mistakes and our Team Members may not always follow our policies closely. The Company want to give employees a chance to correct their behavior when possible and assist them in the process. The Company also wants to ensure that serious offenses are thoroughly investigated and addressed. By using progressive discipline, Six Flags hopes that most Team Member problems can be corrected at an early stage, benefiting both you and the Company. The disciplinary process has four steps of increasing strictness. These steps are:

1. Documented Verbal Warning
2. Written Warning
3. Final Warning
4. Suspension Pending Investigation
5. Termination

Progressive discipline means that, with respect to most disciplinary problems, these steps will normally be followed; however, there may be circumstances when one or more steps are bypassed, combined, or repeated. Six Flags also recognizes that there are certain types of Team Member problems that may warrant a suspension or termination of employment, without going through the usual progressive discipline steps.

While Six Flags reserves the right to treat circumstances in a different way from that described in this policy, the Company is always obliged to act fairly and lawfully and document every stage of the progressive discipline process.

This policy does not alter Six Flags' At-Will Employment Policy. Employment with the Company is at the mutual consent of both you and Six Flags and either you or the Company may terminate the relationship at any time, with or without reason or notice, unless otherwise specified by a written agreement signed by both you and an authorized representative of the Company.

TEAM MEMBER USE OF PARK FACILITIES

Six Flags has high expectations for Team Members whenever they might affect the company's image and/or its reputation. This is especially true when they are in the presence of our park Guests. Team Members must never engage in conduct that could cause embarrassment, that creates the appearance of impropriety, or that otherwise causes the company to be held in disrepute by the community, its customers, or its Team Members. Team Members who do so will be subject to disciplinary action up to and including termination.

Team Members visiting the park as Guests during normal business hours and when the park is open to the public must not be in uniform, may not visit non-public areas and must enter and exit the park through the gate(s) identified by the local park for this purpose. Team Members may not distract or interfere with Team Members who are working.

Only Team Members of legal age may purchase or consume alcoholic beverages when visiting the park. It is expected and required that these Team Members behave responsibly and properly at all times. Failing to do so or any violations of the applicable liquor laws will result in disciplinary action up to and including termination.

Being able to visit our park is a privilege that we need to protect through responsible behavior. If you have any questions or need any clarification regarding this, please contact Human Resources.



STANDARDS OF APPEARANCE

IMAGE AND GROOMING

At all times, all Team Members are expected to be neatly groomed and dressed in a manner that is appropriate to the job and duties they are performing. Professional grooming makes the statement to guests, business contacts, and other Team Members that we are proud to be part of the Six Flags family of parks.

The purpose of Six Flags' Standards of Appearance Policy is to promote a consistent and professional appearance of our Team Members. Remember that the guests' perception of your appearance is just as important as their perception of the park's appearance.

These guidelines are meant as a guide and may not cover all scenarios. Your department may have additional guidelines based on business, health, or safety needs. If you have questions regarding the following guidelines, please contact in writing your department manager or Human Resources.

Requests for an accommodation to the Six Flags Standards of Appearance Policy must be submitted in writing to the Human Resources depart. Please see the Standards of Appearance Accommodations section below for further details.

GENERAL GROOMING

Here is what Six Flags generally expects of you as a Team Member:

- **ID Cards** - Unless notified to the contrary, Team Member IDs must be visible whenever you are on Six Flags property. This includes all park and corporate office locations.
- **Clothing** - Attire, whether personal or Company issued, must be worn neatly and to Company standards. Wearing, for example, sagging or ill-fitting clothing is not permitted. Alterations to uniforms, or changes to the way the uniform is intended to be worn, are also not permitted.
- **Undergarments** - Proper undergarments must be worn at all times and not visible, with the exception of plain t-shirts.
- **Bracelets** - Two bracelets per wrist may be worn if they are no wider than one inch (1"), do not detract from the uniform, complement the color of the uniform, and fit securely. Bracelets with loose extensions, sharp points, studs, or offensive or inappropriate wording or images, are not permitted. Some positions may not allow bracelets due to safety or health code reasons.
- **Piercings** - No visible piercings, other than earrings, a single nose stud, or a single small nose ring (only piercing one nostril) are permitted.
- **Body Modifications** - Visible, intentional body modifications that create a distracting or unprofessional appearance are not permitted. This includes, but is not limited to, dental grills, tongue splitting, tooth filling, disfiguring skin, or bone implants.
- **Deodorants and Perfumes** - The use of deodorant is required due to the close contact with Guests and co-workers. Perfumes and colognes should be limited.



HAIR

Hair must be neat, clean, well-groomed, and not distracting.

Shaved patterns are permissible so long as they do not display vulgar, offensive, or discriminatory symbols or language, and do not detract from our consistent and uniform appearance.

In safety-sensitive positions, long hair must be securely pulled back. Items used to secure the hair must be complimentary to the uniform.

Not all hairstyles are permitted. This includes, but is not limited to, styles that:

- Cover the face or eyes or impair an employee's vision.
- Restrict one's ability to perform assigned duties.
- Have exaggerated and/or extreme hairstyles that detract from our consistent and uniform appearance.

FINGERNAILS

Team Members fingernails must be clean, well-groomed, and not distracting. Shaved patterns are permissible so long as they do not display vulgar, offensive, or discriminatory symbols or language, and do not detract from our consistent and uniform appearance.

TATTOOS

Visible tattoos are permissible provided they are not on or above the neck. Tattoos may not distract from the uniform or be perceived as vulgar, offensive, or inappropriate. Tattoos that the Company may deem a violation of its anti-discrimination and harassment policies are also not permitted. This may include, but are not limited to any tattoo that may be perceived as discriminatory based on race, color, religion, sex, national origin or ancestry, creed, age, sexual orientation, or any other basis prescribed by applicable non-discrimination laws or Company policy.

BEARDS

Beards and goatees must be well-groomed and not detract from our professional appearance and comply with state and local health and safety code requirements.

- Must be well groomed without patches;
- Mustaches may not extend past the corners of the mouth or below the lines of the upper lip; and
- Beards and goatees must be trimmed to conform to the chin and jaw line and may not exceed 2" in length

Team Members beards, goatees, sideburns, and mustaches must not detract from our professional appearance and comply with state and local health and safety code requirements.

JEWELRY

Jewelry may be worn as long as it does not restrict the Team Members ability to perform their job duties and does not present a safety hazard.

- Jewelry must not be distracting or obstructive to work.
- Jewelry must not be worn in safety-sensitive positions.
- Jewelry must not be worn in a manner that could cause injury to self or others.

Six Flags reserves the right to limit any hairstyles, tattoos, beards, jewelry, or any other items that impact a Team Member's appearance if, in the Company's sole discretion, such adversely impact the professional appearance of the Team Member or violates any Company policy. Any item of appearance that detracts or takes away from park theming will not be permitted.





TEAM MEMBER-ISSUED UNIFORM

Those Team Members issued uniforms are required to wear all uniform items issued to them. This includes name tags and any applicable safety related apparel or accessories.

Shoes, plain and without patterns or designs, must be those specified for the uniform. For most positions, closed toed athletic slip resistant shoes are required. Shoes must always be clean and in good repair. Socks are required.

You will be issued wardrobe instructions, which must be strictly followed. It is your personal responsibility to ensure that the highest condition of neatness and cleanliness prevail at all times. Failing to do so will detract from the professional and positive atmosphere that we all work to create.

On non-operational days or when assigned duties dictate, employees may be given permission to wear non-uniform items. When this occurs, team members must follow the Dress for Your Day Guidelines.

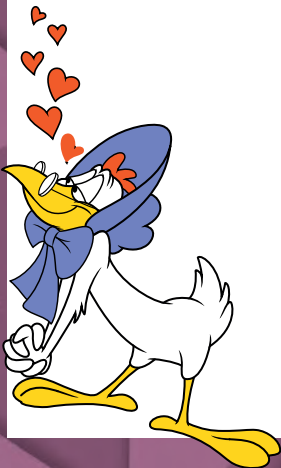
DRESS FOR YOUR DAY

Non-uniformed Team Members must always present a professional image that complements the positive, comfortable work environment we embrace. Our "Dress for Your Day" policy allows non-uniformed Team Members to dress for their day's events and work assignments. This means, for example, that you may wear jeans (subject to the conditions below) on any business day of the week so long as your day permits such attire and you will not be in guest areas when the park is in operation.

There may be occasions, such as vendor meetings, when Team Members will be expected to wear casual or business attire. We trust and expect our Team Members to exercise sound judgment in this regard and to be prepared in the event the circumstances of their day changes (i.e., unscheduled meetings).

Below are general guidelines outlining examples of unacceptable workplace attire. Since it is impossible to list every type of clothing, this list is only intended as guidance and should not be considered a complete list.

- Clothing should not be too revealing (for example, no low-cut tops, exposed stomachs or backs, miniskirts, or spandex or other form-fitting pants). Strapless or spaghetti strap tops or dresses are not permitted unless appropriately covered. Attire with sheer or see-through fabrics are also prohibited.
- Clothing, including jeans, should not be worn or have holes, rips, tears, or bleached spots. Jeans and denim may be worn in guest areas only when the park is not in operation.
- Clothing should not have writing, slogans, sports logos, large branding or other similar graphics.
- No t-shirts, tank tops, halter tops, sweatshirts or hoodies.
- No cargo style shorts or pants.
- No workout clothing, including athletic style shorts or pants, yoga pants or sweatpants.
- No slippers, boots that look like slippers, sheepskin boots, house shoes, flip-flops or similar beach shoes.





STANDARDS OF APPEARANCE VIOLATIONS

If your clothing is not consistent with this guidance, you may be asked to go home and return to work in appropriate attire. In such a case, nonexempt Team Members will not be compensated for time spent away from work. Any questions about what constitutes appropriate workplace attire should be directed to your department manager or Human Resources. Anyone who disregards this policy may be subject to discipline up to and including termination.

STANDARDS OF APPEARANCE ACCOMMODATIONS

Any Team Member that requires a reasonable accommodation for reasons based on religion, disability, or other grounds protected by federal, state or local laws, should contact the Human Resources department. Reasonable accommodations will be granted unless it would cause an undue hardship to Six Flags. Six Flags prohibits any form of discipline, reprisal, intimidation, or retaliation for requesting a reasonable accommodation for grounds protected by federal, state or local law.

CLARIFICATIONS AND LEGAL REQUIREMENTS

This policy cannot anticipate all fashion trends or grooming related concerns. Six Flags reserves the right to modify this policy at any time.

Where applicable, Team Members in food-handling position will be required to fully comply with all state and local food handling restrictions (i.e., hair restraints). In the event of any inconsistency between this policy and an applicable state or local restriction, the more restrictive policy shall control.

Any questions regarding this policy should be referred to Human Resources. Human Resources is the final authority of the Standards of Appearance Policy and interpretations.



ATTENDANCE POLICY

You are hired to perform an important function and are key to Friendly, Clean, Fast, Safe Service. As with any group effort, it takes cooperation and commitment from everyone to operate effectively. Therefore, your attendance and punctuality are very important. Good attendance is something that is expected from all Team Members. Excessive absenteeism or tardiness will not be tolerated and will be cause for disciplinary action up to and including discharge.

RETURN TO WORK

If you are absent for three or more consecutive days due to illness, Six Flags may request that you provide a note from your health care provider to verify your need for sick leave and/or fitness to return to work.

JOB ABANDONMENT

Three or more No Call/No Shows or not working for three consecutive weeks without prior approval from Human Resources are considered job abandonment and may be considered a voluntary resignation of employment with the Company.

LOCATION SPECIFIC ATTENDANCE POLICIES

Based on business need and subject to applicable state law, attendance policies may vary by location. To the extent this policy differs from your location's attendance guidelines, your location's attendance guidelines shall control. Contact Human Resources for a copy of your park's attendance policy.





GUARANTEE OF FAIR TREATMENT

Fair treatment is a Six Flags' policy and our Organization's philosophy. We firmly believe that every Team Member, regardless of position, will be treated with respect and in a fair and just manner at all times. We encourage an open door-policy, which extends from your immediate supervisor to the Park President of your park or any member of the Company's Senior Leadership Team. All Team Members have open channels to communicate freely with no fear of retribution and the expectation of receiving a prompt and thoughtful response to their questions and concerns.

SUGGESTION, CONCERN & COMPLAINT PROCEDURES

You are encouraged to freely discuss with your supervisor any suggestions, concerns, or complaints you may have about work-related issues. Many problems can be resolved informally and easily once they are discussed. Not mentioning a problem or concern often makes the situation worse and does nothing to resolve the problem. Key points to keep in mind are:

FIRST CONTACT: If you have a work-related problem or question, your first step is to discuss the situation with your immediate supervisor. Many problems can be resolved at this level once the issues are discussed. If the problem involves your immediate supervisor directly or you do not feel comfortable discussing it with that person, you should speak to the next level of management.

SECOND CONTACT: If you are not satisfied with the answer that you received, you should contact the next level of management. In some cases, this may be the manager or director of your department. You may find it useful at this point to summarize your concerns in writing.

HUMAN RESOURCES: At any time, you are welcome to contact the Human Resources department to discuss your problem or concerns. It is their responsibility to counsel Team Members and all levels of management regarding consistent, fair, equitable, and objective handling of Team Member problems based upon similar situations, existing policies and procedures, and common sense. Upon request by the Team Member, Human Resources can assist an employee in presenting his or her concerns to any level of management.

TIMELINESS: Time is of the essence when a Team Member brings a suggestion, concern, or complaint forward. Six Flags is committed to providing a timely response and will make every effort to do so. Team Members and departments are expected to facilitate this by promptly responding to requests for information and by keeping appointments.





EQUAL OPPORTUNITY EMPLOYER

Six Flags is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. The Company strictly prohibits and does not tolerate discrimination against Team Members, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including gender, pregnancy, sexual orientation, and gender identity), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable federal, state, or local law. All Six Flags Team Members (regardless of position), other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, demotion, discipline, compensation, benefits, and termination of employment.

If you believe you are subject to conduct that violates this policy, you must contact your supervisor or another member of management, Human Resources, or make a report via EthicsPoint, <http://sixflags.ethicspoint.com>, as soon as possible after the offending conduct so that an investigation can be made and corrective action taken, if appropriate. Additionally, any supervisor or manager who observes discriminatory conduct must report the conduct to Human Resources.

No one will be subject to, and Six Flags prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reports or complaints of incidents of discrimination of any kind, pursuing any discrimination claim, or cooperating in related investigations.



ZERO TOLERANCE OF HARASSMENT AND DISCRIMINATION

Six Flags is committed to providing all employees with an enjoyable and productive work environment. You have the right to a workplace that is free of unlawful discrimination or harassment of any kind and from any source, including management, co-workers or Guests. Following are the policies and practices the company has instituted to promote a positive, fair and respectful work environment. These policies apply to all employees, including Management Personnel, Supervisors and Agents.

DISCRIMINATION

Six Flags is committed to conducting its business without regard to race, color, creed, religion, ancestry, national origin, age, disability, sex, marital status, affectional or sexual preferences, or political or union affiliation, except where sex is a bona fide occupational qualification. Our company is dedicated to taking proactive action to prevent discrimination and eliminate it within the organization. We have pledged ourselves to a sustained effort in support of this belief.

It is the responsibility of each member of Six Flags to give the company's policy of nondiscrimination their full support through their actions and personal example. It is the duty of every Team Member of this company to create a job-environment for co-workers and guests alike which is conducive to our nondiscrimination policies. Actions contrary to this will result in disciplinary action up to and including termination.

It is also the responsibility of each Six Flags employee to report any behavior they believe is discriminatory in nature. The company prohibits retaliation against Team Members who report behavior they believe is discriminatory. In the context of this policy, retaliation is any adverse employment action against a Team Member because the Team Member complained of discriminatory behavior or participated in the company's investigation of a complaint. Such conduct will itself give rise to appropriate corrective action.



HARASSMENT, INCLUDING SEXUAL HARASSMENT

Six Flags seeks to provide a harassment-free environment for its Team Members and Guests. Conduct that has the purpose or effect of unreasonably interfering with a Team Member's work performance or creating an intimidating, hostile, or offensive environment will not be tolerated. In this regard, the company will not tolerate any derogatory, abusive, threatening, or intimidating behavior, and/or references to attributes of race, religion, color, national origin, ancestry, age, sex, sexual orientation, disability, marital status or any other characteristic protected by federal, state or local law. Examples of prohibited conduct includes, but not limited to:

- Intentionally making performance of another Team Member's job more difficult because of the protected attributes of that Team Member;
- Use of ethnic slurs and insults or other verbally abusive, threatening or intimidating behavior; or
- Physically abusive, threatening or intimidating behavior.

SEXUAL HARASSMENT

Six Flags also strictly prohibits sexual harassment on Company property. Under the Company's policy, sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other visual or physical conduct of a sexual nature where:

- Submission to such conduct is made an explicit or implicit condition of employment;
- Submission to or rejection of such conduct by an individual is used as a basis of employment decisions; or
- Such conduct has the purpose or effect of substantially interfering with an individual's performance or creating an intimidating, hostile or offensive working environment.

In accordance with this policy, the company will neither condone nor tolerate:

- Unwelcome sexual advances;
- Requests for sexual acts or favors;
- Threats, demands or suggestions that a Team Member's work status is conditioned upon her or his toleration of, or acquiescence to, sexual advances;
- Acts of verbal or physical aggression;
- Intimidation or hostility based on sex;
- Inappropriate or overly familiar touching;
- Sexual innuendoes, obscene gestures, jokes and remarks of a sexual nature; or
- Other verbal, visual or physical conduct of a sexual nature.

The Company also prohibits retaliation against Team Members for complaining about harassing behavior. In the context of this policy, retaliation is any adverse employment action against a Team Member because the Team Member lodged a harassment complaint or participated in the Company's investigation of a complaint. Such conduct will itself give rise to appropriate corrective action.

HOW TO REPORT A PROBLEM

Because Six Flags views any violations of its nondiscrimination policies and any type of harassment, including sexual harassment as major offenses, it has instituted the following complaint procedure for use when any Team Member or applicant encounters any violations or suspected violations of the above policies.

Any individual who believes in good faith that either of these policies has been violated should promptly report the facts of the incident or incidents and the names of the individuals involved to his or her supervisor, department manager or to the Human Resources department. If the individual feels uncomfortable reporting the facts to his or her supervisor or department manager, or if the supervisor or department manager is the subject of a complaint, the individual should by-pass the supervisor and department manager and directly contact the Human Resources Department.

Any supervisor or manager receiving a report of discrimination or harassment must report it immediately to the Human Resources Department. Six Flags will promptly and thoroughly investigate all complaints of discrimination or harassment. During the investigation, the complaining employee's identity will be kept confidential to the extent reasonably achievable. Depending on the findings of the investigation and taking into account the totality of the circumstances, appropriate corrective action will be taken. Such action may include, depending on the circumstances, warnings, suspension, demotion or discharge.

The company has established an Ethics and Compliance Hotline through a third party provider to report violations or suspected violations of the company's Code of Business Conduct and Ethics (the "Code") or concerns about the Company's conduct, potential violations of laws or of the company's policies and procedures. A confidential anonymous report can be filed through the Ethics and Compliance Hotline by calling 855-223-1556 or online at <http://sixflags.ethicspoint.com>. Reports of possible violations may be made anonymously. Confidentiality for those who report will be maintained to the maximum extent possible. Neither your supervisor nor the company will take any action against you for reporting suspected misconduct in good faith.



ALLEGED SEXUAL HARASSMENT OR MISCONDUCT WITH GUESTS

If an allegation is made that one of our Team Members has sexually harassed or engaged in any other form of sexual misconduct with respect to one or more of our Guests, Public Safety will be immediately notified and will interview the Team Member as soon as possible. The accused employee will be suspended, without pay, pending the internal investigation of the allegations. The Team Member will have the opportunity to explain their side of the story. If the Company determines that the Team Member did not violate company policy, the Team Member will be reimbursed for any scheduled hours missed as a direct result of the suspension. Whether or not a Team Member is reinstated will be based on the Company's internal investigation.

DISABILITY ACCOMMODATION POLICY

Six Flags complies with the Americans with Disabilities Act ("ADA"), as amended by the ADA Amendments Act and all applicable state and local fair employment practices laws, and is committed to providing equal employment opportunities to qualified individuals with disabilities. Consistent with this commitment, the Company will provide a reasonable accommodation to disabled applicants and Team Members if the reasonable accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. In addition, the Company does not discriminate against any qualified Team Members or applicants because they are related to or associated with a person with a disability.

REQUESTING A REASONABLE ACCOMMODATION

If you believe you need an accommodation because of your disability, you are responsible for requesting a reasonable accommodation from the Human Resources Department. Your request should include relevant information, such as:

- A description of the accommodation you are requesting;
- The reason you need an accommodation; and
- How the accommodation will help you perform the essential functions of your job.

MEDICAL INFORMATION

The Company may ask you to provide supporting documents showing that you have a disability within the meaning of the ADA and applicable state or local laws, and that your disability necessitates a reasonable accommodation. If the information provided in response to this request is insufficient or unclear, Six Flags may request that you see a health care professional of the Company's choosing, at the Company's expense.

Six Flags will keep confidential any medical information that it obtains in connection with your request for a reasonable accommodation.

DETERMINATIONS

Six Flags will engage in the interactive process and make a determination about a specific reasonable accommodation considering various factors and based on an individualized assessment in each situation.

The Company strives to make determinations on reasonable accommodation requests expeditiously, and will inform you once a determination has been made. If you have any questions about a reasonable accommodation request you made, please contact Human Resources.



RELIGIOUS ACCOMMODATION POLICY

Six Flags complies with Title VII of the Civil Rights Act of 1964, and all applicable state and local fair employment practices laws, and is committed to providing equal employment opportunities to all individuals, regardless of their religious beliefs and practices or lack thereof. Consistent with this commitment, the Company will provide a reasonable accommodation for your sincerely held religious belief if the accommodation would resolve a conflict between your religious beliefs or practices and a work requirement, unless doing so would create an undue hardship for Six Flags.

REQUESTING A RELIGIOUS ACCOMMODATION

Team Members should contact Human Resources to request a religious accommodation. Your request should include relevant information, such as:

- A description of the accommodation you are requesting.
- The reason you need an accommodation.
- How the accommodation will help resolve the conflict between your religious beliefs or practices or lack thereof and one or more of your work requirements.

After receiving your request, Six Flags will engage in an interactive dialogue with you to explore potential accommodations that could resolve the conflict between your religious beliefs and practices and one or more of your work requirements. The Company encourages you to suggest specific reasonable accommodations that you believe would resolve any such conflict; however, Six Flags is not required to make the specific accommodation requested by you and may provide an alternative, effective accommodation, to the extent an accommodation can be made without imposing an undue hardship on the Company.

