

# Cedar Fair Appearance Standards

The personal appearance of our employees is a very important part of Cedar Fair's overall image. People from all over the world come to our family-friendly parks and they expect our employees to be approachable, well groomed and welcoming. To our guests, you are Cedar Fair. If guests observe a consistent image of cleanliness and conservative grooming, their impression of you and your services will reflect the standards of quality we strive to maintain. With this goal in mind, Cedar Fair has established several appearance standards.

Cedar Fair is committed to the philosophy of equal opportunity employment in compliance with Title VII of the Civil Rights Acts of 1964. Requests for exceptions to Cedar Fair Appearance Standards for religious beliefs, or questions regarding the accommodation of medical restrictions, must be directed to a Human Resources representative.

Cedar Fair reserves the right to modify this policy at any time. Additional guidelines may apply according to your job assignment.

## Standards For Male Employees

### Hair

Hair must be natural, clean, and well-groomed. Styling should be tapered at the sides and back so the lower one-half of the ear is visible and the back is no longer than the top of the collar of a collared shirt. Hair should also not fall forward over the face below the eyebrow while performing normal job duties. Faddish, extreme hairstyles, including (but not limited to) multi-color or unnatural hair colors, sculptured hair, tails, ponytails, partially shaved heads and spikes are not permitted. Hair volume should maintain a balanced thickness from the scalp not to exceed 2 inches. Any braiding or twisting of hair must meet all other appearance guidelines. Beads or other hair ornamentation are not permitted. Shaved patterns in any hair are not allowed. Subtle highlighting is permitted as long as it creates a uniform look over the whole head.

### General Grooming

Employees should be clean shaven daily. Beards and goatees are not permitted. However, a neatly-groomed mustache that does not extend below or beyond the corners of the mouth or below the upper lip is permitted. Moustaches may not be started during park operation. Sideburns may not extend past the bottom of the ear. They must be neatly trimmed and may not flare out at the bottom i.e. mutton chops. Employees are not permitted to wear fingernail polish or makeup, except when used to conceal tattoos. Employees should be discreet in their use of cologne.

### Tattoos & Body Modifications

Tattoos on hands, face, neck or head are prohibited. Other tattoos are not permitted to be visible to our guests and must be concealed with cosmetic makeup or bandages, except where prohibited by health codes.

Visible body branding; intentional body scarring; and skin or bone implants that modify one's appearance, other than for medically necessary reasons, are prohibited. Tongue splitting; earlobe expansion, otherwise known as "gauging"; decorative dental grills and tooth filing; and any other type of body modification that intentionally causes an unnatural or unprofessional look or disfigurement to any visible body part is prohibited. "Visible" is defined as any area of the body that cannot be covered up by the regularly issued costume for that employee's assigned position.

### Jewelry

Conservative personal jewelry, such as a watch and/or one ring per hand, is acceptable. Thumb rings are not permitted. Heavy, large beaded, or long, dangling necklaces, fabric/fiber jewelry, as well as any body piercing, including an earring, are not in keeping with the Cedar Fair image and therefore are not permitted. This also refers to tongue piercing, as well as any other type of facial piercing. In addition, adhesive bandages may not be used to cover up piercings. The wearing of personal pins not issued by the park is also prohibited.

## Standards For Female Employees

### Hair

Hair must be natural, clean, well-groomed, and simply arranged. Faddish, extreme hairstyles, including (but not limited to) multi-color or unnatural colors, sculptured hair, tails, and partially shaved heads are not permitted. Those who prefer long hair should take special care so that it will not fall forward or over the face while performing normal job duties. If necessary, hair must be pinned up or tied back using a plain barrette. Hair volume should maintain a balanced thickness from the scalp not to exceed 2 inches. Any braiding or twisting of hair must meet all other appearance guidelines. Beads or other hair ornamentation are not permitted. Shaved patterns in any hair are not allowed. Subtle highlighting is permitted as long as it creates a uniform look over the whole head.

### Make-Up

Employees should maintain a natural look. Nails should be no greater than ¼" in length beyond fingertips, and if polished, only with one solid color, no designs, and no additional adornment. Use of extreme colors (i.e., black, green, fluorescent, etc.) or appliqué is not permitted. Either clear or natural color nail polishes as well as any polishes which are complimentary to an employee's skin color are permitted. In addition, conservative shades of red and pink are also acceptable. Employees should also be discreet in the use of cosmetics and perfume.

### Tattoos & Body Modifications

Tattoos on hands, face, neck or head are prohibited. Other tattoos are not permitted to be visible to our guests and must be concealed with cosmetic makeup or bandages, except where prohibited by health codes.

Visible body branding; intentional body scarring; and skin or bone implants that modify one's appearance, other than for medically necessary reasons, are prohibited. Tongue splitting; earlobe expansion, otherwise known as "gauging"; decorative dental grills and tooth filing; and any other type of body modification that intentionally causes an unnatural or unprofessional look or disfigurement to any visible body part is prohibited. "Visible" is defined as any area of the body that cannot be covered up by the regularly issued costume for that employee's assigned position.

### Jewelry

Conservative personal jewelry, such as a watch and/or one ring per hand, is acceptable. Thumb rings are not permitted. Heavy and/or beaded necklaces, dangling bracelets, fabric/fiber jewelry, as well as any body piercing (with the exception of two earrings the size of a dime per lower earlobe) are not in keeping with the Cedar Fair image and are therefore not permitted. This also refers to tongue piercing, as well as any other type of facial piercing. In addition, adhesive bandages may not be used to cover up piercings. The wearing of personal pins not issued by the park is also prohibited.