SUPPORTING INFORMATION

Six Flags may ask you to provide additional information about your religious practices or beliefs and the accommodation requested. If you fail to provide the requested information, your request for an accommodation may be denied.

DETERMINATIONS

The Company will engage in an interactive dialogue with you and make a determination about a specific religious accommodation considering various factors and based on an individualized assessment in each situation.

Six Flags strives to make determinations on religious accommodation requests expeditiously, and will inform you once a determination has been made. If you have any questions about an accommodation request you made, please contact Human Resources.



POLICY PROHIBITING RETALIATION

Six Flags strictly prohibits and does not tolerate unlawful retaliation against any Team Member, by any Team Member, regardless of position. All forms of unlawful retaliation are prohibited, including any form of discipline, reprisal, intimidation, or other form of retaliatory conduct for participating in any activity protected by law.

Examples of protected activities include, but are not limited to:

- Lodging a good faith internal complaint (whether written or oral) with Human Resources, management or via the EthicsPoint Hotline specifically opposing unlawful discrimination or harassment or complaining about violations of law;
- Filing a good faith complaint of unlawful discrimination, harassment, or retaliation with the US Equal Employment Opportunity Commission, comparable state agencies, or in court;
- Participating in the Company's internal investigation into allegations of unlawful conduct;
- Supporting another Team Member's internal or administrative complaint of unlawful conduct;
- Filing a good faith complaint with the US Department of Labor ("DOL"), comparable state agencies, or in court about wage and hour violations or unfair pay practices, or participating in a wage and hour investigation or audit conducted by the DOL or a comparable state agency;
- Requesting an accommodation under the Title VII, the ADA, or comparable state law; or
- Filing a workers' compensation claim.

The examples above are illustrative only, and not exhaustive. No form of unlawful retaliation for any protected activity will be tolerated.





FAMILY AND MEDICAL LEAVE POLICY

Six Flags provides leave according to the Family and Medical Leave Act of 1993 (“FMLA”), which provides for unpaid, job-protected leave to covered Team Members in certain circumstances.

ELIGIBILITY

To qualify for FMLA leave, you must: (1) have worked for Six Flags for at least 12 months; and (2) worked at least 1,250 hours in the last 12 months. If you have any questions about your eligibility for FMLA leave, please contact Human Resources at SixFlagsBenefitSupport@sftp.com or 972-595-5101.

LEAVE POLICY

If eligible, you may take up to 12 or 26 weeks of family or medical leave, whichever is applicable (as explained below), within the relevant 12-month period defined below. On returning from approved FMLA leave, you have the right to be restored to the same job or an equivalent position, subject to the terms, limitations, and exceptions provided by law.

LEAVE ENTITLEMENT

You may take **up to 12 weeks** of unpaid FMLA leave in a 12-month period, which uses a “rolling” method that is measured backward from the date you use any FMLA leave for any of the following reasons:

- the birth of a child and in order to care for that child (leave to be completed within one year of the child's birth);
- the placement of a child with you for adoption or foster care and in order to care for the newly placed son or daughter (leave to be completed within one year of the child's placement);
- to care for a spouse, child, or parent with a serious health condition;
- to care for your own serious health condition, which renders you unable to perform any of the essential functions of your position; or
- a qualifying exigency of a spouse, child, or parent who is a military member on covered active duty or called to covered active duty status (or has been notified of an impending call or order to covered active duty).

You may take **up to 26 weeks** of unpaid FMLA leave in a single 12-month period, beginning on the first day that you take FMLA leave to care for a spouse, child, parent or next of kin who is a covered service member and who has a serious injury or illness related to active duty service, as defined by the FMLA’s regulations (known as military caregiver leave).

REQUESTING LEAVE

To request a Leave of Absence text "LEAVE" to 97211 or complete the Leave of Absence Request Form found on the UKG homepage. [Leave of Absence Request Form](#)



"Note: Where applicable, state and local FMLA (or the equivalent) requirements may alter FMLA administration"





BOTH SPOUSES EMPLOYED BY SIX FLAGS

Spouses who are both employed by Six Flags and eligible for FMLA leave may be limited to a:

- Combined total of 12 weeks of leave during the 12-month period if leave is requested:
 - for the birth of a child and in order to care for that child;
 - for the placement of a child with you for adoption or foster care and in order to care for the newly placed child; or
 - to care for your parent with a serious health condition.
- Combined total of 26 weeks in a single 12-month period if the leave is either for:
 - military caregiver leave; or
 - a combination of military caregiver leave and leave for other FMLA-qualifying reasons.

NOTICE OF LEAVE

If your need for FMLA leave is foreseeable, you must give the Company at least 30 days' prior written notice. If this is not possible, you must at least give notice as soon as practicable (within one to two business days of learning of your need for leave). Failure to provide this notice may be grounds for delaying FMLA-protected leave, depending on the particular facts and circumstances.

Additionally, if you are planning a medical treatment or a series of treatments or you are taking military caregiver leave, you must consult with the Company first regarding the dates of this treatment to work out a schedule that best suits the needs of the Team Member or the covered military member, if applicable, and Six Flags.

CERTIFICATION OF NEED FOR LEAVE

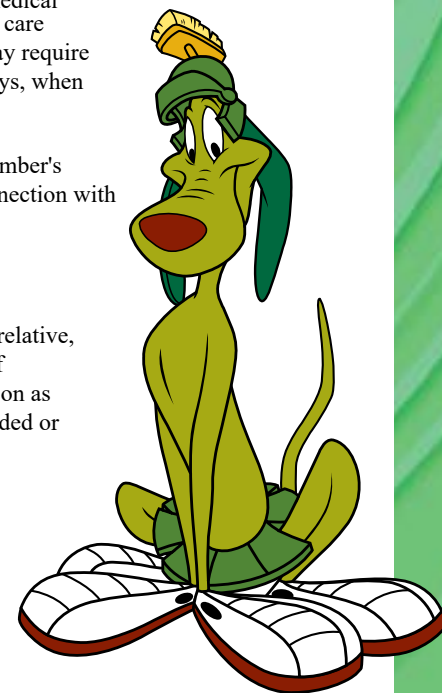
If you are requesting leave because of your own or a covered relative's serious health condition, you and the relevant health care provider must supply appropriate medical certification. You should contact Human Resources and discuss the requirement for medical certification and when it is due (at least 15 days after you request leave). If you provide at least 30 days' notice of medical leave, you should also provide the medical certification before leave begins. Failure to provide requested medical certification in a timely manner may result in denial of FMLA-covered leave until it is provided.

Six Flags, at its expense, may require an examination by a second health care provider designated by the Company. If the second health care provider's opinion conflicts with the original medical certification, the Company, at its expense, may require a third, mutually agreeable, health care provider to conduct an examination and provide a final and binding opinion. Six Flags may require subsequent medical recertification. Failure to provide requested certification within 15 days, when practicable, may result in delay of further leave until it is provided.

The Company also reserves the right to require certification from a covered military member's health care provider if you are requesting military caregiver leave and certification in connection with military exigency leave.

REPORTING WHILE ON LEAVE

If you take leave because of your own serious health condition or to care for a covered relative, you must contact your assigned Benefits Administrator as required regarding the status of the condition and your intention to return to work. In addition, you must give notice as soon as practicable (within two business days if feasible) if the dates of leave change or are extended or initially were unknown.



LEAVE IS UNPAID

FMLA leave is unpaid. You may be required to substitute any accrued and unused vacation, sick days, floating holidays for unpaid FMLA leave. The substitution of paid leave time for unpaid FMLA leave time does not extend the 12 or 26 weeks (whichever is applicable) of the FMLA leave period. In no case can the substitution of paid leave time for unpaid leave time result in your receipt of more than 100% of your salary. Your FMLA leave runs concurrently with other types of leave, for example, accrued vacation time that is substituted for unpaid FMLA leave and any state family leave laws, to the extent allowed by state law.

MEDICAL AND OTHER BENEFITS

During approved FMLA leave, Six Flags will maintain your health benefits as if you continued to be actively employed. If paid leave is substituted for unpaid FMLA leave, the Company will deduct your portion of the health plan premium as a regular payroll deduction. If your leave is unpaid, you must contact Human Resources to make arrangements to pay your portion of the premium. Your health care coverage will cease if your premium payment is more than 30 days late. If your payment is more than 15 days late, we will send you a letter to this effect. If we do not receive your premium payment within 15 days after the date of this letter, your coverage may cease. If you elect not to return to work for at least 30 calendar days at the end of the leave period, you will be required to reimburse Six Flags for the cost of the health benefit premiums paid by the Company for maintaining coverage during your unpaid leave, unless you cannot return to work because of a serious health condition or other circumstances beyond your control.

INTERMITTENT AND REDUCED LEAVE SCHEDULE

If medically necessary, FMLA leave occasioned by a serious health condition may be taken intermittently (in separate blocks of time due to a serious health condition) or on a reduced leave schedule (reducing the usual number of hours you work per workweek or workday). FMLA leave may also be taken intermittently or on a reduced leave schedule for a qualifying exigency relating to covered military service.

If leave is unpaid, Six Flags will reduce your salary based on the amount of time actually worked. In addition, while you are on an intermittent or reduced leave schedule, the Company may temporarily transfer you to an available alternative position that better accommodates your leave schedule and has equivalent pay and benefits.

RETURNING FROM LEAVE

If you take leave because of your own serious health condition (except if you are taking intermittent leave), you are required, as are all Team Members returning from other types of medical leave, to provide medical certification that you are fit to resume work. Otherwise, you will not be permitted to resume work until it is provided.

STATE OR LOCAL FAMILY AND MEDICAL LEAVE LAWS AND OTHER COMPANY POLICIES

Where state or local family and medical leave laws offer more protections or benefits to Team Members, the protections or benefits that are more favorable to the Team Member, as provided by these laws, will apply.

FILING FOR A LEAVE

To request a Leave of Absence text "LEAVE" to 97211 or complete the Leave of Absence Request Form found on the UKG homepage, [SixFlags.Team/SelfService](https://www.sixflags.com/ukg).





MILITARY SERVICE LEAVE POLICY

Six Flags recognizes that Team Members may need to be absent from work to serve in the US military. The Company provides military service leaves of absence to all regular full-time, part-time, and probationary Team Members in compliance with the Uniformed Services Employment and Reemployment Rights Act (“USERRA”) and applicable state laws.

PROCEDURES

If you need to take military service leave, you or an authorized military service officer should provide advance notice to your supervisor or Human Resources. When possible, you should give at least 30 days’ notice of your request for leave. If 30 days’ notice is not possible because of military necessity or for other reasons, you should give as much advance notice to Six Flags as possible.

Written notice is preferred, but not required. Where possible, please submit a copy of your military orders, training notice, or order to active duty to your supervisor or Human Resources.

ELIGIBILITY REQUIREMENTS

Eligible Team Members. All regular full-time, part-time, and probationary Team Members are eligible for military service leave if they are absent from work because of eligible military service.

Eligible Military Service. For purposes of this policy, eligible military service means certain types of service (listed below) in the following branches of the US military:

- Armed Forces (Army, Navy, Air Force, Marine Corps, and Coast Guard), including the Reserves.
- National Guard, including the Army National Guard and Air National Guard, when the employee is engaged under federal authority in active duty for training, inactive duty training, or full-time National Guard duty.
- Commissioned corps of the Public Health Service.
- Any other category of persons designated by the President in time of war or national emergency.

Eligible Team Members may take leave under this policy for the following types of military service:

- Active duty.
- Active duty for training.
- Initial active duty for training.
- Inactive duty training.
- Full-time National Guard duty.
- Submitting to an examination to determine your fitness for any of these services.
- Funeral honors duty performed by National Guard or Reserve members.
- Duty performed by intermittent disaster response personnel for the Public Health Service and approved training to prepare for this service.
- Service as an intermittent disaster response appointee of the National Disaster Medical System when employees are:
 - activated under federal authority; or
 - attending authorized training in support of a federal mission.





COMPENSATION DURING LEAVE

Military service leave is unpaid. However, Team Members may use any or all of their accrued but unused vacation or other paid time off during their military service leave.

BENEFITS DURING LEAVE

During military service leave, all benefits provided under an employee benefit plan are governed by the terms and conditions of the applicable employee benefit plan documents in accordance with applicable law. For all other non-seniority benefits, a Team Member on military service leave will receive the same rights and benefits as Team Members on an unpaid leave of absence.

REEMPLOYMENT

Team Members may be eligible for reemployment after their military service leave. Any Team Members who would like to return to work must report to work or submit an application for reemployment to Human Resources, including their military discharge documentation, if available, as follows:

- If their military service was for less than 31 days, they must report to work on the first regularly scheduled workday that is at least eight hours after they return home from military service.
- If their military service was for 31 to 180 days, they must apply for reemployment within 14 days following completion of military service.
- If their military service was for more than 180 days, they must apply for reemployment within 90 days following completion of military service.
- If they suffered a service-connected injury or illness and they are hospitalized or convalescing, they have up to two years following completion of military service to return to their jobs or apply for reemployment, depending on the length of recovery time required.

If any Team Members are unable to comply with this reporting schedule through no fault of their own or if they are injured or recovering from an injury and need an accommodation for specific circumstances beyond their control, they should speak with Human Resources as soon as possible to determine if they are eligible for a reasonable accommodation or additional time to apply for reemployment. Team Members who do not report to work or apply for reemployment within the applicable time frame will be subject to the Company's rules about unexcused absences.

Nothing in this policy requires Six Flags to reemploy individuals who are not eligible for reemployment rights under applicable law.

SENIORITY RIGHTS AFTER REEMPLOYMENT

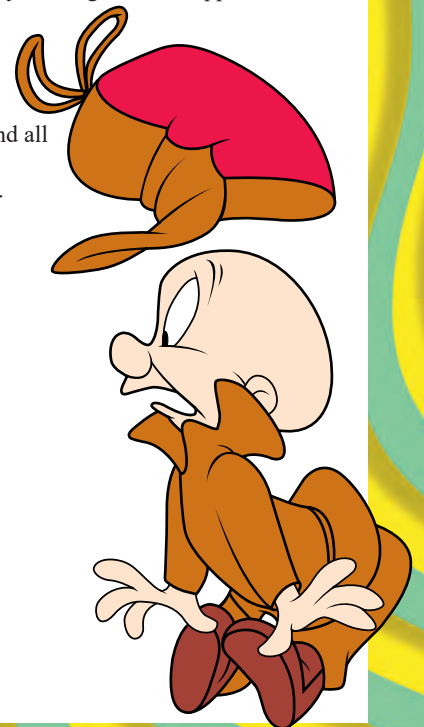
Team Members who are eligible for reemployment will be reemployed with the same seniority, and all rights and benefits based on that seniority, that they would have attained if they had not taken military leave. Seniority rights include pay and benefits that accrue or are determined based on their length of service.

STATE OR LOCAL MILITARY SERVICE LEAVE LAWS

Where state or local military service leave laws offer more protections or benefits to Team Members, the protections or benefits that are most favorable to the Team Member, as provided by such laws, will apply.

STATE SPECIFIC LEAVE

Some states may provide for additional leave than what is outlined in this Handbook. Please consult with Human Resources for information about any available state-specific leave.





IMMIGRATION COMPLIANCE

Six Flags is committed to employing only United States citizens and individuals who are authorized to work in the United States. Six Flags does not unlawfully discriminate on the basis of national origin or citizenship in hiring, recruiting or terminating employees. In compliance with federal law and as a condition of employment, you must complete the Employment Eligibility Verification Form I-9 no later than the first day of your employment and present documentation establishing your identity and employment eligibility no later than the third day after starting employment with the Company.

The I-9 employment eligibility verification process must be completed for each new employee within the required time frame. There are no exceptions to this requirement. Team Members who do not complete the process within the required time frame will be terminated immediately.

If you previously worked for the Company, you only need to provide this information if it has been more than three (3) years since you last completed a Form I-9 for the Company or if your current Form I-9 is no longer valid. Transfer to another Six Flags entity will require you to complete a new Form I-9.

E-VERIFY

Six Flags is enrolled in E-Verify. E-Verify requirements are in addition to the Form I-9 requirements. The Company notifies applicants and employees of the Company's participation in E-Verify by posting notices in location such as the Human Resources, breakrooms, or other locations.

FORMER TEAM MEMBERS

When former Team Members apply to be rehired, they will be evaluated on the same basis as other applicants. However, special consideration will be given to past job performance, the circumstances surrounding termination of previous employment and the former employee's knowledge of Six Flags' procedures and functions.

PAYROLL PRACTICES

It is the practice and policy of Six Flags to accurately compensate Team Members and to do so in compliance with all applicable federal, state, and local laws.

HOURS OF WORK

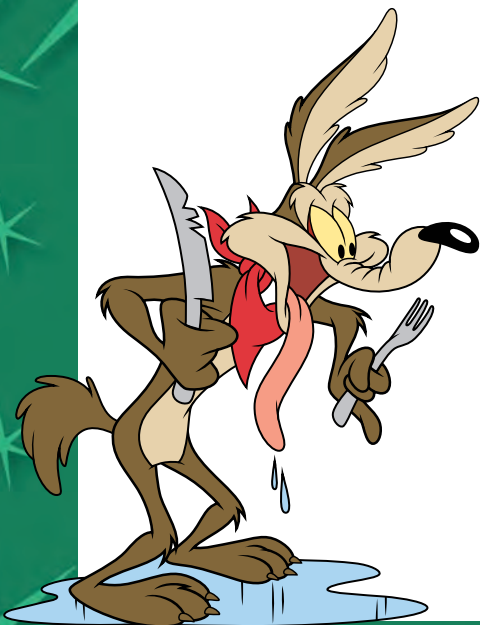
The normal workday depends on your job and is at the discretion of your supervisor, based on business need. Six Flags expects all Team Members to follow their assigned work schedules unless you have made prior arrangements with your supervisors to work at different times.

PAYDAY

Payday for non-exempt team members is Friday of each week, paid one week in arrears. Six Flags' workweek begins on Monday at 12:01 AM and ends on the following Sunday at 12:00 midnight.

REVIEW OF YOUR PAYCHECK

As permitted by state law, Team Members will receive their pay through direct deposit into their chosen financial institution account, a pay card, or the Company will issue you a physical paycheck. Six Flags makes every effort to ensure you are paid correctly. Occasionally, however, inadvertent mistakes can happen. Please review your wage statement for each pay period to ensure your paycheck is correct. In the unlikely event that there is an error in the amount of pay, you should promptly bring the discrepancy to Human Resources' attention so that corrections can be made as quickly as possible.



PAYROLL DEDUCTIONS AND WITHHOLDINGS

Six Flags will make required deductions in each pay period for federal, state, and local income taxes, social security, and state disability insurance. The Company may also make other deductions from your pay, including deductions for:

- Wages you have authorized, such as your contribution to health insurance premiums and your voluntary contributions to a 401(k), and other voluntary deductions.
- Repayment of wage advances and loans.
- Other permissible deductions.

Six Flags prohibits deductions from your pay except as required or permitted by applicable law.

All deductions from your pay will be identified on your wage statement. You should carefully review your wage statement each pay period. If you have questions about any deductions or if you believe an improper deduction has been made, you should immediately report your concerns to your supervisor or Human Resources. Six Flags will promptly investigate all complaints concerning a Team Member's pay. If the Company has made an improper deduction from your pay, it will reimburse you as soon as practicable.

TIMEKEEPING

To ensure that Six Flags has complete and accurate time records and that Team Members are paid for all hours worked, nonexempt Team Members are required to record all working time. Team Members must record on a daily basis all actual time worked and all time away from work, including the starting and stopping times of unpaid meal periods and sick leave, vacation days, and Company holidays.

Team Members should review their time records and immediately report corrections to their time entries to their supervisor or Human Resources.

Falsifying time entries, including by working "off the clock," is strictly prohibited. If you falsify your time entries or work off the clock, you will be subject to discipline, up to and including termination. You must immediately report to Human Resources any supervisor or manager who falsifies your time entries or encourages or requires you to falsify your time entries or work off the clock.

OUR WORK TIME... YOUR BREAK TIME

When nonexempt Team Members are on the clock and working, Six Flags expects and requires Team Member to perform their assigned duties as directed and to the best of their ability. This includes, but is not limited to, assisting Guests, keeping the park and/or Team Members' work areas clean, and other tasks assigned by your supervisor or other member of management.



MEAL AND REST BREAKS

Meal breaks and rest periods are intended to provide Team Members an opportunity away from work. Nonexempt Team Members are not permitted to perform any work during meal breaks or rest periods. Team Members are encouraged to take meal breaks and rest periods away from their work area. You may use the cafeteria and/or break room to take your meal breaks and rest periods. Team Members may leave the Company's premises during breaks; however, if taking breaks off property, no allowances will be made for Team Members' travel time.

Nonexempt Team Members must clock in and out for their meal breaks. Uninterrupted meal breaks do not count as hours worked for nonexempt Team Members and are unpaid. Rest periods of less than 20 minutes are counted as working time and nonexempt Team Member shall be paid for those periods.

NO OFF THE CLOCK WORK

Supervisors and managers are prohibited from requiring or encouraging nonexempt Team Members to perform work during unpaid meal or rest breaks. Nonexempt Team Members must immediately report to Human Resources any supervisor or manager who encourages or requires nonexempt Team Members to perform work during unpaid meal or rest breaks. Nevertheless, as safety is an overriding concern for Six Flags and our Team Members, you may be required to react immediately to any situation which might present eminent danger, threat or harm to Guests or Team Members, such as lost children. Should this occur, you will be rescheduled for an alternate break time or must notify Human Resources so the appropriate time-entry adjustment can be made.

Any nonexempt Team Members who performs work during their meal break must clock back in before performing the work and/or notify Human Resources so the appropriate time-entry adjustment can be made.

Nonexempt Team Members who do not take meal or rest breaks as scheduled, take unauthorized meal or rest breaks, or take longer meal or rest breaks than permitted, may be subject to discipline, up to and including termination.

LACTATION BREAK POLICY

All Team Members who are nursing mothers are eligible to take reasonable breaks under this policy to express breast milk for up to 1 year after the birth of your child. Eligible Team Members may take a reasonable amount of break time to accommodate the Team Member's need to express breast milk for the employee's nursing child. You should notify your direct supervisor or Human Resources of the frequency, timing and duration of lactation breaks you need to take so they can be scheduled appropriately.

Please contact the Human Resources Department for information about the designated location for lactation breaks.

COMPENSATION DURING BREAKS

Lactation breaks under this policy are unpaid. However, Team Members who use rest breaks to express breast milk will be compensated in accordance with the Company's Meal and Rest Break policy. Nonexempt Team Members required to record time must accurately record the beginning and end of their lactation breaks in accordance with the Company's Timekeeping policy. Uninterrupted lactation breaks do not count as hours worked.

Team Members may begin work before the regularly scheduled start of their shift or continue working past the regularly scheduled end of their shift to make up any time used for lactation breaks. Team Members who choose to do this should speak with their direct supervisor in advance to make appropriate arrangements.





OVERTIME

All Team Members may be required to work more than eight (8) hours in a workday or forty (40) hours in a workweek.

Nonexempt Team Members will be paid overtime compensation in accordance with federal and applicable state and local law at a rate of 1.5 times their regular rate of pay for all hours worked over eight (8) hours in any workday or forty (40) hours in any workweek. Overtime pay is based on hours actually worked. For example, hours attributable to paid vacation, holiday, sick leave, or time off are not included in calculating hours of overtime.

PRIOR APPROVAL

Nonexempt Team Members must obtain approval from their supervisors in advance of working overtime. Failure to obtain approval for working overtime will result in discipline, up to and including termination of employment.

If you believe that you have not been compensated for all hours worked, including overtime pay you believe you are owed, you must immediately report your concerns to Human Resources. Supervisors and managers are prohibited from requiring or encouraging nonexempt Team Members to underreport any overtime hours worked. You are obligated to immediately report to Human Resources any supervisor or manager who requires or encourages you to underreport your hours worked.



KEEP A WATCHFUL EYE!

It's everyone's responsibility to be compliant with Child Labor Laws.

No one under 16 may unload goods from trucks or work in freezers (other than quick in and out to pick up or drop off product).

No one under 16 may use ladders or stepstools and must always keep their feet on the ground.

No one under 16 may bake which includes assembling and baking pizzas or complete any part of the baking process.

No one under 16 may operate or load a trash compactor.

16 and 17 year olds may only load a trash compactor if trained and instructed to do so.

Compactors may only be operated by employees 18 or older and must not be left unsecured (with keys or on).

No one under 18 may operate or clean machinery such as mixers, slicers or compactors.



YOU MUST BE 18 TO OPERATE OR CLEAN THIS EQUIPMENT



Trash Compactor



Food Slicer



Food Mixer



Team Members must wear the proper nametag
(Yellow - Under 16, Orange - 16-17, White - 18 or over)



CHILD LABOR POLICY

Six Flags is fully committed to providing a safe and healthy working environment for all of our Team Members. One aspect of this commitment is ensuring that our Team Members know the child labor laws governing the employment of Team Members who are 17 years old or younger. Further, the Company has put in place certain safeguards to ensure such compliance because, as an organization, we want to do business in a legal and ethical manner. **Parks will inform their Team Members of local and state regulations to the extent they are more restrictive than federal laws.**

PROHIBITED JOBS

Seventeen hazardous non-farm jobs, as determined by the Secretary of Labor, are out of bounds for teens below the age of 18. Generally, they may not work at jobs that involve:

- Manufacturing or storing explosives
- Driving a motor vehicle and being an outside helper on a motor vehicle
- Power-driven wood-working machines*
- Power-driven hoisting equipment
- Power-driven metal-forming, punching, and shearing machines*
- Power-driven bakery machines
- Power-driven paper-products machines*
- Power-driven circular saws, band saws, and guillotine shears*
- Wrecking and demolition
- Roofing operation*
- Excavation operations*



HOURS LIMITATIONS FOR 14- AND 15-YEAR OLD TEAM MEMBERS

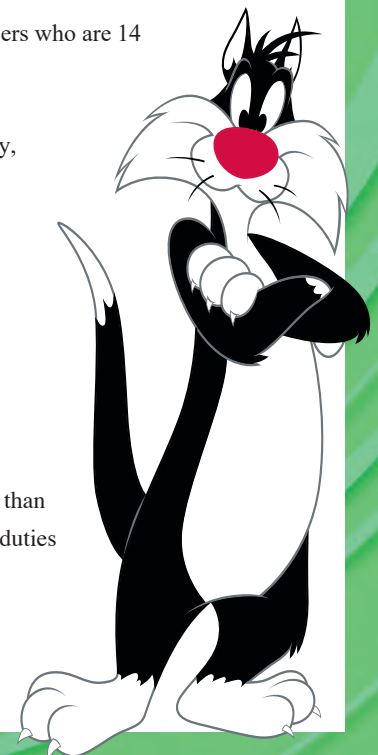
The FLSA restricts the hours and conditions minors ages 14 and 15 may work. Team Members who are 14 and 15-years-old are prohibited from working:

- During school hours.
- Before 7:00 a.m. or after 7:00 p.m. except from June 1 through Labor Day, when minors may work until 9:00 p.m.
- More than 3 hours a day on a school day.
- More than 18 hours a week during a school week.
- More than 8 hours a day on a non-school day.
- More than 40 hours a week during a non-school week.

“School day” is defined by the schedule of the local public school district where the minor Team Member resides. “Week” is the same as our workweek, Monday through Sunday.

Remember that these are Federal regulations and States can have regulations more restrictive than those listed above. In addition, each Six Flags park may have its own restrictions on hours and duties to ensure Federal, State and local compliance in this critical area.

**Limited exceptions are provided for apprentices and student-learners under specified standards.*





WORKPLACE VIOLENCE POLICY

SIX FLAGS PROHIBITS AND WILL NOT TOLERATE WORKPLACE VIOLENCE

Six Flags prohibits and will not tolerate any form of workplace violence by a Team Member, supervisor, or third party, including Guests and business partners.

PROHIBITED CONDUCT

For purposes of this policy, workplace violence includes:

- Making threatening remarks (written or verbal).
- Aggressive or hostile acts such as shouting, using profanity, throwing objects at another person, fighting, or intentionally damaging another Team Member or Guest’s property.
- Bullying, intimidating, or harassing another person (for example, making obscene phone calls or using threatening body language or gestures, such as standing close to someone or shaking your fist at them).
- Behavior that causes another person emotional distress or creates a reasonable fear of injury, such as stalking.
- Assault.

This list is illustrative only and not exhaustive. No form of workplace violence will be tolerated.

SIX FLAGS PROHIBITS WEAPONS AT THE WORKPLACE

Six Flags prohibits all Team Members from possessing any weapons of any kind at the workplace, while engaged in activities for Six Flags, and at Company-sponsored events. For purposes of this policy, the workplace is defined to include Six Flags’ parks, offices, buildings, vehicles, outdoor areas, and parking lots.

Weapons include:

- Guns.
- Knives.
- Mace.
- Explosives.
- Any item with the potential to inflict harm that has no common purpose.

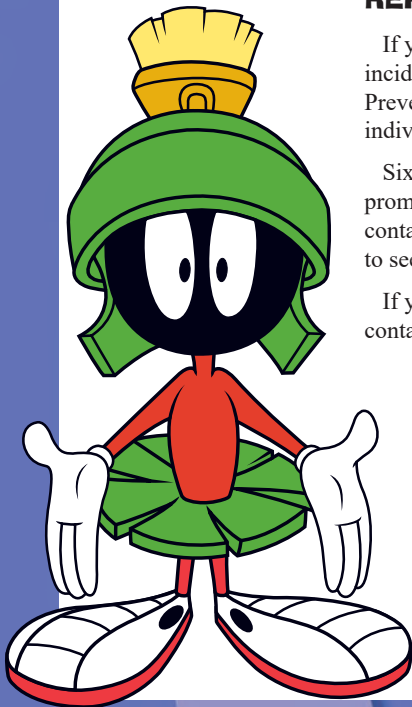
This list is illustrative only, and not exhaustive. Six Flags prohibits Team Members from possessing any weapon at the workplace.

REPORT PROCEDURE

If you witness or are subjected to any conduct you believe violates this policy, you must report incidents of threats or acts of physical violence to your supervisor, Human Resources, Loss Prevention, or Security. Your report should be as detailed as possible, including the names of all individuals involved and any witnesses.

Six Flags will directly and thoroughly investigate all reports of workplace violence and will take prompt corrective action, including termination, if appropriate. The Company reserves the right to contact law enforcement, if appropriate. To the extent permitted by law, Six Flags reserves the right to seek a restraining order to prevent workplace violence against a Team Member.

If you become aware of an imminent violent act or threat of an imminent violent act, immediately contact appropriate law enforcement and then contact Six Flags’ Public Safety Department.





EMPLOYEE ASSISTANCE PROGRAM

Six Flags provides an employee assistance program (“EAP”) for all Team Members and their eligible dependents. The EAP is designed to help individuals manage personal problems that can impact their well-being and work performance. Treatment is confidential (unless an EAP counselor is required by law to disclose information, such as child abuse) and will not become a part of a Team Member’s personnel records. For more information about the EAP, contact Human Resources.

ComPsych, (800) 311-4327
www.guidanceresources.com
Company Web ID: MGR311

NO RETALIATION

Six Flags prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting incidents of workplace violence of any kind, reporting workplace violence, or cooperating in related investigations.

Six Flags is committed to enforcing this policy against all forms of workplace violence. However, the effectiveness of our efforts depends largely on Team Members telling us about all incidents of workplace violence, including threats. Team Members who witness any workplace violence should report it immediately. In addition, if you feel that you or someone else may have been subjected to conduct that violates this policy, you should report it immediately. If Team Members do not report workplace violence incidents, Six Flags may not become aware of a possible violation of this policy and may not be able to take appropriate corrective action.





Confidentiality and Proprietary Information

Team Members may have access to confidential business information. Confidential Business Information includes (by way of example and not limitations): financial data, product information, manufacturing process information, and technical data or specifications. Confidential information includes matters which relate to the Company or any other business entity affiliated with the Company as well as its clients and customers.

Team Members agree as a condition of employment that they will not, either during the term of their employment or thereafter, use any Confidential Business Information either for their own benefit or purposes, or in a way adverse to the company's interests. Team Members agree that they will not disclose, reproduce, deliver or allow to be delivered, any such documents or information to third parties, except as required in the line of their employment with the Company or with the specific, written direction or consent of a duly authorized representative of the Company or as otherwise required by law.

Team Members are strictly prohibited from discussing confidential business matters with anyone other than authorized company representatives or disclosing any Confidential Business Information as defined above, unless management has given approval to do so. Team Members are also prohibited from leaving sensitive documents in open or unsecured areas.

Unauthorized disclosure or use of confidential information may be cause for immediate termination of employment with the company. Further, in the event of an unauthorized disclosure or use of confidential information, the Company will pursue all legal remedies available to it.

Team Members will, upon termination of employment, return to the Company all Confidential Business Information, including all originals, copies, reproductions, summaries, interpretations, and/or related items made of or from the Confidential Business Information in their possession at such time.

DISCLOSURE OF TRADE SECRETS UNDER THE DEFEND TRADE SECRETS ACT OF 2016

Notwithstanding any other provision of this policy, as provided for by the Economic Espionage Act of 1996, as amended by the Defend Trade Secrets Act of 2016, a Team Member will not be held criminally or civilly liable under any federal or state trade secret law for any disclosure of a trade secret that is made:

- in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney, and solely for the purpose of reporting or investigating a suspected violation of law; or
- in a complaint or other document that is filed under seal in a lawsuit or other proceeding.

If a Team Member files a lawsuit for retaliation by Six Flags for reporting a suspected violation of law, the Team Member may disclose Six Flags' trade secrets to the Team Member's attorney and use the trade secret information in the court proceeding if the Team Member:

- files any document containing the trade secret under seal; and
- does not disclose the trade secret, except pursuant to court order.





SEASONAL FRATERNIZATION POLICY

Six Flags encourages the interaction and development of friendships among its employees. We believe that the opportunity to cultivate friendships among a wide group of people is one of the unique benefits of joining the Six Flags team. The Company does, however, discourage relationships that interfere with an Team Member's performance of the Team Member's responsibilities. Six Flags prohibits any intimate personal relationships between a Team Member and the Team Member's direct Supervisor. The Team Member's direct supervisor may be a lead, manager or supervisor in title and may be either Seasonal or Full Time. Such relationships may raise questions regarding the objectivity of the supervisor and create conflicts of interest that affect the subordinate employee involved in the relationship and other Team Members working for the supervisor. In the event an intimate personal relationship develops between a Team Member and their supervisor, it is the responsibility of the supervisor to report the relationship to the Team Member's Department Manager or Director. The Company will explore possible accommodations such as reassignment to another department and/or position, if an appropriate position is available. If other positions are not available or voluntary measures are not taken, the Company, in its sole discretion, reserves the right to transfer or terminate individuals who violate this policy.

ANTI-NEPOTISM POLICY

EMPLOYMENT OF RELATIVES

Relatives of Team Members are eligible for employment with Six Flags but may not be assigned to a position that is within a relative's "span of control." That is, an individual may not be under his or her relative's direct line of supervision, such that work responsibilities, salary or other career progress could be directly influenced by the relative. This policy is designed to prevent unfair favoritism and eliminate real or potential conflicts of interest.

For the purposes of this policy, the term "relative" is defined to include, but is not limited to, spouses, (step) parents, (step) grandparents, (step) children or (step) siblings, aunts, uncles, nieces, nephews, or the spouse of any of them.

If relatives work in the same department or office, are involved in a direct or indirect reporting relationship, or present a real or potential conflict of interest, the Company will seek voluntary cooperation of the individuals involved to remedy the violation of this policy. The Company will explore possible accommodations such as reassigning one relative to another department and/or position, if an appropriate position is available. If other positions are not available or voluntary measures are not taken, the Company, in its sole discretion, reserves the right to transfer or terminate individuals who violate this policy.





SUBSTANCE ABUSE IN THE WORKPLACE POLICY

COMMITMENT TO A DRUG AND ALCOHOL-FREE WORKPLACE

Six Flags is committed to providing a safe, healthy, and productive work environment. Consistent with this commitment, the Company maintains a drug and alcohol-free workplace. Being under the influence of alcohol or illegal drugs (as classified under federal, state, or local laws), including marijuana, while on the job poses serious health and safety risks to Team Members, Guests, and other business partners, which is not tolerated.

PROHIBITED CONDUCT

Six Flags expressly prohibits the following activities at any time that Team Members are either (1) on duty or conducting Company business (either on or away from Six Flags' premises), or (2) on Company property (whether or not the Team Member is working):

- The use, abuse, or being under the influence of alcohol, illegal drugs, or other impairing substances.
- The possession, sale, purchase, transfer, or transit of any illegal or unauthorized drug, including prescription medication that is not prescribed to the Team Member or drug-related paraphernalia.
- The illegal use or abuse of prescription drugs.

While the use of marijuana has been legalized under state law for medicinal and recreational uses in some states, it remains an illegal drug under federal law and its use as it impacts the workplace is prohibited by Six Flags' policy. The Company does not discriminate against Team Members solely on the basis of their off-duty use of medical marijuana in compliance with state medical marijuana laws. However, Team Members may not consume or be under the influence of marijuana while on duty or at work, even if the Team Members has a valid prescription for medical marijuana.

Nothing in this policy is meant to prohibit the appropriate use of over-the-counter medication or other medication that can legally be prescribed under both federal and state law, to the extent that it does not impair a Team Member's job performance or safety or the safety of others. Team Members who take over-the-counter medication or other medication that can legally be prescribed under both federal and state law to treat a disability should inform Human Resources if they believe the medication will impair their job performance, safety, or the safety of others or if they believe they need a reasonable accommodation before reporting to work while under the influence of that medication. For more information on how to request a reasonable accommodation, please refer to Six Flags' Disability Accommodations Policy.

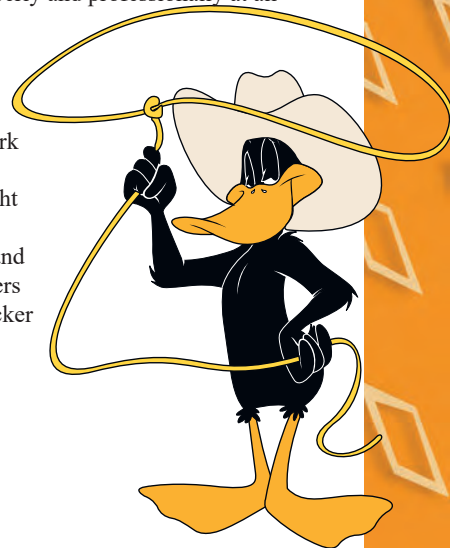
A violation of any of the above is subject to disciplinary action, up to and including termination of employment.

COMPANY-SPONSORED EVENTS

From time to time, Six Flags may sponsor social or business-related events at which alcohol is served. This policy does not prohibit the consumption of alcohol at such events; however, if Team Members choose to consume alcohol at such events, they must do so responsibly and maintain their obligation to conduct themselves properly and professionally at all times.

WORKPLACE SEARCHES AND INSPECTIONS

In order to achieve the goals of this policy and maintain a safe, healthy, and productive work environment, Six Flags reserves the right at all times to inspect employees, as well as their surroundings and possessions, for substances or materials in violation of this policy. This right extends to the search or inspection of clothing, desks, lockers, bags, backpacks, containers, packages, boxes, tools and toolboxes, lunch boxes, and employer-owned or leased vehicles and any vehicles on Company property where prohibited items may be concealed. Team Members should have no expectation of privacy while on Six Flags' premises, except in restrooms, locker rooms, and other similar locations with an expectation of privacy.





APPLICANT AND TEAM MEMBER RIGHTS

If an applicant or Team Member tests positive under the Company's Substance Abuse Policy, he or she may:

- Request and be provided with a copy of the laboratory test indicating the test results within five (5) working days of being notified of the test results;
- Request and be provided with a copy of the Six Flags Substance Abuse Policy within five (5) working days of being notified of the test results;
- Request within five (5) working days of receiving written notification of the positive results to have the originally submitted sample retested at his or her expense by a Company authorized certified forensic drug testing facility; and
- Contest or offer an explanation of the results within five (5) working days of receiving written notification of the positive results. All information provided by the applicant or employee will be reviewed and evaluated by the Company Medical Review Officer (MRO).

An applicant or Team Member paying to have his or her original sample retested will be reimbursed this expense and the results of the first test considered to be null and void if the results of the first test are not confirmed. The Company, at its discretion, may require the retesting of originally submitted samples or the submission of new samples. If subsequent Company authorized tests do not confirm the results of the initial test, the results of the original test will be considered to be null and void.

An applicant or Team Member may not submit a new sample for testing unless requested and authorized in writing by the Company.

The Company will only consider and review results of Company authorized tests completed by Company authorized laboratories.

A Team Member must submit to alcohol and/or drug testing for reasons being post-incident or reasonable suspension.

TESTING

To the extent permitted by law, the Company reserves the right to require Team Members to submit to drug and alcohol testing for the following reasons:

- Pre-employment
- Reasonable Suspicion
- Random
- Post-Incident

VIOLATION OF SUBSTANCE ABUSE POLICY AND TREATMENT

Violations of the Company's Substance Abuse policy will not be excused because you are seeking, receiving, have sought, or are receiving assistance or treatment. Admission into a drug and/or alcohol program or other means of treatment or assistance does not protect a Team Member from possible disciplinary action for violating the Company's policies, rules and procedures. Team Members seeking a reasonable accommodation should refer to the Six Flags' Disability Accommodations Policy.





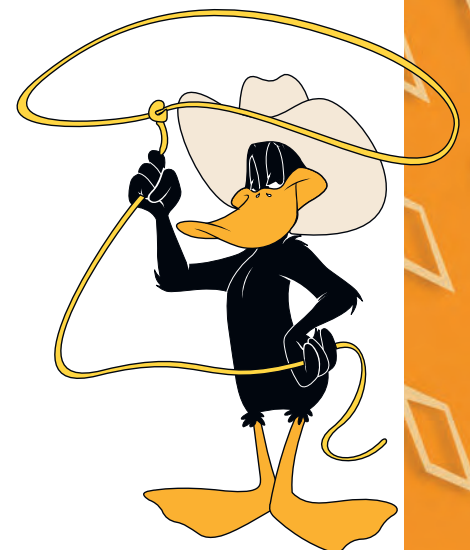
VOLUNTARY ADMISSION IN A DRUG AND/OR ALCOHOL PROGRAM

Any Team Member who has recognized that he or she has developed an addiction to or dependence on alcohol and/or drugs is strongly encouraged to seek assistance by contacting the Company designated EAP through self-referral. In the case of self-referral, the Team Member is assured that no one in the Company will be notified.

The Team Member may also contact a supervisor or the Human Resources Department. The Company will provide a formal supervisory referral to the Company-designated EAP. A Team Member will not be disciplined for seeking help in correcting a drug or alcohol abuse problem.

In the case of a formal supervisory referral, a Team Member participating in an outpatient program and approved by the Company and the Company-designated EAP to work during treatment must meet the same job performance standards as applied to other Team Members. The Team Member will not be immune from the enforcement of Company policies including policies with respect to possession, sale or consumption of illegal drugs or alcohol.

Team Members seeking assistance through a formal supervisory referral to the Company designated EAP for assistance with a drug and/or alcohol problem will be subject to the return to work provisions in section 6 (F) and to the compliance and completion of treatment provisions in section 6 (C).





SOCIAL MEDIA POLICY

To minimize these business and legal risks, to avoid loss of productivity and distraction from Team Member's job performance, and to ensure that the Company's IT resources and communications systems are used appropriately as explained below, Six Flags expects its Team Members to adhere to the following guidelines and rules regarding social media use.

COMPLIANCE WITH RELATED POLICIES AND AGREEMENTS

All of Six Flags' other policies that might apply to social media use remain in full force and effect. Team Members should always adhere to them when using social media. In particular, the following policies should be kept in mind:

- Standards of Conduct
- Zero Tolerance of Harassment and Discrimination
- Workplace Violence
- Confidentiality and Proprietary Rights

Team Members should always disclose that they are employees of Six Flags when promoting our products and/or services on social media platforms.

Team Members who violate Six Flags' policies may be subject to discipline, up to and including termination of employment.

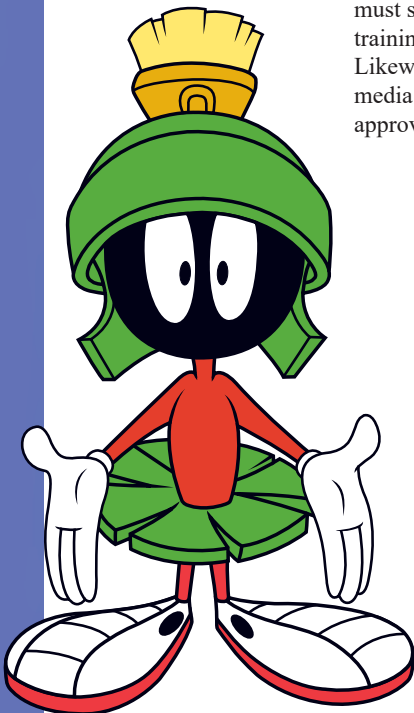
NO EXPECTATION OF PRIVACY

Do not use the Company's IT resources and communications systems for any matter that you desire to be kept private or confidential from Six Flags.

All contents of Six Flags' IT resources and communications systems are Company property. Therefore, Team Members should have no expectation of privacy whatsoever in any message, files, data, document, facsimile, telephone conversation, social media post, conversation or message, or any other kind of information or communications transmitted to, received or printed from, or stored or recorded on the Company's electronic information and communications systems.

BUSINESS USE OF SOCIAL MEDIA

If your job duties require you to speak on behalf of Six Flags in a social media environment, you must still seek approval for such communication from your manager, who may require you to receive training before you do so and impose certain requirements and restrictions regarding your activities. Likewise, if you are contacted for comment about Six Flags for publication, including in any social media outlet, direct the inquiry to Six Flags Social Media Agent and do not respond without written approval.





GUIDELINES FOR TEAM MEMBERS' RESPONSIBLE USE OF SOCIAL MEDIA

The above material covers specific rules, policies, and contractual obligations that Team Members must follow in using social media, whether for personal or business purposes, in consideration of their employment. Team Members may be subject to discipline for violations. The following sections of the policy provide Team Members with common sense guidelines and recommendations for using social media responsibly and safely, in the best interests of Six Flags.

PROTECT THE COMPANY'S GOODWILL, BRANDS, AND BUSINESS REPUTATION

You are personally responsible for what you communicate in social media. Remember that what you publish might be available to be read by the masses (including the Company itself, future employers, and social acquaintances) for a long time. Keep this in mind before you post content.

Make it clear in your social media activity that you are speaking on your own behalf.

When you disclose your affiliation as an employee of Six Flags, it is recommended that you also include a disclaimer that your views do not represent those of your employer.

RESPECT INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

The Company's Confidentiality and Proprietary Information policy restricts Team Member's use and disclosure of the Company's trade secrets, confidential information, and intellectual property. Beyond these mandatory restrictions, you should treat the Company's trade secrets, intellectual property, and other proprietary and confidential information as confidential and not do anything to jeopardize or unwittingly disclose them through your use of social media.

Respect laws regarding copyrights, trademarks, and other third-party rights.

RESPECT AND COMPLY WITH TERMS OF USE OF ALL SITES YOU VISIT

Review the terms of use of all social media sites you visit and ensure your use complies with them.

RESPECT OTHERS

In addition to complying with Six Flags' mandatory Zero Tolerance of Harassment and Discrimination policy, do not post, or express a viewpoint on another's post, anything that the Company's Guests, business partners, suppliers, or vendors would find offensive, including ethnic slurs, sexist comments, discriminatory comments, profanity, abusive language, or obscenity, or that is maliciously false.

Supervisors should refrain from trying to connect with their direct reports on social media sites (for example, making friend requests on Facebook). Neither supervisors nor direct reports should feel pressured to accept any social media requests from anyone at Six Flags.

CONDUCT NOT PROHIBITED BY THIS POLICY

This policy is not intended to preclude or dissuade Team Members from engaging in activities protected by state or federal law, including the National Labor Relations Act, such as discussing wages, benefits, or other terms and conditions of employment, raising complaints about working conditions for their own and their fellow Team Members mutual aid or protection, or legally required activities.



COMPANY CAR POLICY

Six Flags permits certain Team Members to drive vehicles owned, leased, or rented by the Company ("Company car") to perform work for Six Flags or on Six Flags' behalf during their period of employment. Team Members operating a Company car are expected to operate the vehicle in a safe and lawful manner. Safe driving standards include but are not limited to:

- Have a valid drivers license.
- Maintaining a reasonable rate of speed as appropriate for existing road conditions.
Drivers should not exceed posted speed limits.
- Abiding by traffic signals and signs.
- Wearing seat belts.
- Avoiding aggressive and reckless driving.
- Never driving in unsafe conditions.
- Never driving when impaired by alcohol, drugs, or fatigue.
- Never texting or emailing while driving.
- Never talking on a cell phone while driving [without the use of a hands-free device].
- Never listening to headphones while driving.
- Never storing or transporting guns or other weapons in the Company car, to the extent such prohibition is authorized by state or local law.

In the event of an accident, the driver must stay with the company car and file a police report or otherwise cooperate with the police, as applicable. Team Members should not attempt to provide medical care to those involved in an accident beyond their level of suitable training. Company car drivers must communicate the details of any accident, theft of company property (including the car itself), and moving violations to Human Resources as soon as possible.

JOB POSTINGS

Six Flags seeks to ensure all Team Members are aware of open positions and have the opportunity to apply for those they are qualified for. Six Flags believes in promoting from within when possible, and is committed to employing the best diverse candidates for approved positions and engaging in effective recruitment and selection practices in compliance with all applicable employment laws. The Company provides equal employment opportunity to all applicants and Team Members.

Once an open position is approved for recruitment, Human Resources will generate and post the announcements on sixflagsjobs.com. Appropriate external recruitment sources will vary depending on the vacancy and will be determined by Human Resources.

Each job posting will have a closing date by which time applications must be received to be considered for the position

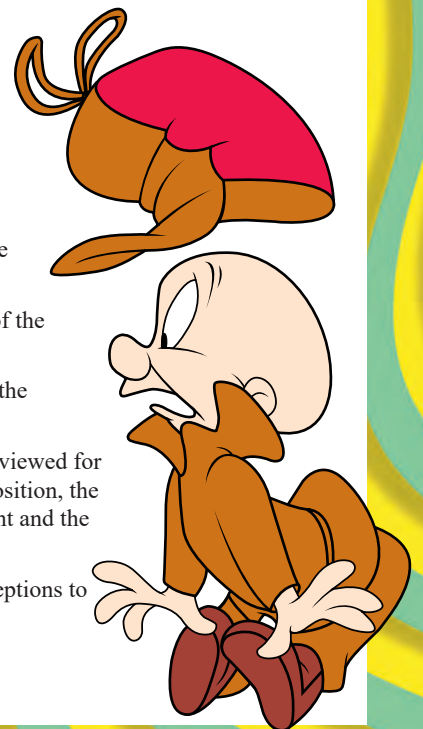
ELIGIBILITY

To be considered for an open position, you must:

- Have received a rating no lower than "meets expectations" on your most recent performance review and must not currently be on a performance improvement plan.
- Meet the minimum requirements for the job and be able to perform the essential functions of the position, with or without reasonable accommodation.
- Submit an application in UKG, SixFlags.Team/SelfService, by the closing date as stated in the posting.

All internal applicants will receive notice from Human Resources as to whether they will be interviewed for the position. Although you are not required to notify your supervisor that you have applied for a position, the supervisor will be notified should you become a final candidate. If hired for the position, the current and the new supervisor will work together to determine an appropriate transfer date.

Six Flags reserves the right to change this policy at any time and for any reason and to grant exceptions to this policy based on business needs.





SOLICITATION AND DISTRIBUTION POLICY

Six Flags has established rules to govern solicitation and distribution of written materials by Team Members. Six Flags has established rules to:

- Maintain and promote safe and efficient operations, Team Member discipline, and a safe, clutter-free workplace.
- Minimize non-work-related activities that could interfere with Guest satisfaction, service quality, and teamwork.
- Team Members who violate any provision of this policy may be subject to discipline, up to and including termination of employment.

CONDUCT NOT PROHIBITED BY THIS POLICY

Besides imposing lawful restrictions on Team Member solicitations and distribution of written materials during working time and in working areas, this policy is not intended to preclude or dissuade Team Members from engaging in activities protected by state or federal law, including the National Labor Relations Act.

RULES

Team Members may not:

- Solicit other Team Members during working time.
- Distribute literature during working time.
- Distribute literature at any time in working areas.
- Use Company-owned property such as telephones, computers, smartphones and other electronic devices, email and network systems, and intranets to solicit other Team Members, or engage in other activities proscribed by Six Flags IT Resources and Communication Systems Policy.
- Use Company-owned property, such as scanners, printers or copy machines, to produce literature, or inter-departmental mail, mailboxes or working area bulletin boards to distribute literature, or engage in other activities proscribed by Six Flags IT Resources and Communication Systems Policy.

DEFINITIONS

Solicitation includes, but is not limited to, approaching someone in person or through Company-owned property such as computers, smartphones, email systems, and intranets for any of the following purposes:

- Offering anything for sale.
- Asking for donations.
- Collecting funds or pledges.
- Seeking to promote, encourage or discourage participation in or support for any organization, activity or event, or membership in any organization.
- Distributing or delivering membership cards or applications for any organization.



DISTRIBUTION includes, but is not limited to, disseminating or delivering in person or through Company-owned property, such as bulletin boards, computers, smartphones, emails, and intranets, any literature or other materials, including circulars, notices, papers, leaflets or other printed, written or electronic matter (except that distributing or delivering membership cards or applications for any organization is considered solicitation and not distribution).

WORKING TIME includes any time in which either the person doing the solicitation (or distribution) or the person being solicited (or to whom non-business literature is being distributed) is engaged in or required to be performing work tasks. Working time excludes times when Team Members are properly not engaged in performing work tasks, including break periods and mealtimes.

WORKING AREAS include areas controlled by Six Flags where Team Members are performing work, excluding, for example, cafeterias, break rooms, and parking lots.

SMOKING POLICY

Six Flags prohibits and will not tolerate smoking in the workplace, including all indoor facilities, offices, breakrooms, restrooms, and company vehicles. Smoking also is prohibited while outdoors on Company property, with the exception of designated areas, and only while the Team Member is on break and outside the view of Guests. Team Members are to use Team Member designated smoking areas only, where available. Guest smoking areas are not to be used by Team Members.

Smoking during breaks is a privilege, as long as such use does not interfere with your work, fitness for duty, or professional appearance. If that privilege is abused, it may be withdrawn altogether. Remember to dispose of any litter properly in the receptacles provided for that purpose.

You are expected to abide by this policy at all times you are on Company property, whether or not you are off duty. Violation of this policy will result in discipline, up to and including termination.

For purposes of this policy, smoking includes lighting, smoking, or carrying a lighted cigarette, cigar, or pipe, the use of any electronic smoking device, chewing tobacco and other tobacco products. This list is illustrative only and not exhaustive.



SAFETY & SECURITY





EMERGENCY HOTLINE



**DIAL
5555**





See Something...Say Something

Your safety and the safety of our Guests is important. We value providing a safe and secure environment both inside and outside of our property and rely on every Team Member to participate in remaining vigilant. Do not be afraid to speak up if you notice anything that seems out of the ordinary, peculiar or suspicious. Although we go to great lengths to keep our parks safe and secure, we cannot do it alone. If you see something...say something.



ARMED OR ACTIVE ASSAILANT

Outside of Six Flags many incidents have been avoided annually because of the national If You See Something Say Something campaign. At Six Flags we have adopted See Something Say Something into our daily operations. Six Flags promotes that all team members proactively participate in our See Something Say Something.

Although statistically rare if you find yourself confronted with an Armed or Active assailant situation Six Flags is dedicated to ensure our team members have practical information that will directly benefit all of our team members. At Six Flags we have adopted the same principles the Department of Homeland Security teach and promote, which is to RUN, HIDE or FIGHT.

RUN and escape, if possible.

- Getting away from the armed or active assailant is the top priority.
- Actively create as much space as possible.
- Leave your belongings behind and get away.
- Help others escape, if possible, but evacuate regardless of whether others agree to follow.
- Warn and prevent individuals from entering an area where the active shooter may be.
- Call emergency line or 911 when you are safe, and describe shooter, location, and weapons.

HIDE, if escape is not possible.

- Get out of the shooter's view and stay very quiet.
- Silence all electronic devices and make sure they will not vibrate.
- Lock and block doors, close blinds, and turn off lights.
- Do not hide in groups- spread out along walls or hide separately to make it more difficult for the shooter.
- Try to communicate with police silently. Use text message or social media to tag your location, or put a sign in a window.
- Stay in place until law enforcement gives you the all clear.
- Your hiding place should be out of the shooter's view and provide protection if shots are fired in your direction.

FIGHT as an absolute last resort.

- Commit to your actions and act as aggressively as possible against the shooter.
- Recruit others to ambush the shooter with makeshift weapons like chairs, fire extinguishers, scissors, books, etc.
- Be prepared to cause severe or lethal injury to the shooter.
- Throw items and improvise weapons to distract and disarm the shooter.

AFTER

- Keep hands visible and empty.
- Know that law enforcement's first task is to end the incident, and they may have to pass injured along the way.
- Officers may be armed with rifles, shotguns, and/or handguns and may use pepper spray or tear gas to control the situation.
- Officers will shout commands and may push individuals to the ground for their safety.
- Follow law enforcement instructions and evacuate in the direction they come from, unless otherwise instructed.
- Take care of yourself first, and then you may be able to help the wounded before first responders arrive.
- If the injured are in immediate danger, help get them to safety.
- While you wait for first responders to arrive, provide first aid. Apply direct pressure to wounded areas and use tourniquets if you have been trained to do so.
- Turn wounded people onto their sides if they are unconscious and keep them warm.
- Consider seeking professional help for you and your family to cope with the long-term effects of the trauma



LOST CHILDREN PROCEDURES

Throughout your employment at Six Flags, you will come in contact with Guests who have lost a child somewhere in the park. You may also come across a child who has lost their parent or group. Six Flags considers a Lost Child to be a Guest aged 12 and under. However, you are to assist any Guest who approaches you for assistance. The following procedure is what you are to do when faced with this situation:

WORK LOCATION (GUEST NOTIFICATION):

If a Guest approaches you at your work location and advises you that they are missing a child you need to do the following:

1. Talk directly with the Guest and inform them that you are going to call security and your Supervisor. Ask the Guest to remain with you at your work location.
2. Call Public Safety and your Supervisor. Inform them that you have a Guest who has lost a child and have them respond to your work location.
3. Go back to the Guest and inform them that Public Safety and your Supervisor are on the way.
4. Stay with the Guest until Public Safety or your Supervisor arrives.

GENERAL MIDWAY (GUEST NOTIFICATION):

If a Guest approaches you while you are walking to or from your work location or break area and advises you that they are missing a child you need to do the following:

1. Bring the Guest to the nearest stand that has a telephone.
2. Call Security and your Supervisor. Inform them that you have a Guest who has a lost child and have them respond to your location.
3. Stay with the Guest until your Supervisor or Public Safety arrives and releases you.

WORK LOCATION (LOST CHILD):

If you are at your work location and you come across a lost child either by seeing the child or another Guest brings the child to you, please do the following:

1. Take custody of the child.
2. Call Public Safety and your Supervisor. Inform them that you have a lost child at your location.
3. Stay with the child until your Supervisor or Public Safety arrives and takes custody of the child and releases you.
4. Try to see if you can help the child pick out their parent or guardian in the crowd until your Supervisor or Public Safety arrives.

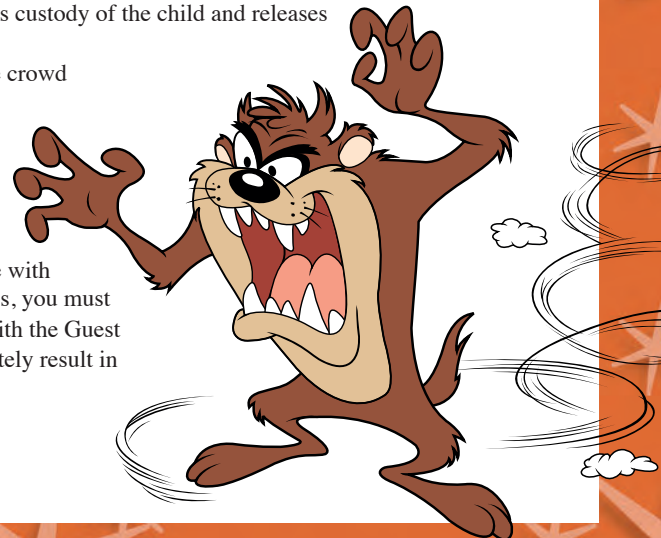
GENERAL MIDWAY (LOST CHILD):

If you are walking to or from your work location or break area and you come across a lost child either by seeing the child or another Guest brings the child to you, please do the following:

1. Take custody of the lost child and bring them to the nearest location that has a phone (try not to leave the general area where the child was found).
2. Call Public Safety and your Supervisor. Inform them that you have a lost child and give them your exact location.
3. Stay with the child until your Supervisor or Public Safety arrives and takes custody of the child and releases you.
4. Try to see if you can help the child pick out their parent or guardian in the crowd until your Supervisor or Public Safety arrives.

IMPORTANT NOTE:

In some cases when a Guest is the one who brings to your attention the lost child they may want to stay with the child until a parent is found. Some children may have bonded with the Guest and may not want them to leave as well. This is okay, provided that you do not allow the Guest to leave with the lost child. Even if the Guest states that they may know where the parent is, you must stay with the child at the location where you made the call from. Be polite with the Guest who wants to help and reassure them that by staying in one place will ultimately result in reuniting the lost child with the parent or guardian faster.





LOST AND FOUND PROCEDURES

In the course of their duties, Team Members may find property that has been lost or misplaced by co-workers, Guests, vendors and other visitors to Six Flags properties. All found items are to be taken to Lost and Found on the same day they are found and as soon as practical. If needed, lost and found items may be given to a supervisor or a security guard to be taken to Lost and Found. At no time may found property be used or removed from the park.

Co-workers, Guests, vendors and other Six Flags visitors looking for their lost items are to be directed to Lost and Found.

If any cash is found, it is to be handled as any other lost and found item. Failure to follow lost and found policies and procedures may result in disciplinary action up to and including termination.

LOSS PREVENTION AND SECURITY

WHAT IS LOSS PREVENTION?

The Loss Prevention Department's goal is to prevent loss of Company assets, including cash and merchandise, and when a loss has occurred, to take steps to recover against that loss.

LOSS PREVENTION IS A TEAM EFFORT

It is important to understand that as a member of the Six Flags team, you are an important part of the Loss Prevention program. All Six Flags Team Members are expected to contribute to the Loss Prevention Mission.

WHAT IS EXPECTED OF YOU?

- Know Company policies and procedures
- Confidentially report suspicious behavior and apparent violations of company policy
- Share your problems/concerns
- Avoid temptations

Remember, if you are not sure of what to do, you can speak directly to Loss Prevention or Human Resources.

THE WAYS LOSSES OCCUR

Inventory Control

- Food spoilage
- Paperwork errors
- Broken/damaged merchandise

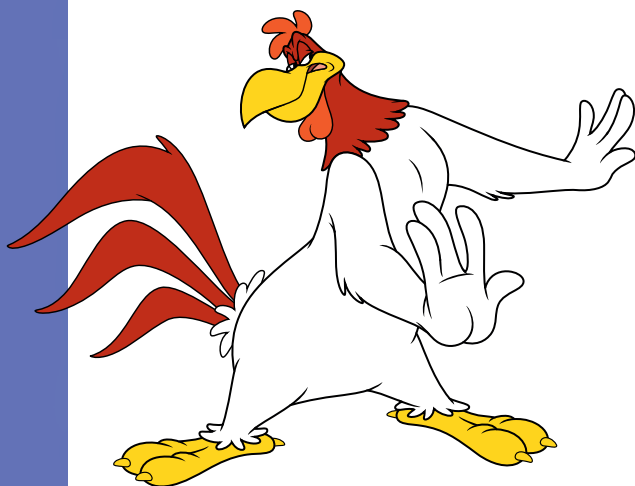
External Theft

- Shoplifting
- Contractor/vendor fraud
- Counterfeiting
- Shortchanging/till tapping

Internal Theft

Employees are prohibited from stealing Company assets. This includes, but is not limited to, the following:

- Falsification of Company records including time sheets/records
- Theft of tools
- Failure to ring up sales properly
- Food eaten or given away without paying
- Giving unauthorized discounts
- Theft of merchandise or other property (including property of Guests, co-workers and/or the Company)
- Vandalism
- Theft of money
- Misuse of supplies
- Knowledge of theft





WAYS TO PREVENT LOSSES

Loss Prevention works with other departments to prevent loss in the following ways:

- Conduct revenue and procedural audits, reviewing current systems, controls, and procedures.
- Provide training to park management and staff in the areas of theft prevention and detection.
- Conduct pre-employment interviews, review background histories, and verify information through contacts and public record searches.
- Investigate information provided through security reports that involve theft or drugs, and lists workable leads and/or suspect information.
- Work jointly with the Accounting Department in reviewing the daily operating and over/short reports, sharing audit results and similar information, preventing loss and identifying irregularities that are found to be theft.

METHODS

Loss Prevention has many methods of investigation at its disposal to collect information.

These methods include:

- Fixed and mobile surveillance
- Undercover Operatives (investigators acting as regular Team Members)
- Financial Audits
- Visible and hidden video cameras
- Procedural Audits (investigators acting as park Guests)
- Interviews with Team Members and witnesses



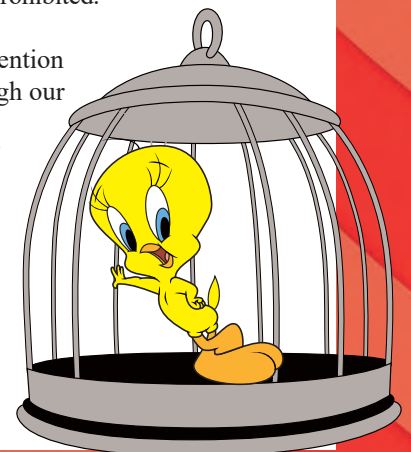
REFERRALS

Our greatest resource is you, the individual Team Member. Our records indicate that the vast majority of referrals received about suspected Team Members are validated more than 80% of the time.

REWARD PROGRAM

We have established a rewards program to encourage Team Members to report suspected theft and will reward for information once it is discreetly and positively confirmed. While all employees are encouraged to report suspicious activity, it is the sole responsibility of the Loss Prevention Department staff to collect evidence and conduct interviews. Investigations by personnel other than the Loss Prevention staff are prohibited.

You can contact your Local Loss Prevention Department, or the Corporate Loss Prevention Department at (972) 595-5105. You may also anonymously report your concerns through our nationwide Crimestopper number at (800)-572-0480. If your information leads to the resolution of an investigation, you may be eligible to receive a reward of ten percent of the recovery up to \$1,000.





PROSECUTION

Loss Prevention investigates all situations where loss of company assets has occurred. After a comprehensive investigation is completed, and all of the facts and details are gathered, Loss Prevention works to recover lost assets through recovery and voluntary restitution. In cases where the company believes that federal, state, or local laws have been violated, Loss Prevention may forward the facts to law enforcement for prosecution.

Team Members who steal, aid, or abet others to steal, or who fail to report dishonesty, provide false information during an investigation, or refuse to cooperate with an investigation will be subject to disciplinary action up to termination and possible prosecution.

HOW DO YOU BENEFIT FROM PREVENTING LOSSES

As losses are reduced, company profits increase and Six Flags is able to expand and grow. The results are more job opportunities, hours, Team Member benefits, Team Member functions, and greater facilities for us to work in. Through the development of a Loss Prevention culture, we create a safer and more enjoyable place to work and for our Guests to visit.

SECURITY

Security for our staff and Guests is a top priority at Six Flags. The Security Department has the responsibility to ensure and provide a secure environment for all Team Members and park Guests. Our Security staff is well trained to handle any security-related incident or situation.

At Six Flags, Security is a “condition” and not just another program. As a Team Member of Six Flags, you are now a part of our Security Team and share in the responsibility to help ensure a safe and secure environment. Since security awareness is everybody’s business and responsibility, please be sure to report immediately any suspicious or unusual activity in and around our parks to your supervisor or directly to the Security Department.



THE SIX FLAGS GUEST CODE OF CONDUCT

Our goal is to provide entertainment to Guests of all ages in a fun and safe environment appropriate for children and families. To encourage all our Guests to be considerate, they are required to comply with the following rules for expected Guest conduct

BEHAVIOR:

All Guests are expected to behave in an appropriate family-friendly manner. Any line jumping, profanity and unruly behavior are considered offensive other park Guests and could be ejected from the park without a refund. Saving a spot in line is not permitted and/or bypassing others. If you exit the line and choose to return you must go to the back of the line if you choose to return.

DRESS CODE:

In keeping with our family-friendly atmosphere, and for health and safety reasons, Six Flags maintains and enforces a dress code. All Guests must wear proper attire, such as shirts/tops, shorts/pants, and footwear, at all times within the theme park. Guests should avoid clothing that may be considered inappropriate for our family-friendly environment.

Clothing and visible tattoos that depict violence, nudity, vulgarity, or discriminatory language or graphics are prohibited at all times. Clothing may not be turned inside out as a solution.

Six Flags reserves the right to deny admission to or remove anyone whose attire does not comply with the Guest Dress Code or could detract from the experience of other guests if the Guest refuses all reasonable options. Guests requiring accommodations to our Guest Dress Code should visit Guest Relations and speak to a member of the Park management team upon arrival.

LANGUAGE:

Guests should not use profanity or abusive language, symbols or gestures towards other Guests and our Team Members. Guests who do so may be ejected from the park without refund.

LITTERING:

Guests should use trash bins to dispose of all waste. Continued and blatant disregard of this policy may be cause for ejection from the park.

PARK POLICY COMPLIANCE:

Guest safety is our top priority. In addition to the Six Flags Guest Code of Conduct, Guests are required to comply with all local, state and federal laws as well as individual park policies, rules and instructions posted or otherwise listed.

SECURITY AND NON-DISCRIMINATION

Six Flags maintains a policy of non-discrimination, the spirit of which is fully supported in the corporate security policy and by the security functions at all company properties. Accordingly, no aspect of the security policy shall be implemented, and no park security functions shall be performed, in a manner that is discriminatory based on race, national origin, religion, sex, age, sexual orientation or any other characteristic protected by law. In particular, the race or ethnicity of a Guest or would-be guest does not play a role in decisions with respect to access, security screening, entry, denial of entry or expulsion. Violation of this policy will result in disciplinary action, which may include termination of employment.





Be observant and take action to ensure a safe environment for our Guests and each other.

SAFETY

Safety is everyone's responsibility. Ensuring that our Guests have a safe and fun-filled visit to the park is a vital part of our jobs here at Six Flags. Here are a few guidelines that will assist in keeping our Guests safe:

- **ALWAYS PRACTICE GOOD HOUSEKEEPING DURING WORK HOURS.** Pick up trash, eliminate water from pathways, clean up spills immediately to prevent slip and fall injuries.
- **ASK GUESTS TO REFRAIN FROM ACTING IN AN UNSAFE MANNER.** If a Guest is observed violating a safety policy or acting in an unsafe manner, ask them to stop and/or contact Security to handle.
- **CONDUCT REGULAR INSPECTIONS.** This will ensure that your immediate work area is safe for both our Guests and your fellow Team Members.
- **REPORT UNSAFE CONDITIONS.** Notify your supervisor or a Safety Representative about any unsafe conditions so that the appropriate corrective action can be taken to eliminate the hazard.
- **ASSIST IN INCIDENT INVESTIGATION.** Cooperate with the Safety Representative conducting the investigation to assure all pertinent information is gathered.

FIRST AID

- First Aid is available during all park operating hours and may be available during some non-operating hours. Guests and Team Members may temporarily store medications at the First Aid Station.
- First Aid does not rent or loan wheelchairs.
- Used syringes and needles should be disposed of properly at the First Aid Station.

INJURY PREVENTION

An important part of ensuring our safety and that of our Guests and fellow Team Members is being able to prevent injuries. The following are key factors in injury prevention:

- Never perform a task without the proper training and equipment.
- Always wear appropriate Personal Protective Equipment.
- Be alert and be aware of what you are doing at all times.
- Follow all company Health and Safety procedures.
- Look for unsafe conditions/acts and report them immediately.
- Obey all warning and danger signs and tags.
- Work carefully and at a safe pace.





- Clean up spills and trash immediately before they create an injury.
- Never indulge in horseplay or practical jokes.
- Use common sense.
- Use designated walkways.
- Never block gates or other emergency access points.
- Never cross railroad tracks when train is approaching or if warning devices (bells, lights or crossing arms) are activated.
- Never enter restricted areas. This includes secured/fenced ride and attractions areas.

If a Guest or Team Member is observed in these areas while a ride is operating, shut down the attraction immediately and then notify Security and Operations.

IN CASE OF ILLNESS/INJURY OF A GUEST OR TEAM MEMBER

We want you to be safe and healthy at work. If you are injured while at work, our First Aid personnel and the Safety Department will do their best to assist in your recovery and return to work as quickly as possible. In the event you cannot perform your regular job duties, you may be placed temporarily on alternate job function or restricted duty. If you cannot work, you must keep in frequent contact with the Safety Department so that we can manage your case effectively and assist in your quick return to your work location.

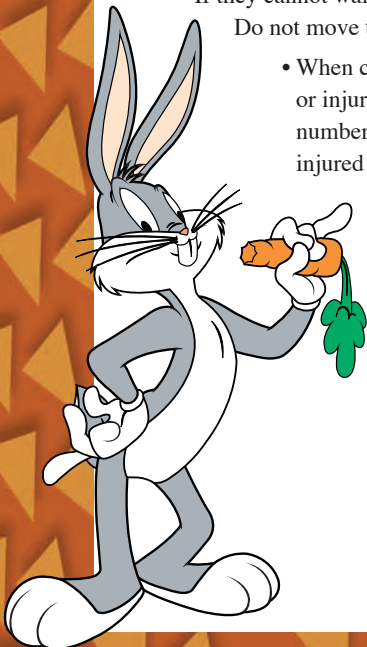
- All injuries must be reported to First Aid immediately after they occur. Waiting to report an injury and waiting to receive treatment for that injury not only jeopardizes your health, it may also affect you benefits under Workers' Compensation. Even a minor scratch can become a problem if not properly cared for. No injury is considered too minor to be reported and checked by First Aid. Failure to report an injury immediately could result in disciplinary action.

- You may be required to complete a report detailing how the injury occurred.
- Ask the injured party if they need assistance.
- Find out what happened.
- If they can walk without difficulty or aggravation of the illness or injury, offer to escort the person to First Aid.
- Never allow a person complaining of neck or back pain or injury to move or walk. Call Security for assistance.
- If they cannot walk to First Aid without difficulty or aggravation of the illness or injury, call Security for assistance.

Do not move them unless they are in danger by remaining where they are.

- When calling Security for assistance, give the dispatcher the exact location of the person, the person's illness or injury complaint, and any additional information that may assist the responder and your name, and phone number. Have an Team Member stay with the person while you make the call. If possible, never leave the injured person alone.

- If they refuse assistance, give them directions to First Aid in case they later change their mind.
- In all cases, notify your Supervisor and Security. Complete an Incident Report immediately.
- Only trained and authorized personnel should administer CPR or First Aid. Security, First Aid and Safety will respond immediately when they are called and you are asked to support and aid the responders as directed.



AFTER THE INCIDENT

- Always report the incident to your supervisor.
- Complete an Incident Report (obtained through your supervisor).
- Remember that anyone with questions regarding the incident, including questions from media personnel, should be directed to Guest Relations.

INCIDENT INVESTIGATION

It's important to investigate all incidents and near misses to determine the cause and prevent future occurrences. The Safety Department is instrumental in ensuring that an investigation is conducted. In order to assist the Safety Department with an investigation, always provide the necessary statements to the Safety Representative regarding an incident when requested.

If a Guest approaches you with information about an incident, always get their name and phone number if they are willing to give it. This information may assist in the investigation. If they are willing to wait, the Park Safety Representative should be contacted to meet with the Guest witness directly. If the Guest will not wait, immediately notify Safety and your supervisor to provide them with any information the Guest may have told you.

SLIPS AND FALLS

The most common type of on-the-job injury results from falls. Yet almost all falls can be prevented by using common sense and learning how to recognize and correct typical fall hazards. The following is a checklist to help prevent slip and trip injuries:

- Look before you walk; make sure your pathway is clear of hazards or obstacles.
- Clean up all spills immediately.
- If you see anything on the floor, in a walkway or pathway, (paper, trash, food, etc.) pick it up immediately.
- Report and direct Guests and Team Members around unsafe conditions - ice, water puddles, potholes - until the problem can be corrected or blocked off.
- Report worn, loose, uneven or broken walkway surfaces or flooring materials to your supervisor immediately.
- Make sure walkways are well lit and report any burned out lights.
- Position cords and wires out of areas where people walk.
- Always use a stepladder for overhead reaching.
- Walk at all times - never run. Always politely ask Guests to walk.





TRAINING POLICIES

As Team Members of Six Flags and our Six Flags Family of Parks, you will be trained to perform your duties safely. Your Department will ensure that general task-specific safety training is provided to you initially when hired, and regularly during employment as required. The following are some ways that we do so:

- Handbooks
- Park Orientation/Discovery
- Department Orientations/Training
- Six Flags Safety Training
- Departmental Certifications
- Vehicle Operating Permits

SPECIALIZED SAFETY TRAINING PROGRAMS

- Forklift Training and Testing
- Lockout/Tag Out Procedures
- Fall Protection
- Confined Space
- Safe Handling of High Pressure Cylinders
- Restricted Area Procedures

If you have any questions, please contact your supervisor or the park's Public Safety department as soon as possible. Don't let a safety question go unanswered.

REMEMBER - No task or job should be performed without the proper training and equipment. If you are unsure about performance requirements, be sure to contact your Supervisor. Remember, every employee is responsible for the safety of themselves and others.

DISCIPLINE POLICY

Discipline is a reality in any business. It is extremely important for Six Flags to take specific disciplinary action when an employee fails to comply with safety and health rules, instructions, or practices.

Disciplinary action may, at the company's sole discretion, include oral warnings, written warnings, suspensions, or other actions, up to and including immediate termination, depending on the offense and the circumstances. The specific disciplinary action taken after a safety violation is outlined in Department Standard Operating Procedures, Health and Safety Programs and this Team Member Handbook.



EVACUATION PROCEDURES

Some emergency situations may require that a location or area of the park be evacuated. Fire, earthquake, power outages, etc. might put you in a position of determining how best to assist Guests and employees in your area at the time of an emergency. The park has an Emergency Response Manual designed for use by park management in crisis situations. In each emergency situation (fire, earthquake, flood, etc.) the lives and safety of our employees and Guests is our top priority. The following is our policy to help you decide how to react.

As soon as possible, depending on the type of emergency, instructions will be given to your supervisor concerning what specific actions should be taken. If it is possible to wait for these instructions before taking action, then do so.

There may be emergencies, that require immediate decisions from you and your co-workers in order to ensure your safety and the safety of our Guests. Please consider the following in making your decisions:

- Your primary concern is for the safety of yourself, your fellow Team Members and the Guests. Concern for property is secondary.
- You may receive specific training for your location.
- You must remain in control, confident and reassuring when working with the Guests in an emergency.
- Any building or area that seems unsafe for any reason should be calmly evacuated of all Team Members and Guests. Unsafe conditions include fire, excessive water, unstable conditions, etc.
- Check the condition of the area outside the exit door before directing Guests out of the door. Make sure nothing has fallen in the path of the door that could harm those exiting.
- If the lights have gone off, use your voice and a flashlight to direct Guests toward the nearest exit.
- Carefully and calmly direct Guests to park common areas if it is safe, or, if necessary for safety, into a backstage area.
- Once the location has been evacuated, Team Members should meet at their pre-designated meeting areas for roll call and to receive emergency information when it becomes available.
- Do not leave the evacuation site until instructed to do so by a supervisor unless the area becomes unsafe. Your supervisor will need to account for you and this can only be accomplished by your staying in one spot.
- NEVER leave the meeting area of the park until you have been instructed by your supervisor that it is safe to do so. If necessary the park will release you to go home after an emergency as soon as everyone has been accounted for and it is safe to let you leave.

VEHICLE SAFETY

Vehicles are a vital part of the operations here at the park. We operate everything from pick-up trucks and Cushman-type vehicles to forklifts, tugs and aerial work-platforms. This equipment can help us perform our jobs efficiently and safely, provided the operator follows the established safety rules, uses common sense and always practices good driving habits. Vehicle operators must ensure that they adhere to the following procedures:

- Only operate those vehicles that you have been trained and authorized to operate.
- You must have a valid state driver's license, be at least 18 years old, and have a current Vehicle Operating Permit (VOP) to drive a company vehicle on/off park property. Additional training and certifications are required for other vehicles (such as forklifts, trams and aerial work-platforms).





- Never operate a vehicle in an unsafe or reckless manner. This can cause injury to you, your fellow Team Members and our Guests.
- Always obey the "rules of the road".
- Traffic signs are present to control traffic and protect pedestrians from harm. Failing to stop at a posted/marked STOP sign is a violation of policy.



- Always report vehicle accidents to your supervisor and Security whether or not damage and/or injuries occur. Failure to report accidents may result in termination. Always report unsafe driving of others to your Supervisor and Security.
- Never operate unsafe equipment. Report any unsafe condition to your Supervisor so that the problem can be resolved as quickly as possible. Faulty equipment should not be used until it is repaired.
- Always watch out for pedestrians. Be aware of your surroundings to ensure the safety of others. Pedestrians also have the responsibility to stay clear of moving traffic. Always walk to work locations in small groups if possible and stay out of the direct path of vehicles.
- If the vehicle you are operating has seat belts, you are required to wear them. Seat belts save lives. When riding as a passenger in the back of a park truck or van, you must remain seated at all times. Sitting on the hood or on a wheel well is never allowed.
- Never interfere with the park ambulance. If you see it approaching your vehicle, pull over to the right of the road and stop, allowing it to pass.
- Never speed! Nothing is so important to put your safety and the safety of others at risk. Drive slow and use caution.
- Never park in designated fire lanes. Doing so is grounds for disciplinary action. Fire lanes include all roadways which enter "on stage" areas.
- Park your Company and personal vehicles in designated parking spaces only. Never park in 'NO PARKING' zones or at the ends of rows in the Team Member parking lots.
- All employees who operate a motorcycle, scooter, moped or bicycle on park property are required to wear an approved helmet. Wearing a helmet properly will protect an operator from a serious head injury in the event of an incident. Check with your Supervisor for more details on this policy.
- Never block gates or other emergency access points.
- Stop and check both ways before crossing. Never cross railroad tracks when the train is approaching or if warning devices (bells, lights or crossing arms) are activated. Company vehicles may not be operated by non-employees.
- Be sure to comply with the directions of vehicle operators and any park specific vehicle safety procedures or rules.

For the safety of everyone, all driving regulations must be observed while on park property. Failure to observe park driving rules may result in disciplinary action not excluding termination.





HAZARDOUS COMMUNICATION PROGRAM/TEAM MEMBER RIGHT TO KNOW

In compliance with the Occupational Safety and Health Administration (OSHA) Hazard Communication Act and ANSI Z400.1, Six Flags has designed a Hazard Communication Program with your health and safety in mind. The best way to protect your health and safety is to know about each chemical you are exposed to while at work. Hazard Communication/Team Member Right to Know is the government act which states that information regarding physical and health hazards associated with the use of chemicals in the workplace be given to Team Members so that they may protect themselves against potential exposure. Every Team Member will receive training on hazard communication. Six Flags has a written policy on hazard communication and an updated inventory of hazardous chemicals on site.

SAFETY DATA SHEET (SDS)

A Safety Data Sheet (SDS) is on file for every hazardous chemical in your work area. The SDS informs you of everything you need to know to work safely with chemicals. The SDS tells you how to use, handle, and store the chemical safely. Each SDS may look a little different, but all give you the same basic information. The sections of the SDS include:

- Section 1- Identification
- Section 2- Hazard(s) identification
- Section 3- Composition/Information on Ingredients
- Section 4- First-aid Measures
- Section 5- Fire-fighting Measures
- Section 6- Accidental Release Measures
- Section 7- Handling and Storage
- Section 8- Exposure Controls and /Personal Protection
- Section 9- Physical and Chemical Properties
- Section 10- Stability and Reactivity
- Section 11- Toxicological Information
- Section 12- Ecological Information
- Section 13- Disposal Consideration
- Section 14- Transport Information
- Section 15- Regulatory Information
- Section 16- Other information including date of preparation of last revision

SDS files are located in First Aid and in your Department office. If you have any specific questions after reading the SDS, you can check with your supervisor. NOTE: Do not leave any chemicals unattended. Put them away in their proper place.

WARNINGS

Always check the warning label before handling any chemical. All labels list basic warnings. Others give more detailed precautions. If you have any questions about a hazardous chemical after reading the label, you can check the SDS.

BASIC WARNINGS

The warning label lists the chemical name, hazardous ingredients, and the name and address of the chemical manufacturer. It also lists hazard warnings, such as keeping the chemical away from flames or avoiding skin contact. Never mix chemicals together.





FIRST AID

The label may explain what to do if you splash the chemical in your eyes or on your skin. You may need to flush your eyes at an eyewash station for 20 minutes or flood contaminated skin in an emergency shower.

FIRE

The label may tell you what to use to put out an accidental fire. There are many different types of fire extinguishers, including: water, foam, dry chemical, and carbon dioxide. Using the wrong one can spread the fire rather than put it out, so be sure you check the warning label.

NON-LABELED CONTAINERS

If a container doesn't have a warning label, don't handle or use the chemical until you know what it is and how to use it. Report to your supervisor, who can find out what the chemical is and provide a warning label if the chemical is hazardous.

SPILLS

There may be a section on how to handle spills. For any spill, contact your supervisor right away and put out any source of nearby flame. You may need to wear personal protective equipment to clean up a spill.

HANDLING AND STORAGE

The label may list personal protective equipment, such as gloves, safety goggles, or a respirator, that you need to handle the chemical safely. The chemical may also need to be stored with extra ventilation, away from other chemicals or in special cabinets.

DISPOSAL

Treat empty containers as if they're full, and don't refill them with anything else! Empty containers can be hazardous, since they often hold residues that can burn or explode. Follow the label and company policy on how to dispose of empty containers.

TRANSFER CONTAINERS

If you move a chemical from its primary container to a new one, be sure your transfer container is labeled properly. Then your co-workers will know how to handle it safely, too.

TORN LABELS

If a label is torn, damaged, or misplaced, ask your supervisor to replace it. Remember, the only way you can handle a chemical safely is if you know what it is and how to use it safely.

PROTECTIVE EQUIPMENT

If the label and/or SDS recommends the use of Personal Protective Equipment (gloves, safety glasses, aprons) for safe handling, contact your Supervisor or a Safety Representative to obtain the proper equipment.

A Few Tips to Follow:

1. **READ THE LABEL** on the container - if you are not familiar with the product, do not use and contact your Supervisor.
2. **DO NOT MIX CHEMICALS.** This can be very dangerous. Use the product only as instructed on the label.





3. DO NOT transfer chemicals into a non-labeled container or non-approved container.
4. DO NOT spray chemicals on others. This action can cause serious eye or skin damage.
5. BE CAREFUL not to splash chemicals.
6. DO NOT dump chemicals down the drain, on the ground, or dispose of them in any other way than what is listed on the SDS.
7. DO NOT USE UNLABELED CHEMICALS - report it to your supervisor.
8. NEVER use a chemical for any purpose other than that for which it is designed and approved.

IN CASE OF MECHANICAL FAILURE

- Call your supervisors and report the nature of the difficulty, your name, and your specific location.
- Be aware of potential safety hazards.

IN CASE OF SEVERE WEATHER

- You may receive location specific training.
- Assist in getting Guests to shelter.
- Secure your operation.
- Keep doorways and pathways clear.
- Keep Guests away from windows.

SAFE LIFTING

As you perform your job at Six Flags, it is likely that you will be required to lift, move or carry objects on a regular basis. It's important to do this as safely as possible. Statistics indicate that back injuries are one of the most common and painful type of industrial injuries in the U.S. Handling materials properly will help ensure that you do not injure yourself on the job. Follow the guidelines listed below to avoid injuries:

- Always practice proper lifting techniques.
- Place one foot alongside and the other foot behind the object to be lifted.
- Squat down, keeping your back straight and firmly grasp the object.
- Bring the object close to you and lift slowly by straightening your legs.
- Loads that weigh over 51 lbs. require assistance from co-workers and/or the use of a mechanical device.
- Never twist your back or upper torso while lifting or carrying an object.
Use your leg muscles.
- When in doubt, get help!
- Never try to recover a dropped load. Let it fall and stay clear of it.
- Use a back support belt when required.





LADDER SAFETY

You may be asked to use a ladder at some time during your employment. Following these guidelines will ensure your safety when working with ladders or stepladders:

- Before climbing a stepladder, make sure that the spreaders are functional and locked into place.
- Before climbing check for broken or cracked rungs and make sure it is equipped with non-skid feet.
- Always make sure that the ladder has been placed in a stable position on level ground and firm surface.
- Have another Team Member with you if you intend to climb. They can stabilize the ladder that you are on.
- Never climb past the second rung from the top.
- Face the ladder when going up or down.
- Never place anything on top of a ladder.
- Never use a stepladder as a straight ladder. It must be opened fully.
- If the ladder is positioned in a doorway or walkway, have someone block the entrance to ensure your safety.
- Always use a ladder for climbing or reaching high places. Never stand on makeshift items: boxes, chairs, etc.
- Only Team Members aged 16 or older may use a ladder

HEALTH ISSUES

BLOOD BORNE PATHOGEN EXPOSURE CONTROL PLAN

Blood borne pathogens are microorganisms present in blood that have the ability to cause blood borne diseases in human beings. The two most prevalent blood borne diseases in the United States are Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV). Those contracting HIV may develop Acquired Immunodeficiency Syndrome (AIDS). Both of these diseases can be deadly.

We all try to perform our jobs as safely as possible, however, as we all know, accidents can still occur. We occasionally experience "cuts and scrapes" that seem to accompany everyday work activities. Some Team Members, such as Security Officers, are required to assist injured Guests and fellow Team Members (who may be bleeding) as part of their job functions. All of the situations have the potential to cause exposure to blood and other human bodily fluids that may be infected with blood borne pathogens. The government has enacted regulations to ensure that all occupational settings (where exposure may exist), do as much as possible to guard against infection from various blood borne diseases.

Six Flags has developed and implemented procedures designed to prevent occupational exposure to potentially hazardous blood borne pathogens. A Bloodborne Pathogens Exposure Control Plan has been written outlining our procedures. The most important thing that each of us can do to prevent accidental exposure to blood borne diseases is to always practice UNIVERSAL PRECAUTIONS. This means that we should approach all human blood and other bodily fluids as though they are contaminated with blood borne pathogens. Personal Protective Equipment, such as latex gloves, safety glasses, etc. will be provided to employees at risk for occupational exposure. Team Members are required to wear personal protective equipment whenever they are at risk. For example, if you are required to cleanup (vomit) and if blood is visibly present within the vomit, you must then treat it as if it were contaminated and wear the gloves and appropriate personal protective equipment during cleanup in order to protect yourself from potential exposure.

Another way to prevent infection from blood borne diseases is to remember to wash your hands thoroughly with soap and hot water immediately after exposure. Should any Team Member feel that they have been exposed to any potentially infectious material, they must report to First Aid immediately so that the proper treatment can be administered as quickly as possible. Vaccines do exist that may prevent infection from the Hepatitis B virus. Unfortunately, there is no vaccine for the HIV virus at this time.

Guests or Team Members using syringes and needles to administer their medications should go to First Aid to properly dispose of these into specifically designed and labeled "sharp containers". Remember, how you deal with a situation involving blood and bodily fluids will determine whether you will be at risk of contracting a blood borne disease. Be smart, be safe and always use UNIVERSAL PRECAUTIONS. Your departmental training supervisor and the Safety Department can provide you with additional information regarding this subject.





FIRE PREVENTION

Fire can be one of the most devastating of all industrial emergencies. Each year, accidental fires in the workplace cost thousands of people their livelihoods - and, for thousands more - their lives. Perhaps the saddest fact of all is that most of these fires could have been prevented. By recognizing fire hazards and learning how to correct them, you can help prevent fires and save lives. Six Flags is in compliance with outside agencies in placing fire protection systems and extinguishers at park facilities.

Fires can be caused by a variety of hazards including unprotected or faulty equipment, unsafe storage of combustible materials, inadequate ventilation, failure to follow established safety guidelines (such as smoking in restricted areas), inattention, and human error. Fortunately, most of these fire hazards can be recognized (and corrected) by knowing proper safety procedures and keeping alert to potentially dangerous situations.

You can help prevent fires by being able to recognize fire hazards. Follow the examples below and help keep the park safe.

- Keep work areas clean and free of trash and debris.
- Make sure trash cans and bins are emptied regularly.
- Remove trash promptly. Accumulated trash is an ideal fuel source for fire.
- Keep areas around trash cans clean.
- Keep fire exits and escape routes clear and well marked.
- Know where the fire extinguishers are located in your work location and how to use them.
- Never overload electrical circuits.
- Extension cords should be used only temporarily. Have permanent plugs installed if necessary. Notify your supervisor if this needs to be done.
- Store and dispose of flammable materials properly. Make sure flammables are clearly labeled and kept away from heat sources.
- "No Smoking" area means just that - no smoking or open flames allowed.
- Be familiar with the location of all exits in any area where you work.
- Never stack or store materials so they will block sprinkler heads or extinguishing nozzles. Ensure at least an 18" clearance.
- Do not light open flames such as candles in office spaces and break areas.
- If you observe a possible fire hazard, report it to your supervisor and the Safety Department.
- If you feel the hazard is serious and your supervisor is not available, report it directly to Security.





IN CASE OF A FIRE

In the unlikely event of a fire, call Security immediately. Give the location and the extent of the fire. Stay calm and move the Guests away from the area. Do not do anything that places you in danger. Fire extinguishers are available in all areas for use on small fires. Know their locations and how to use them.

1. Your safety and the safety of your fellow Team Members and Guests comes first. Concerns for property are always secondary.
2. If you are in any doubt about the seriousness of any fire, evacuate the building immediately. Never take chances with this decision. A small fire can become out of control very quickly.
3. If it is safe to do so, use the proper fire extinguisher. No efforts to extinguish the fire should be made unless the fire is small and confinable. If you must use a fire extinguisher, make sure you report this to your supervisor so that a new extinguisher can be obtained.
4. Notify your supervisor as soon as it is possible to do so.

TYPES OF FIRE EXTINGUISHERS

Fire Extinguishers are labeled according to the types of fires they are designed to extinguish.

- | | |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| A. Ordinary Combustibles | Fires in paper, wood, drapes and upholstery require an extinguisher labeled A=Ash |
| B. Flammable Liquids | Fires in fuel, oil, gasoline, paint, greases in a frying pan, solvents and other flammable liquids require an extinguisher labeled B=Boiling |
| C. Electrical Equipment | Fires started in wiring, overheated fuse boxes, conductors, and other electrical sources require an extinguisher labeled C=Current |
| D. Class K | Class K fires are fires in cooking oils and greases such as animals fats and vegetable fats |

An extinguisher labeled Type ABC is effective on all the fires listed above. Your extinguisher must fit the type of fire you are fighting and could actually make the fire worse if it is not the proper type. It is particularly dangerous to use an A type extinguisher on a grease or electrical fire.

WHEN TO USE AN EXTINGUISHER

Fight the fire only if all of the following are true:

- Everyone has left or is leaving the building.
- The fire is small and confined to the immediate areas where it started (wastebasket, appliance, etc.).
- You can fight the fire with your back to a safe escape route.
- Your extinguisher is rated for the type of fire you are fighting, and is in good working order.
- You have had training in the use of extinguishers and are confident that you can operate an extinguisher effectively.





You can help prevent fires by being able to recognize fire hazards. Follow the examples below and help keep the park safe.

- Always keep electrical panel boxes (circuit breaker) and fire extinguishers clear of any storage (at least 3' clearance in all directions).



- Never tamper with fire extinguishers, fire alarms, fire detector or other safety equipment.
- Keep aisles, halls, stairways and doors unobstructed.
- Never leave coffee makers or appliances "on" overnight.
- Report suspected fire hazards to your Supervisor immediately.
- Always keep pressurized cylinders or CO2 tanks, etc. chained in the upright position.
- Never stack boxes closer than 18 inches to any sprinkler head.

- Know where the fire extinguishers are in your work area.
- Report broken seals on fire extinguishers.
- Never tamper with fire extinguishers. If you have the slightest doubt about whether or not to fight the fire, DON'T. Instead, get out, closing the door behind you.



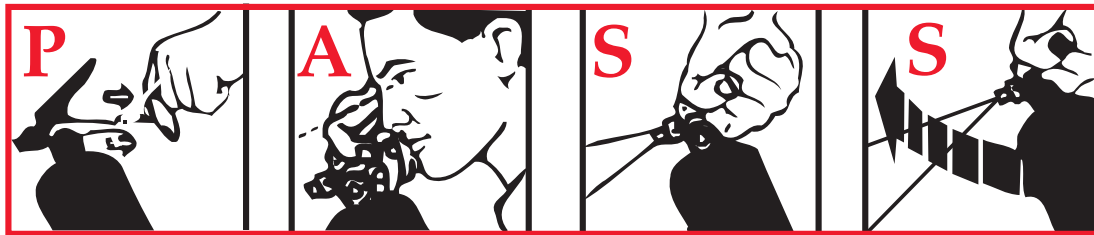


HOW TO USE A FIRE EXTINGUISHER

If you do decide to fight the fire, follow the rules of P.A.S.S. - it will help you remember how to use the extinguisher properly. The rules are simple:

1. **PULL** Pull the pin. Some units require the releasing of a lock latch, pressing a puncture lever, inversion, or other motion.
2. **AIM** Aim the extinguisher nozzle (horn or hose) at the base of the fire.
3. **SQUEEZE** Squeeze or press the handle.
4. **SWEEP** Sweep from side to side at the base of the fire. Watch for reflash. Discharge the entire contents of the extinguisher.

Most portable extinguishers work according to these directions but some do not. Read and follow the directions on your extinguisher. Be alert for the flare-up. If you are unsure about the location or use of your extinguisher, ask your supervisor.



TIPS FOR PERSONAL SAFETY

There are a few personal safety tips you should keep in mind:

- Be familiar with your surroundings. Get to know the park and the best routes to and from your workplace. Don't take shortcuts through areas that are closed or not intended for foot traffic.
- Only go into areas that you are authorized to enter. This is especially true if an area is closed and not staffed. If you see a guest in an area that is closed or off limits to park Guests, you should politely ask them to leave the area. This also applies to park employees if they are not authorized to be in your work area. If a Guest or Team Member will not comply with your request, promptly contact Security.
- Don't give out your full name or phone number to park guests. If a guest indicates that he or she needs this information to contact your supervisor, offer to contact your supervisor at that time for the Guest.
- Security is only a phone call away when assistance or an escort is needed. If you have requested an escort, please do not leave the area before your escort arrives.
- If you are planning to run errands, etc. after work, it would be good to inform someone at home. This way they will know when you are expected home and they will not need to contact your department.
- While we operate the safest rides in the industry, they can be unforgiving if you are not trained in their operation or if you are in an unauthorized area while the rides are operating. Think safety at all times and don't be in an area that you're not authorized to be in.





RESTRICTED AREA ACCESS GENERAL TRAINING

At Six Flags only trained and authorized Team Members may enter restricted areas under specific conditions. All other Team Members must be trained to recognize restricted areas and restricted area locations; however they are not authorized to enter these areas at any time. This training is designed to eliminate the potential for injury to our employees.

What is a Ride Restricted Area, Ride Perimeter, Danger Zone?

RIDE PERIMETER- The boundary that encompasses the entire footprint of a ride. The boundary fencing must at a minimum meet ASTM standards (defined as a fence or barricade that is 42" tall and meets the 4" ball requirement), have gate(s) with lock/keys, and have appropriate safety signage posted. The area inside is designated as restricted and unauthorized personnel are not permitted.

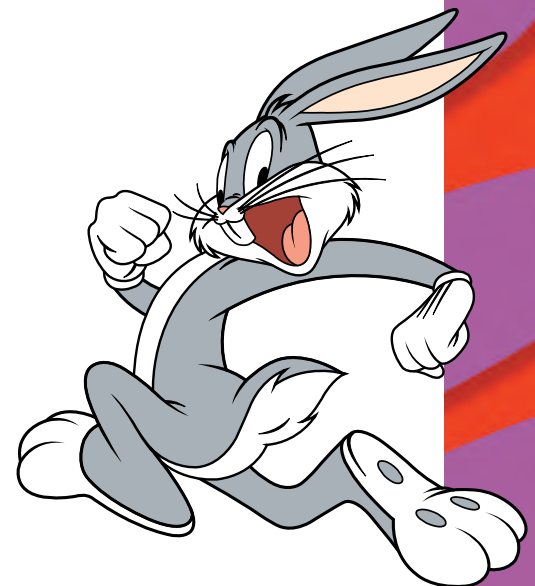
RIDE RESTRICTED AREA- Area inside the ride perimeter which includes all areas under, adjacent and surrounding all components of a ride. The area is designated off limits to personnel without proper authorization (and/or training). This excludes the ride station, lift, entrance, and exit walkways. Unauthorized personnel are not permitted.

DANGER ZONE - Designated area (predetermined clearance envelope surrounding all moving parts of a ride including low points) inside the ride restricted area that is off limits without a permit. This area must be secured by a fence/barrier that at a minimum meets ASTM standards, have gate(s) with lock/keys, and have appropriate safety signage posted. Authorized Team Members must be trained on proper safety protocols including lock out procedures to enter the area. Unauthorized personnel are not permitted.

What areas are deemed restricted at Six Flags?

These areas include but are not limited to:

- Ride Areas and Perimeters
- Rail Road tracks
- Attraction Areas and Perimeters
- Chemical Storage Areas
- Electrical Areas
- Mechanical Rooms
- Deep Water Areas
- Most Areas Encompassed by Fencing or barricades
- Any area marked Restricted Area or other warnings



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CALIFORNIA State Addendum

This state addendum supplements Six Flags Entertainment Corporation's (together with its subsidiaries and affiliates, "Six Flags" or the "Company") Handbook (the "Employee Handbook" or "Handbook"). It is intended to be used in conjunction with the Company's Handbook. Policies included in this state addendum govern the employment relationship of certain employees. In the case where a state policy is more generous than its federal counterpart contained in the Company's Handbook, the more generous policy will govern.

Neither this document nor any other Company document confers any contractual right; either express or implied, to remain in the Company's employ. Nor does it guarantee any fixed terms and conditions of your employment. Your employment is not for any specific time and may be terminated at will, with or without cause and without prior notice by the Company, or you may resign for any reason at any time.

The Company reserves the right to revise, supplement, or rescind any policies or portion of the Handbook and/or Addendums as it deems appropriate, in its sole and absolute discretion, except to the extent that provisions in the Handbook are mandated by law or regulation. The Company will make its best efforts to inform you of any changes as they occur. Changes will be effective on the dates determined by the Company, and after those dates all superseded policies will be void.

ADULT LITERACY LEAVE

Employees may take unpaid time off from work if they have revealed a problem of illiteracy and request assistance in enrolling in an adult literacy education program. Leave may be denied if it imposes an undue hardship on the Company.

The Company may also provide other reasonable accommodations to assist any employee who reveals a problem of illiteracy and requests assistance in enrolling in an adult literacy education program, including, but not limited to, providing the employee with the locations of local literacy education programs or arranging for a literacy education provider to visit the jobsite.

The Company will make reasonable efforts to safeguard the privacy of the employee as to the fact that he or she has a problem with illiteracy. Also, an employee who reveals a problem of illiteracy and who satisfactorily performs his or her work shall not be subject to termination of employment because of the disclosure of illiteracy.

CALIFORNIA FAMILY & MEDICAL LEAVE

Employees may be entitled to a leave of absence under the Family and Medical Leave Act ("FMLA") and/or the California Family Rights Act ("CFRA"). This policy provides employees with information concerning CFRA entitlements and obligations employees may have during such leaves. Whenever permitted by law, the Company will run FMLA leave concurrently with CFRA and any other leave provided under state or local law. If employees have any questions concerning FMLA/CFRA leave, they should contact Human Resources.

Eligibility

To be eligible for CFRA leave, employees must have worked for the Company for at least twelve (12) months and have worked at least 1,250 hours in the twelve (12) month period before the date leave begins.

Leave Entitlement

This leave may be up to twelve (12) workweeks in a twelve (12) month period, which uses a "rolling" method that is measured backward from the date you use any CFRA leave for any of the following reasons:

- The birth, adoption, or foster care placement of your child.
- To care for your own serious health condition.
- To care for the serious health condition of your child, spouse, registered domestic partner, parent, including parent-in-law, grandparent, grandchild, sibling, or designated person.
- A qualifying exigency related to the covered active duty or call to covered active duty of an employee's spouse, registered domestic partner, child, parent, including parent-in-law, in the US Armed Forces, as specified in Section 3302.2 of the California Unemployment Insurance Code.

If both parents are employed by the Company and are eligible for CFRA leave due to the birth, adoption or foster care placement of their child, each parent is entitled to take up to twelve (12) workweeks in the one (1) year period after the child's birth, adoption, or foster care placement.

For purposes of this policy, a "designated person" means any person related by blood or whose association is the equivalent of a family relationship. Employees are

limited to one (1) designated person per twelve (12) month period for family care and medical leave.

Substitution of Paid Leave

While the law provides only unpaid leave, employees may choose to substitute accrued and unused leave while taking CFRA leave under certain circumstances.

Pregnancy Disability Leave

Even if you are not eligible for CFRA leave, if you are disabled by pregnancy, childbirth, or a related medical condition, you are entitled to take pregnancy disability leave of up to four (4) months (the working days you normally would work in one-third of a year or 17-1/3 weeks) depending on your period(s) of actual disability. Please refer to the Company's separate California Pregnancy Disability Leave Policy below for more details.

Right to Reinstatement

If you are CFRA-eligible, you have certain rights to take both pregnancy disability leave and CFRA leave for reason of the birth of your child. Both leaves contain a guarantee of reinstatement – for pregnancy disability it is to the same position, and for CFRA it is to the same or a comparable position – at the end of the leave, subject to any defense allowed under the law.

Notice of Leave

You must provide at least thirty (30) days' advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment for yourself or of a family member). For events that are unforeseeable, you must notify your employer, at least verbally, as soon as you learn of the need for the leave. When possible, your notice must include the estimated time and duration of the reasonable accommodation, transfer, or leave required.

Failure to comply with these notice requirements is grounds for, and may result in, deferral of the requested leave until you comply with this notice policy.

Certification of Need for Leave

Medical certification from your health care provider is required if you are requesting leave for either your serious health condition or reasonable accommodation, transfer, or leave for your pregnancy disability.

If you are requesting leave to care for the serious health condition of your covered family member, medical certification from their health care provider may be required. The Company also reserves the right to require certification in connection with military exigency leave.

Intermittent Leave and Reduced Work Schedule

When medically necessary, leave may be taken intermittently or on a reduced work schedule. If you are taking a leave for the birth, adoption, or foster care placement of a child, the basic minimum duration of the leave is two (2) weeks, and you must conclude the leave within one (1) year of the birth or placement for adoption or foster care.

Medical and Other Benefits

During approved CFRA, your health insurance benefits are maintained as if you continued to be actively employed. Employees approved for CFRA leave will be informed in writing of the terms and conditions under which health insurance and other benefits will be continued during their leave.

Return-to-Work Release

Employees on leave for their own serious health condition or returning from pregnancy disability leave will be required to obtain a release to return to work from their healthcare provider that the employee is able to resume work. This is a requirement of all employees returning from other types of medical leave. Otherwise, the employee will not be permitted to resume work until it is provided.

Contact Information

For more information regarding this policy, including your eligibility for a leave and/or the impact of leave on your benefits and seniority, please contact Human Resources. If you have been subjected to discrimination, harassment, or retaliation at work, or have been improperly denied pregnancy disability leave or CFRA leave, please contact Human Resources.

You may also contact the Civil Rights Department (“CRD”) to file a complaint at www.calcivilrights.ca.gov/complaintprocess, toll-free at (800) 884-1684, TTY (800) 700-2320. If you have a disability that requires a reasonable accommodation, the CRD can assist you with your complaint or, for individuals who are Deaf or Hard of Hearing or have speech disabilities, through the California Relay Service (711).

CIVIL AIR PATROL LEAVE

Employees who are volunteer members of the California Wing of the Civil Air Patrol may be eligible for up to ten (10) days of unpaid leave per year to respond to an emergency operational mission of the California Civil Air Patrol. Employees must have been employed for at least ninety (90) days immediately preceding the commencement of leave. Such leave is limited to three (3) days for each emergency operational mission, unless the government entity that authorized the mission extends it and the Company approves the additional time off. Upon expiration of the leave, an employee will generally be reinstated to his or her position with equivalent seniority, benefits, pay and other terms and conditions of employment.

Employees requesting time off must notify their direct supervisor as soon as possible after learning the intended dates upon which such leave will begin and end. Approval of any leave request is conditioned upon certification from the proper Civil Air Patrol Authority of the employee's eligibility to take such leave. Failure to provide the required certification will result in denial of leave.

Employees may, but are not required to, elect to substitute any accrued paid time off. Otherwise, Civil Air Patrol Leave is unpaid.

The Company will not discriminate against or discharge an employee because of the employee's membership in the Civil Air Patrol nor will it hinder or prevent an employee from performing service during an emergency operational mission.

CRIME VICTIMS LEAVE

Employees may take unpaid time off from work to attend judicial proceedings related to certain serious crimes. Employees who are victims of certain offenses may also take time off, at the victim's request, to appear in court to be heard at any proceeding, including any delinquency proceeding; any post-arrest release decision, plea, or sentencing; a post-conviction release decision; or any proceeding in which a right of the victim is at issue.

An employee is eligible for time off if there is a covered crime and they are:

- the victim of the crime;
- the crime victim's "immediate family member";

- the crime victim’s registered domestic partner; or
- the child of the crime victim’s registered domestic partner.
- or a family member is the victim of the following crimes: vehicular manslaughter, felony child abuse, assault on a child resulting in death, felony domestic violence, felony elder abuse, felony stalking, solicitation for murder, hit and run causing death or injury, felony DUI resulting in injury, or any serious felony as defined in Penal Code section 1192.7;
- the spouse, child, stepchild, brother, stepbrother, sister, stepsister, mother, stepmother, father, or stepfather of the victim; or
- the registered domestic partner or the child of a registered domestic partner of the victim.

For the purposes of this policy, an “immediate family member” means a spouse, a child or stepchild, a sibling or stepsibling, or a parent or stepparent. A “covered crime” includes vehicular manslaughter, felony child abuse likely to produce great bodily harm or a death, assault on a child under eight (8) years old resulting in death, felony domestic violence, felony physical abuse of an elder or dependent adult, felony stalking, solicitation for murder, a hit-and-run causing death or injury, felony driving under the influence causing injury, a felony theft or felony embezzlement, as well as any other violent felony under California Penal Code section 667.5 and any serious felony under California Penal Code section 1192.7.

Employees must provide the Company with reasonable notice, if feasible. Upon request, the employee may need to provide the Company with documentation certifying the need for leave under this policy.

WITNESS DUTY LEAVE

Employees may take unpaid time off from work to appear in court as a witness to comply with a subpoena or court order. The Company will not discharge, retaliate, or discriminate against employees for taking witness duty leave.

DOMESTIC ABUSE, SEXUAL ASSAULT, AND RELATED CRIMES LEAVE

Employees who are victims of domestic violence, sexual assault, or stalking are eligible for this leave to obtain any relief to help ensure their health, safety, and

welfare and that of their children. Specifically, eligible employees may take unpaid time off from work to:

- seek medical attention for injuries caused by crime or abuse;
- obtain services from a domestic violence shelter, program, rape crisis center, or victim services organization or agency;
- participate in safety planning and take other actions to increase their safety, including temporary or permanent relocation;
- obtain psychological counseling or mental health services; or
- obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or their child.

Employees must provide reasonable notice, if feasible. The Company will not discharge or in any manner discriminate against an employee for taking time off under this section.

Employees cannot take leave under this policy in excess of the amount permitted under the federal Family and Medical Leave Act. Employees may use vacation, personal leave, or compensatory time off that is otherwise available to them for victims of crime or abuse.

The Company will provide reasonable accommodations for a victim of domestic violence, sexual assault, or stalking who requests an accommodation for the safety of the victim while at work. The Company will engage in a timely, good faith, and interactive process with the employee to determine effective reasonable accommodations. In determining whether the accommodation is reasonable, management will consider an exigent circumstance or danger facing the employee. Examples of reasonable accommodations: (1) implementation of safety measures, (2) transfer or reassignment, (3) modified schedule, (4) changed work telephone and/or work station, (5) door locks installed, (6) assistance in documenting domestic violence, sexual assault, or stalking that occurs in the workplace, (7) new office safety procedure, (8) referral to a victim assistance organization.

Employees who feel they were discharged, threatened with discharge, demoted, suspended, or in any manner discriminated or retaliated against in the terms and conditions of employment by the Company because the employee has taken time off for the purposes reflected above may be entitled to reinstatement and reimbursement for lost wages and work benefits caused by the acts of the Company, as well as

appropriate equitable relief, and is allowed to file a complaint with the Division of Labor Standards Enforcement within the Department of Industrial Relations.

EQUAL EMPLOYMENT OPPORTUNITY

In addition to the protected classifications included in our Equal Employment Opportunity policy, the Company also prohibits any form of discrimination or harassment based on religious creed (including religious belief, observance, and practice; and dress and grooming practices), national origin, medical condition (including any cancer-related physical or mental health impairment from a diagnosis, record, or history of cancer; and a genetic characteristic), sex (including pregnancy; breastfeeding; childbirth; and medical conditions related to pregnancy, childbirth, or breast feeding), gender expression (meaning a person's gender-related appearance or behavior, the perception of such appearance or behavior, whether or not stereotypically associated with the person's sex at birth), gender identity (meaning a person's internal understanding of their gender, or the perception of a person's gender identity, which may include male, female, a combination of male and female, neither male or female, a gender different from the person's sex assigned at birth, or transgender), sexual orientation (including heterosexuality, homosexuality, and bisexuality), denial of family or medical care leave, traits historically associated with race (including but not limited to, hair texture and protective hairstyles, such as braids, locks, and twists), genetic information (including information about an individual's genetic tests; family member's genetic tests; family member's diseases or disorders; an individual's or family member's receipt of, or request for, genetic services; and participation by an individual or their family member in clinical research that includes genetic services), and military or veteran status (including past, current, or prospective service in the uniformed services; and civil air patrol status in accordance with state law).

The Company also prohibits and does not tolerate unlawful discrimination against employees and covered persons who are perceived to have any of these characteristics or who associate with a person who has, or is perceived to have, any of these characteristics.

FAMILY MILITARY LEAVE

Employees may be eligible for up to ten (10) days unpaid leave for a “qualified spouse” (which also includes registered domestic partners) of a member of the U.S. Armed Forces, National Guard or Reserves who has been deployed to a combat area during a period of military conflict while their spouse is on leave from deployment.

The "qualified spouse" must work at least an average of twenty (20) hours per week. Where an employee is also eligible for military family member exigency leave, leave under this policy shall also count toward an employee’s FMLA leave entitlement where the time off meets the definitions of a FMLA military exigency leave.

Employees must request leave within two (2) business days of receiving official notice of the spouse or registered domestic partner’s leave from deployment. Written documentation must be submitted to the Company certifying that requested time off is during the spouse’s or registered domestic partner's leave from deployment.

Employees may, but are not required to, elect to substitute any accrued paid time off.

CALIFORNIA MILITARY LEAVE

In addition to the Military Leave policy in the Employee Handbook, employees in California may also be eligible to take leave to engage in drills, training, encampment, naval cruises, special exercises, or similar activities if they are a member of the reserve corps of the US Armed Forces, the National Guard, or the Naval Militia, or the California State Guard.

Members of the reserve corps of the United States Armed Forces or of the National Guard or the Naval Militia are eligible to take up to seventeen (17) days of temporary, unpaid leave per year. Members of the California State Guard are eligible to take up to fifteen (15) days of temporary, unpaid leave per year.

Also, for employees in California, if an employee is a member of the National Guard of any state and is called to active duty by the Governor of the state where he/she serve in the National Guard or by the President of the U.S., the Company will consider the employee's eligibility for reinstatement and have any absence from work considered leave if the employee:

- Receives a certificate of satisfactory service or equivalent certificate from the National Guard of any state;

- Is still qualified to perform the duties of the employee's former position; and
- Submits an application for reemployment to the Human Resources within either forty (40) days after release from service if the employee was a full-time employee, or five (5) days after release from service if the employee was a part-time employee,

If the employee was in a full-time, non-temporary position, the Company will reinstate the former employee to either their former position or to a position of similar seniority, status, and pay without loss of retirement or other benefits, unless the Company's circumstances have so changed as to make it impossible or unreasonable to do so. If the employee was in a part-time, non-temporary position, the Company will reinstate the former employee to their former position, or to a position of similar seniority, status, and pay, if any exists.

HARASSMENT, DISCRIMINATION AND RETALIATION PREVENTION

It is the Company's policy to prohibit intentional and unintentional harassment and discrimination of any individual by another person on the basis of any protected classification under applicable federal, state, or local law, including, but not limited to actual or perceived race, color, caste, national origin, citizenship, ancestry, sex (which includes pregnancy, childbirth, breastfeeding and related medical conditions), gender, gender identity or gender expression, religion, religious creed (including religious dress and grooming practice), physical or mental disability (including HIV and AIDS), medical condition (including genetic characteristics, cancer, or record/history of cancer), genetic information, age (40 and above), marital status, sexual orientation, military or veteran status, political affiliation, domestic violence victim status, protected medical leaves (including requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act; and denial of family and medical care leave), and any other characteristic protected by state or federal anti-discrimination law covering employment. The categories are defined according to California Government Code section 12920. Discrimination includes unequal treatment based upon the employee's or applicant's association with a member of these protected classes.

Discrimination may include but is not necessarily limited to: hostile or demeaning behavior towards applicants or employees because of their protected characteristic; allowing the applicant's or employee's protected characteristic to be a factor in

hiring, promotion, compensation or other employment related decisions unless otherwise permitted by applicable law, and providing unwarranted assistance or withholding work-related assistance, cooperation, and/or information to applicants or employees because of their protected characteristic.

Note that there is a wide range of what could be considered inappropriate behavior under this policy even though such behavior may not be considered illegal. For this reason, a violation of this policy may lead to disciplinary action whether or not it violates the law.

Harassment

Harassment as defined in this policy is unwelcome, disrespectful, or unprofessional conduct creating an intimidating, offensive, or hostile work environment that interferes with work performance, including disrespectful or unprofessional conduct based on any of the protected characteristics listed above. Harassment can be verbal (including slurs, jokes, insults, epithets, gestures or teasing), visual/graphic (including offensive posters, symbols, cartoons, drawings, computer displays, or e-mails) or physical conduct (including physically threatening another, blocking someone's way, or making physical contact in an unwelcome manner) that denigrates or shows hostility or aversion towards an individual because of any protected characteristic.

Sexual Harassment

It is the Company's policy to prohibit harassment of any employee by any supervisor, employee, customer, vendor, or other third party on the basis of sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression or sexual orientation. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include all of the actions described above, as well as other unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which

is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

Sexually harassing conduct need not be of a sexual nature or be motivated by sexual desire. It may include situations that began as reciprocal relationships, but that later cease to be reciprocal.

All such conduct is unacceptable in the workplace and in any work-related settings such as business trips and business-related social functions, regardless of whether the conduct is engaged in by a supervisor, co-worker, client, customer, vendor, or other third party.

Sexual harassment is generally categorized into two types:

- Quid Pro Quo Sexual Harassment (“this for that”)
 - Submission to sexual conduct (or other harassing conduct) is made explicitly or implicitly a term or condition of an individual's employment.
 - Submission to or rejection of the conduct by an employee is used as the basis for employment decisions affecting the employee.
- Hostile Work Environment Sexual Harassment: Unwelcome conduct on the basis of sex, gender, gender identity, gender expression, or sexual orientation by any person in the workplace that unreasonably interferes with an employee's work performance and/or creates an intimidating, hostile or otherwise offensive working environment. When unwelcome, examples include:
 - Sexual advances, flirtation, teasing, sexually suggestive or obscene letters, invitations, notes, emails, voicemails or gifts.
 - Sex, gender or sexual orientation-related comments, slurs, jokes, remarks, or epithets.
 - Leering, obscene, or vulgar gestures or making sexual gestures.
 - Displaying or distributing sexually suggestive or derogatory objects, pictures, cartoons, or posters.
 - Impeding or blocking movement, touching, or assaulting others.
 - Reprisals or threats after a negative response to sexual advances.
 - Conduct or comments consistently targeted at one gender, even if the content is not sexual.

Retaliation

As used in this policy retaliation is defined as any adverse employment action taken against an applicant or employee because that person engaged in activity protected under this policy or reasonably thought to be protected under this policy. Protected activities may include, but are not limited to, reporting or assisting in reporting suspected violations of this policy and/or cooperating in investigations or proceedings arising out of a violation of this policy.

Adverse employment action is conduct or an action that materially affects the terms and conditions of the applicant's or employee's employment status or is reasonably likely to deter the person from engaging in protected activity. Even actions that do not result in a direct loss of compensation or in termination may be regarded as an adverse employment action when considered in the totality of the circumstances.

Examples of retaliation under this policy include, but are not limited to, demotion; suspension; reduction in pay; denial of a merit salary increase; failure to hire or consider for hire; refusing to promote or consider for promotion because of reporting a violation of this policy; harassing another employee for filing a complaint; denying employment opportunities because of making a complaint or for cooperating in an investigation; changing someone's work assignments for identifying harassment or other forms of discrimination in the workplace; treating people differently such as denying an accommodation; or not talking to an employee when otherwise required by job duties; or excluding the employee from job-related activities because of engagement in activities protected under this policy.

If an employee believes someone has violated this no-retaliation policy, the employee should bring the matter to the immediate attention of their supervisor/manager or Human Resources. Anyone, regardless of position or title, whom the Company determines has engaged in conduct that violates this policy against retaliation will be subject to discipline, up to and including termination.

Complaint Procedure

The following steps have been put into place to ensure the work environment at the Company is respectful, professional, and free from discrimination, retaliation and harassment, including sexual harassment. If you feel that you have been subjected to conduct which violates this policy, you should immediately report the matter to your manager/supervisor or to Human Resources.

Reporting:

You are not required to report a complaint directly to your immediate supervisor. You may direct your communication either orally or in writing to one or any of the following

- another supervisor/manager
- Human Resources
- Ethics and Compliance Hotline

Every supervisor who learns of any employee's concern about conduct in violation of this policy, whether in a formal complaint or informally, must immediately report the issues to Human Resources, so that an investigation can be made and corrective action taken, if appropriate.

Investigation:

Upon receiving a complaint, qualified personnel at the Company will conduct a prompt, fair, impartial and thorough investigation into any claim of a violation of this policy that provides all parties with appropriate due process.

The Company will maintain appropriate documentation and tracking to ensure reasonable progress is made.

All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed. The Company has a compelling interest in protecting integrity of its investigations. The Company may decide in some circumstances that in order to achieve these objectives, we must maintain the investigation and our role in it in strict confidence.

All employees must cooperate with all investigations conducted pursuant to this policy.

The Company shall timely complete each investigation and determine whether this policy has been violated based upon its reasonable evaluation of the information and credibility of witnesses gathered during its investigation.

Corrective Action:

Upon completion of the investigation, the Company will take corrective measures against any person who has engaged in conduct in violation of this policy, if the Company determines such measures are necessary. These measures may include, but are not limited to, counseling, suspension, or immediate termination.

The Company cannot remedy claimed violations of this policy unless you bring these claims to the attention of management. Failure to report claims of harassment, discrimination and/or retaliation prevents us from taking steps to remedy the problem.

Employees who make complaints in bad faith may be subject to disciplinary action, up to and including discharge.

Complaints Outside of the Company

Employees and applicants may also file formal complaints of discrimination, harassment, or retaliation with the agencies listed below.

CALIFORNIA CIVIL RIGHTS DEPARTMENT

2218 Kausen Drive, Suite 100

Elk Grove, CA 95758

(800) 884-1684 (voice), (800) 700-2320 (TTY) or California's Relay Service at 711

contact.center@calcivilrights.ca.gov

www.calcivilrights.ca.gov

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

450 Golden Gate Avenue 5 West,

P.O. Box 36025

San Francisco, CA 94102

1 (800)669-4000

1 (800) 669-6820 (TTY)

1 (844) 234-5122 (ASL Video Phone)

www.eeoc.gov/employees

STATE PERSONNEL BOARD APPEALS DIVISION

801 Capitol Mall

Sacramento, CA 95814

(916) 653-0799 or TDD Line (916) 653-1498 (TDD)

www.spb.ca.gov

Individuals who wish to pursue filing with these agencies should contact them directly to obtain further information about their processes and time limits.

MEAL PERIOD, REST BREAK, & RECOVERY PERIOD

The Company is committed to strict compliance with all legal requirements regarding meal periods, rest breaks, and recovery periods. No employee, supervisor, or manager may violate these rules. Failure to comply may result in disciplinary action, up to and including, immediate termination.

Employees who work more than five (5) hours in a day will be relieved of all duty and provided with an uninterrupted meal period of no less than thirty (30) consecutive minutes. In most departments, the meal period is at least forty-five (45) consecutive uninterrupted minutes. Employees are to begin the meal period no later than the end of the fifth hour of work, regardless of the shift start time. Employees who work no more than six (6) hours in a day may voluntarily agree to waive their meal period if the Director of Administration agrees to allow such a waiver.

Employees who work more than ten (10) hours in a day are relieved of all duty and provided with a second uninterrupted meal period of no less than thirty (30) consecutive minutes. In most departments, the second meal period is at least forty-five (45) consecutive uninterrupted minutes. This second meal period must begin no later than the end of the tenth hour of work. Employees who work more than ten (10) hours but no more than twelve (12) hours in a day may voluntarily agree to waive their second meal period, so long as they have not waived their first meal period and if the Director of Administration agrees to allow such a waiver.

Employees are authorized and permitted to take a paid fifteen (15) minute rest break every four (4) hours worked or major fraction of four (4) hours worked, during which employees are relieved of all duty. The only exception applies if an employee's total daily work time is less than three and one-half (3.5) hours, in which case no rest break need be authorized or permitted. Employees who work more than six (6) and up to ten (10) hours in a day are permitted to take two paid fifteen (15) minute breaks. Employees who work more than ten (10) hours and up to fourteen (14) hours in a day are permitted to take three (3) paid fifteen (15) minute rest breaks and so on. Rest breaks shall be permitted in the middle of each four (4)-hour work period insofar as that is practicable. Rest breaks may not be

combined with each other or added to an employee's meal period, nor can they be used to leave work early.

During meal periods and rest breaks, employees are completely relieved of all duty, are not subject to employer control, and are free to leave the premises.

Employees must accurately record the beginning and end of each meal period and rest break in the time-keeping system. It is essential that working time is accurately recorded so that employees can be fully and properly paid all wages they are owed. Meal periods are unpaid and do not count as time worked. Rest breaks are paid and do count as time worked. Falsification of time records in any way, either by including time that was not worked or omitting time that was worked, is entirely improper and could lead to disciplinary action, up to and including termination. Off the clock work is never allowed.

Employees who work outdoors or in any location where environmental risk factors for heat illness are present, are allowed and encouraged to take recovery or "cooldown" periods to prevent heat illness. Recovery periods should be taken in a shaded or air-conditioned area in increments of at least five (5) minutes any time an employee feels the need to do so to protect himself/herself from overheating. In the event of temperatures over 95 degrees, employees may need to take additional recovery periods and other measures pursuant to the Company's heat illness prevention policy.

Recovery periods are counted and paid as time worked. Accordingly, employees are not required to record the start and end times of their recovery periods.

If an employee is not provided with a meal period, authorized and permitted to take a rest break, or allowed a recovery period in accordance with this Meal Period, Rest Break & Recovery Period Policy, it should be reported on a Time Entry Correction/ Meal Period, Rest Break or Recovery Period Correction Form and submitted to the Employee Services Office immediately (i.e., the same day). Employees who report that they were not provided with a meal period, authorized and permitted to take a rest break, or allowed to take a recovery period in accordance with this policy will receive a premium in accordance with applicable law. Falsification of a Time Entry Correction/ Meal Period, Rest Break or Recovery Period Correction Form is a violation of Company policy, and may subject employees to disciplinary action, up to and including termination.

It is against company policy to discourage or prohibit an employee from reporting a meal period, or rest break, or recovery period that was not provided, permitted, or allowed in accordance with this policy. Employees will not be retaliated against in any way for reporting meal periods, rest breaks or recovery periods that have not been provided, permitted, or allowed to them, or for reporting off the clock work.

ORGAN DONOR AND BONE MARROW LEAVE

Within a twelve (12) month rolling period, employees may be eligible for paid leave up to thirty (30) days and unpaid leave for an additional thirty (30) days for organ donations, and up to five (5) days of paid leave for donating bone marrow. Employees are eligible after completing ninety (90) days of employment.

Employees are required to use up to five (5) days of earned but unused sick or vacation leave for bone marrow donation and two (2) weeks of earned but unused sick or vacation for organ donation if available.

Time off for organ and bone marrow donations does not run concurrently with any FMLA or CFRA leave entitlements. Upon conclusion of the leave, the employee will be reinstated to his or her original position, or to a position with equivalent seniority status, employee benefits, pay, and other terms and conditions of employment.

When requesting time off, employees must submit written verification to his or her employer that the employee is an organ or bone marrow donor and that there is a medical necessity for the donation of the organ or bone marrow.

The Company will not interfere with, restrain, or deny an employee's exercise of or attempt to take leave under this policy. The Company will also not discharge or otherwise discriminate against an employee who takes leave or opposes an unlawful practice relating to this policy.

OVERTIME PAY

In order to provide the best possible service to our customers and maintain an efficient operation, it may be necessary for employees to work overtime. Eligible employees will receive overtime pay in accordance with federal law, applicable state laws and collective bargaining agreements where and when applicable.

California non-exempt employees will be paid one and one-half (1½) times regular rate of pay for all hours worked in excess of eight (8) hours in one (1) day or forty (40) hours in one (1) week, or for the first eight (8) hours on the seventh consecutive day in the same workweek. Double-time will be paid for hours worked in excess of twelve (12) in any workday or in excess of eight (8) on the seventh day of the workweek. Employees must have prior approval from their supervisor/manager to work any overtime.

The Company expects employees to be willing and able to work overtime upon request. The Company will attempt to provide employees with reasonable notice when the need for overtime work arises. Advance notice may not always be possible.

PAID FAMILY LEAVE PROGRAM

An employee may be eligible to receive up to eight (8) weeks of partial wage replacement through the California Paid Family Leave (“PFL”) program, which is administered by the Employment Development Department (“EDD”) if he/she takes off work to:

- care for a seriously ill child, spouse, parent, grandparent, grandchild, sibling, parent-in-law, or registered domestic partner;
- take part in a qualifying event resulting from a spouse, registered domestic partner, parent, or child’s military deployment to a foreign country, including arranging childcare or making financial arrangements; or
- bond with a new child entering the family by birth, adoption, or foster care placement (which must be taken within twelve (12) months of the child entering the family),.

The PFL defines “seriously ill” as an illness, injury, impairment, or physical or mental condition that requires at-home care or in-patient care in a hospital, hospice, or residential medical care facility; or continuing treatment by a licensed health professional.

These benefits solely are financed through employee contributions to the PFL program. That program is solely responsible for determining if an employee is eligible for such benefits. There is no waiting period. Payment begins the first day of leave. Benefits under the PFL program can either be taken all at one or split over a twelve (12) month period.

PFL generally provides 60% to 70% of an employee's past salary. An employee's weekly benefit amount is based on the highest amount of wages paid to the employee during their disability base period but shall not be less than \$50. Employees may use accrued, but unused vacation and sick leave to supplement their PFL benefits to receive 100% of their pay.

If you need to take time off work for one of the reasons listed above, please inform Human Resources, and you will be given information about the EDD's PFL program and how to apply for benefits. Employees also may contact their local Employment Development Department Office for further information. You should maintain regular contact with Human Resources during the time you are off work so we may monitor your return-to-work status. In addition, you should contact Human Resources when you are ready to return to work so we may determine what positions, if any, are open to you.

Please note, employees taking time off work under the PFL program are not guaranteed job reinstatement unless they qualify for such reinstatement under federal or state family and medical leave laws. Any time off for PFL purposes will run concurrently with other leaves of absence such as FMLA, if applicable.

CALIFORNIA- PAID SICK LEAVE

For employees who work in California who are eligible for sick time under the Sick Pay policy in the Handbook and/or any other applicable sick time/leave law or ordinance, this policy applies solely to the extent it provides greater benefits/rights on any specific issue or issues than the Sick Pay policy in the Handbook and/or any other applicable sick time/leave law or ordinance.

Pursuant to the Healthy Workplaces, Healthy Families Act, employees that work thirty (30) or more days in California within a year are eligible for paid sick leave. Employees include full or part time, seasonal, and temporary.

Accrual

Employees begin accruing paid sick leave at the start of employment. Paid sick leave will accumulate at the rate of one (1) hour for every thirty (30) hours worked, up to a total maximum accrual of ten (10) days or eighty (80) hours, however employees may not use more than forty (40) hours of accrued sick time in any calendar year.

Accrued paid sick leave carries over from year to year but is subject to the accrual cap of forty-eight (48) hours.

For purposes of this policy, the calendar year is the 12 consecutive month period beginning January 1st and ending on December 31st.

Usage

Employees may begin using accrued time after ninety (90) calendar days of employment.

Sick time may be used in minimum increments of two (2) hours.

An employee may not use more than 40 hours of accrued sick time in any calendar year.

Employees may use accrued sick time for absences due to:

- Diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee, an employee's family member, or an employee's designated person.
- For an employee who is a victim of domestic violence, sexual assault, or stalking:
 - To obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim or his or her child.
 - To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking.
 - To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking.
 - To obtain psychological counseling or mental health services related to an experience of domestic violence, sexual assault, or stalking.
 - To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.

For purposes of this policy, "family member" means a child, spouse, registered domestic partner, parent, grandparent, grandchild, sibling, and for any individual related by blood or affinity whose close association with the employee is the

equivalent of a family relationship. A "designated person" means a person identified by the employee at the time the employee requests paid sick days. The Company limits employee to one designated person per 12-month period for paid sick days. A "child" includes a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in place of a parent (in loco parentis). A "parent" includes a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in place of a parent (in loco parentis) when the employee was a minor child.

Notice and Documentation

Notice may be given orally or in writing by the employee. If the need for paid sick leave is foreseeable, an employee must provide reasonable advance notification. If the need is unforeseeable, an employee must provide notice of the need for the leave as soon as practicable.

Payment

Sick time will be paid at the same rate as the employee earns from their employment at the time the employee uses such time, but no less than the applicable minimum wage. Paid sick time is not considered hours worked for computing overtime. Employees will be paid for sick leave not later than the payday for the next regular payroll period after the sick leave is taken.

Unused sick time will not be paid out to employees at separation. If an employee is rehired within one (1) year of the date of termination, any paid sick leave that was forfeited upon termination will be reinstated and available for the employee to use.

Enforcement & Retaliation

Employees have the right to request and use sick time and may file a complaint for alleged violations of this policy with the Department of Labor. The Company prohibits retaliation or the threat of retaliation against an employee for exercising or attempting to exercise any right provided in this policy, or interference with any investigation, proceeding or hearing related to or arising out of employee's rights pursuant to this policy and applicable law.

EQUAL PAY ACT

In Compliance with the California Equal Pay Act, the Company will not pay wages to any employee at a rate less than the Company pays employees of the opposite sex for work that is substantially equivalent requiring comparable skills and experience. Employees who believe they are not receiving equal pay in accordance with this policy should contact their supervisor or Human Resources immediately.

Additionally, the Company will not discharge, or in any manner discriminate or retaliate against, any employee who discloses their own wages, discusses the wages of others, inquiries about another employee's wages, or aids or encourages any other employee to do the same. Employees are not obligated to disclose wages.

This policy covers applicants and employees equally. There is no exception for employees whose essential job functions give them access to information. Employees will not be retaliated for inquiring or discussing equal pay issues.

PREGNANCY DISABILITY LEAVE

Employees may be eligible for unpaid pregnancy disability leave. If you are CFRA-eligible, you have certain rights to take BOTH a pregnancy disability leave and a CFRA leave for reason of the birth of your child.

The pregnancy disability leave is for any period(s) of actual disability caused by your pregnancy, childbirth, or related medical condition up to four (4) months, or the working days in one-third of a year, or 17 1/3 weeks, depending on your period(s) of actual disability. Leave does not need to be taken in one continuous period of time but can be taken on an as-needed basis.

A pregnant employee is disabled if the employee:

- Is unable, because of pregnancy, to perform any one of the essential functions of their job.
- Suffers from severe morning sickness.
- Must take time off from work for reasons, including but not limited to prenatal care, postnatal care, gestational diabetes, pregnancy-induced hypertension, preeclampsia, severe morning sickness, doctor-ordered bed rest, childbirth, postpartum depression, loss or end of pregnancy and recovery from childbirth.

Eligible employees may also be entitled to a job transfer, a reduced-work schedule, and/or other reasonable accommodations.

Employees must give reasonable notice of the start and duration of their leave. Employees are also required to obtain a certification from his/her health care provider. The certification should include: (1) the date on which the employee became disabled due to pregnancy or the date of the medical advisability of a transfer; (2) the probable duration of the period(s) of disability or the period(s) for the advisability of a transfer; and, (3) a statement that, due to the disability, the employee is either unable to work at all or to perform any one or more of the essential functions of his/her position without undue risk to himself/herself or to other persons, or a statement that, due to his/her pregnancy, a transfer to a less strenuous or hazardous position or duties is medically advisable.

As a condition of returning to work, the Company further requires employees to obtain a release to return to work from their health care provider stating they are able to resume their original job duties.

As with FMLA leave, any accrued paid time must be taken concurrently with the leave of absence. Any leave provided under this policy shall run concurrently with FMLA leave.

REHABILITATION LEAVE

The Company will reasonably accommodate any employee who wishes to voluntarily enter and participate in an alcohol or drug rehabilitation program. This accommodation may include an adjusted work schedule or time off without pay, provided the accommodation does not impose an undue hardship on the Company. You may use any accrued sick or vacation benefits while on leave under this policy. However, additional benefits will not be earned during the unpaid portion of the leave of absence. A leave of absence under this policy will be subject to the same provisions and rules as apply to medical leaves of absence. The Company will attempt to safeguard the privacy of an employee's participation in a rehabilitation program.

SCHOOL-RELATED ACTIVITIES LEAVE

Employees who are the parent, guardian, or custodial grandparent of a child in kindergarten, grade school, or licensed day care may take up to forty (40) hours per year to:

- Find, enroll, or reenroll their child in a school or with a licensed childcare provider if reasonable notice is provided.
- Participate in activities of the school or licensed childcare provider of their child if reasonable notice is provided.
- Address a childcare provider or school emergency if notice is provided.
- Appear at their child's school after their child has been suspended.

Eligible employees are limited to a maximum of eight (8) hours in one (1) calendar month to find, enroll, or reenroll a child in a school or with a licensed childcare provider or participate in school activities. This limit does not apply to addressing a childcare provider or school emergency or appearing at their child's school after their child has been suspended.

Employees must provide reasonable advance notice to the Company before taking any time off under this policy if leave is foreseeable. If two parents work for the Company, the first parent to give the Company notice will receive leave. The second parent must have a request for leave approved.

The employee must use accrued paid time off, if available, during the absence or may use time off without pay if made available by the employer.

The Company will not demote, suspend, threaten to terminate, terminate, or discriminate against an employee who is the parent or guardian of a student and takes time off, with reasonable notice, to take leave under this policy or appear at school because the student was suspended.

ANIMAL SAFETY

A unique aspect of some of our parks are the animals that live there. They may look cute and cuddly, but they are wild animals and Team Members need to take precautions when interacting with them.

- Never enter or throw things into animal enclosures.
- Stop when you see an animal approach.
- Close all gates and chains behind you.
- Pick up all trash – it can become a safety hazard to our animals.
- Do not throw any toys into the animal areas – even if they were there before.
- Don't touch animals without authorization.

- Always follow directions of Animal Care Specialists.

Animal enclosures are considered to be restricted areas.

The area is designated off limits to personnel without proper authorization (and/or training). **Unauthorized personnel are not permitted.**

WILDFIRE SAFETY

Health Effects of Wildfire Smoke

Although there are many hazardous chemicals in wildfire smoke, the main harmful pollutant for people who are not very close to the fire is "particulate matter," the tiny particles suspended in the air.

Particulate matter can irritate the lungs and cause persistent coughing, phlegm, wheezing, or difficulty breathing. Particulate matter can also cause more serious problems, such as reduced lung function, bronchitis, worsening of asthma, heart failure, and early death.

People over 65 and people who already have heart and lung problems are the most likely to suffer from serious health effects.

The smallest—and usually the most harmful—particulate matter is called PM2.5 because it has a diameter of 2.5 micrometers or smaller.

Right to Obtain Medical Treatment

As with all injuries and illnesses, all employees who show signs of injury or illness due to wildfire smoke exposure shall report to First Aid. All employees will receive medical treatment without fear of reprisal for seeking such treatment. In the event of serious injury or illness caused by wildfire smoke exposure, please contact First Aid.

How to Check Air Quality Index for PM2.5

Various government agencies monitor the air at locations throughout California and report the current AQI for those places. The AQI is a measurement of how polluted the air is. An AQI over 100 is unhealthy for sensitive people and an AQI over 150 is unhealthy for everyone.

Although there are AQIs for several pollutants, Title 8, section 5141.1 about wildfire smoke only uses the AQI for PM2.5.

Anytime the AQI for PM2.5 is expected to exceed 150, the safety department will notify department duty managers during daily park communication meetings. This information will then be passed along by the department to its employees. Additional notifications will be send via mass text and park-wide email.

Employees may also check the Air Quality Index from any park computer at www.AirNow.gov or <https://tools.airfire.org/> or the local air district, which can be located at www.arb.ca.gov/capcoa/dismap.htm. Employees who do not have access to the Internet can contact their supervisor for the current AQI. Employees may also sign up for daily and forecasted AQIs by text or email for particular cities or zip codes at www.enviroflash.info.

Title 8, Section 5141.1 – Wildfire Smoke

If employees may be exposed to wildfire smoke, Six Flags will find out the current AQI applicable to the worksite. If the current AQI for PM2.5 is 151 or more, Six Flags will:

- Check the current AQI before and periodically during each shift.
- Provide training to employees.
- Lower employee exposures.
- Provide respirators and encourage their use.

Six Flag's Two-Way Communication

Supervisors will alert employees when the air quality is harmful and what protective measures are available to employees. Six Flags encourages employees to inform their supervisor if they notice the air quality is getting worse, or if they are suffering from any symptoms due to the air quality, without fear of reprisal.

During periods where PM2.5 is 151 or more, employees will receive communication via mass text message and park-wide email. They will also be informed during daily safety meetings. Any concerns with air quality may be reported to their direct supervisor or the Safety Department. Any employee who is experiencing any symptoms due to the air quality will report to the First Aid Station or contact First Aid without fear of reprisal.

Protecting Employees from Wildfire Smoke

When PM2.5 is 151 or more the following procedures will take place whenever possible:

1. Applicable work will be moved indoors to enclosed structures or vehicles where the air is filtered.
2. Work time in areas with unfiltered air may be reduced or eliminated.
3. Rest time and frequency may be increased, and employees will be encouraged to take breaks in break areas with filtered air.
4. The physical intensity of work may be lowered to help lower the breathing and heart rates.
5. All employees exposed to wildfire smoke will have respirators available to them upon request and will be encouraged to use them.

Using a Respirator When Exposed to Wildfire Smoke

Respirators can be an effective way to protect employee health by reducing exposure to wildfire smoke when they are properly selected and worn. Respirator use can be beneficial even when the AQI for PM2.5 is less than 151, to provide additional protection.

When the current AQI for PM2.5 is 151 or greater, employees will be provided with proper respirators for voluntary use. If the current AQI is greater than 500, respirator use will be required. A respirator should be used properly and kept clean.

The following precautions shall be taken:

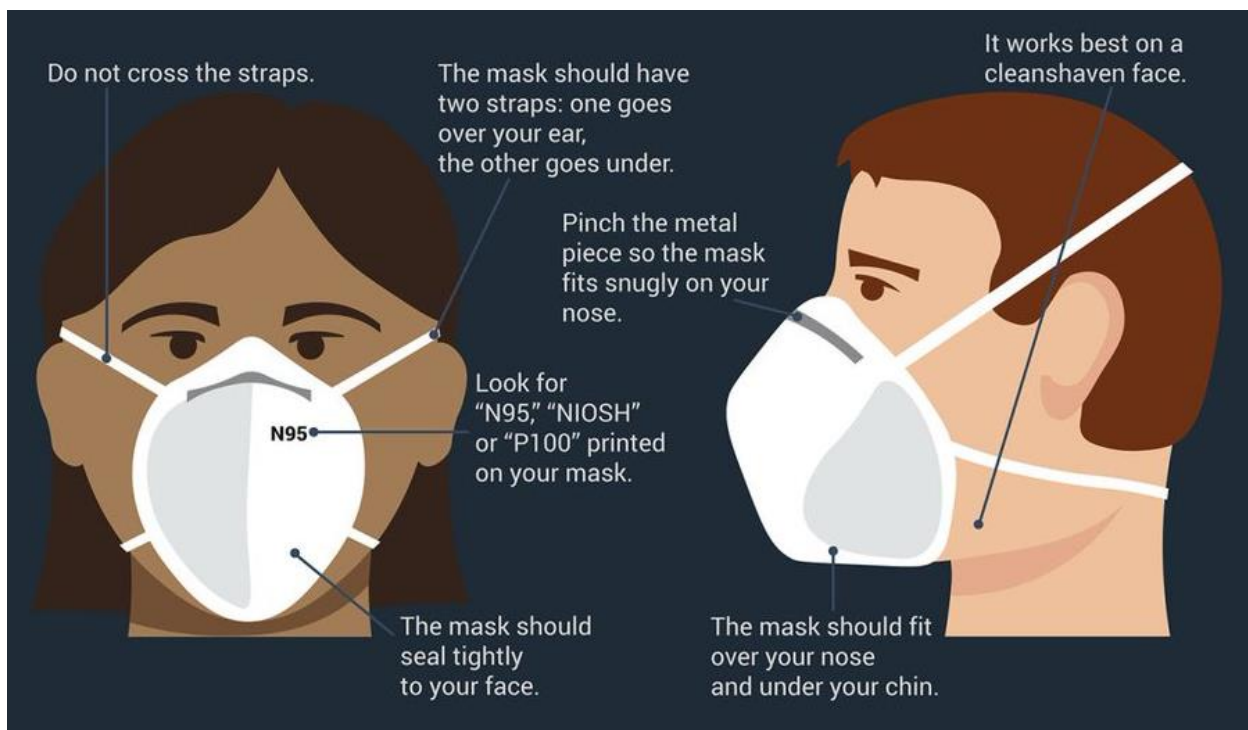
- Six Flags keeps an excess stock of respirators certified for protection against the specific air contaminants at the workplace. NIOSH, the National Institute for Occupational Safety and Health of the U.S. Center for Disease Control and Prevention certifies respirators. A label or statement of certification should appear on the respirator or respirator packaging. It will list what the respirator is designed for (particulates, for example).
- Surgical masks or items worn over the nose and mouth such as scarves, T-shirts, and bandannas will not provide protection against wildfire smoke. An N95 filtering facepiece respirator, shown in the image below, is the minimum level of protection for wildfire smoke.
- Read and follow the manufacturer's instructions on the respirator's use, maintenance, cleaning and care, along with any warnings regarding the respirator's limitations. The manufacturer's instructions for medical evaluations, fit testing, and shaving should also be followed, although doing so is not required by Title 8, section 5141.1 for voluntary use of filtering facepiece respirators.

- Do not wear respirators in areas where the air contains contaminants for which the respirator is not designed. A respirator designed to filter particles will not protect employees against gases or vapors, and it will not supply oxygen.
- Employees should keep track of their respirator so that they do not mistakenly use someone else's respirator.
- Employees who have a heart or lung problem should ask their doctor before using a respirator.

How to Properly Put On, Use, & Maintain Respirators

To get the most protection from a respirator there must be a tight seal around the face. A respirator will provide much less protection if facial hair interferes with the seal. Loose-fitting powered air purifying respirators may be worn by people with facial hair since they do not have seals that are affected by facial hair.

- The proper way to put on a respirator depends on the type and model of the respirator.
- For those who use an N95 or other filtering facepiece respirator mask that is made of filter material:
 - Place the mask over the nose and under the chin with one strap placed below the ears and one strap above.
 - Pinch the metal part (if there is one) of the respirator over the top of the nose so it fits securely.



For a respirator that relies on a tight seal to the face check how well it seals to the face by following the manufacturer's instructions for user seal checks. Adjust the respirator if air leaks between the seal and the face. The more air leaks under the seal, the less protection the user receives.

Respirator filters should be replaced if they get damaged, deformed, dirty, or difficult to breathe through. Filtering facepiece respirators are disposable respirators that cannot be cleaned or disinfected. A best practice is to replace filtering facepiece respirators at the beginning of each shift.

If you have symptoms such as difficulty breathing, dizziness, or nausea, go to an area with cleaner air, take off the respirator, and contact First Aid.

VOTING LEAVE

The Company encourages employees to exercise their voting privileges in local, state, and national elections. However, since the polls are open for long periods, employees are encouraged to vote before or after regular working hours. If an employee's work schedule interferes with open polling hours, he/she may be eligible to take up to two (2) hours of paid time off from work to vote. Unless the Company and employee agree otherwise, an employee may only take leave at the beginning or end of their regular working shifts, whichever allows the most free time for voting and the least time off from their regular working shifts.

If on the third working day before an election an employee knows or has reason to believe that they will need time off to vote, they must give the Company at least two (2) working days' notice of their intent to take leave.

Exempt employees may be provided time off with pay when necessary to comply with federal and state wage and hour laws.

VOLUNTEER FIREFIGHTER AND RESERVE POLICE LEAVE

Employees may take time off from work to perform emergency duty as a volunteer firefighter, reserve peace officer, or emergency rescue personnel. Employees may

also take temporary leave up to fourteen (14) days per calendar year in the aggregate for fire, law enforcement, or emergency rescue training.

The Company will not discharge, retaliate, or otherwise discriminate against employees for taking leave under these statutes.

BEREAVEMENT LEAVE

Employees who have been employed for at least thirty (30) days before the start of leave are eligible for five (5) days of paid bereavement leave for the death of a family member, as defined below. Bereavement leave must be completed within three (3) months of the family member's date of death, although the days do not need to be consecutive.

Employees may use accrued but unused vacation and sick leave if additional time is needed.

For purposes of this policy, a family member includes an employee's:

- Spouse or registered domestic partner.
- Parent, including a stepparent and parent-in-law.
- Child, including a stepchild and child of a spouse or registered domestic partner.
- Sibling.
- Grandparent.
- Grandchild.

Parent and child relationships include step, foster, and adopted relationships, and relationships based on one individual's legal guardianship or in loco parentis relationship to another.

Employees are responsible for requesting bereavement leave from their supervisor as far in advance as possible. The Company may require verification in the form of a death certificate, obituary, or other verifiable documentation of the need for bereavement leave.

REPRODUCTIVE LOSS LEAVE

Employees may take up to five (5) days of reproductive loss leave following a reproductive loss event. Employees must take leave within three (3) months of the event, but need not be taken on consecutive days. Reproductive loss leave is set to a maximum of twenty (20) days within a 12-month period.

A reproductive loss event is defined as the day or, for a multiple-day event:

- Failed adoption
- Failed surrogacy
- Miscarriage
- Stillbirth or an unsuccessful assisted reproduction

Employees may, but are not required to, use accrued but unused vacation and sick leave.

EMERGENCY CONDITIONS LEAVE

In the event of an emergency condition, employees are eligible for time off of work if they have a reasonable belief that the workplace or worksite is unsafe.

For the purposes of this policy, a “reasonable belief that the workplace or worksite is unsafe” means that a reasonable person, under the circumstances known to the employee at the time, would conclude there is a real danger of death or serious injury if that person enters or remains on the premises. An “emergency condition” means the existence of either of the following:

- Conditions of disaster or extreme peril to the safety of persons or property at the workplace or worksite caused by natural forces or a criminal act.
- An order to evacuate a workplace, a worksite, a worker’s home, or the school of a worker’s child due to natural disaster or a criminal act.

An emergency condition does not, however, include a health pandemic.

Employees must notify the Company of the emergency condition requiring them to leave or refuse to report to the workplace or worksite before leaving or refusing to report, or when prior notice is not feasible, as soon as possible.

In the event of an emergency condition, the Company will not take any adverse action against any employee for refusing to report to, or leaving, a workplace or worksite within the affected area because the employee has a reasonable belief that the workplace or worksite is unsafe. The Company also will not prevent any

employee from accessing their mobile device or other communications device for seeking emergency assistance, assessing the safety of the situation, or communicating with a person to verify their safety.

This policy does not apply when emergency conditions that pose an imminent and ongoing risk of harm to the workplace, the worksite, the worker, or the worker's home have ceased.

HEAT ILLNESS PREVENTION

The Company is committed to complying with all applicable laws and ensuring that employees avoid heat illness while working. Heat illness may begin with mild symptoms and progress quickly to signs of serious and life-threatening illness. All employees who will work outdoors and are reasonably anticipated to be exposed to the risk of heat illness will be provided detailed training before starting work.

The purpose of this policy is to ensure that employees working outdoors understand they are allowed and encouraged to take a preventative cool-down rest in the provided shaded areas when they feel the need to protect themselves from overheating. This access to shade is permitted at all times.

An individual employee who takes a preventative cool-down rest:

- Will be monitored and asked if he or she is experiencing symptoms of heat illness.
- Is encouraged to remain in the shade.
- Will not be ordered back to work until any signs or symptoms of heat illness have abated, but in no event sooner than five (5) minutes after accessing shade, excluding the time needed to access the shade.

The Company provides clean drinking water at no charge to employees. When the work environment is hot, employees are encouraged to frequently drink small cups of water, with up to four (4) cups per hour recommended, to stay hydrated.

The Company has in place effective emergency response procedures if an employee shows signs or reports symptoms of heat illness while taking a preventative cool-down rest[or during a preventative cool-down rest period].

Employees must immediately report to their supervisor if they experience any symptoms or signs of heat illness in themselves or their co-workers, so that the Company can respond with medical attention, as appropriate.

ACCESS TO PERSONNEL FILES

Employees may access their personnel file to inspect its contents, request a copy of relevant records, or both. All such requests must be made in writing to Human Resources using the form provided by Six Flags or another method of written request. The form is available at Human Resources and also may be obtained by asking for a copy from the employee's supervisor.

With reasonable advance notice, but no later than thirty (30) days after receiving an employee's request, which may be extended to a maximum of thirty-five (35) days after receiving the request by mutual agreement of the employee and Six Flags, Six Flags will provide the employee with access to and/or copies of the employee's personnel records (with the exception of any items that the Company may limit access to under applicable law). Six Flags will notify the employee or authorized representative of a reasonable time and place for inspection of the personnel records.

The employee may view the personnel records in the presence of a representative from Human Resources. The employee may not remove any documents from the personnel records but may request copies or make handwritten notes.

Employees may be charged for the actual cost of photocopies if a copy of personnel records is requested.

Former employees whose employment with Six Flags terminated no more than three (3) years ago may also request access to their personnel file. Representatives of current and former employees may also request access to an employee's personnel file on behalf of the employee, provided that the representative is authorized to do so in writing by the employee. However, Six Flags will only comply with one (1) request per year by a former employee and fifty (50) requests per calendar month by employee representatives.