

FOREST RIVER, INC.
EMPLOYMENT POLICIES AND CODE OF ETHICS & CONDUCT
FREQUENTLY ASKED QUESTIONS

QUESTION: Where can I find a copy of the Forest River, Inc. (“FRI”) Employment Policies and Code of Ethics & Conduct (“Code”)?

ANSWER: Both are available on our website www.forestriverinc.com. You can request a copy from the Chief Ethics and Compliance Officer, human resources or your supervisor or manager.

QUESTION: Am I required to report all violations of law, the FRI policies, or the Code?

ANSWER: Yes. You are required to immediately report violations, even if you committed the violation yourself. Failure to report a violation is also a violation.

QUESTION: What can happen to me if I violate the law, FRI Policies, or the Code?

ANSWER: It depends on the situation, but some violations may lead to discipline, up to and including termination.

QUESTION: How do I report a violation of law, a policy or the Code?

ANSWER: Possible violations must be reported immediately. You can report the matter to any of the following: your supervisor, a manager, a division General Manager, Human Resources, the Chief Ethics & Compliance Officer or through the Ethics & Compliance.

QUESTION: Can I make the report anonymously?

ANSWER: Yes. You may report a possible violation, a concern or seek guidance anonymously through the Ethics & Compliance Hotline at 1-800-261-8651 or www.brk-hotline.com.

QUESTION: If I am asked to answer questions during an investigation, do I have to participate?

ANSWER: Yes. You must fully cooperate with company sponsored investigations and provide all related information and documentation.

QUESTION: Can I lose my job or get in any other trouble for reporting a possible violation?

ANSWER: No. FRI prohibits retaliation against any employee for filing a good faith report, cooperating in an investigation or offering evidence of a violation of company policies. However, where FRI determines that an employee knowingly provided false, exaggerated, or embellished information regarding the report, disciplinary action may be taken against that individual.

QUESTION: Indiana allows individuals to carry handguns if they have a concealed carry permit. Since I have a permit, may I bring my handgun with me to work?

ANSWER: No, firearms and other dangerous weapons are not allowed on FRI premises, except as permitted by applicable law.

QUESTION: What if I don't know whether or not something violates the Code or the Policies? How should I proceed? What should I do?

ANSWER: When in doubt, seek out someone with whom you can discuss the situation. You can always speak with your supervisor, any manager, human resources or the Chief Ethics and Compliance Officer. If you are uncomfortable discussing the matter with one of these individuals, you can always request guidance or ask a question anonymously through the Ethics & Compliance Hotline 1-800-261-8651 or www.brk-hotline.com.

QUESTION: My wife owns a company that does business with FRI. Do I have to tell anyone?

ANSWER: Yes. This situation may present a conflict of interest that would need to be addressed. If you encounter this situation, immediately notify your supervisor, manager, human resources or the Chief Ethics and Compliance Officer. You can also report this matter through the Ethics and Compliance Hotline.

QUESTION: What happens when I file a report with the Ethics and Compliance Hotline?

ANSWER: The hotline is operated by another company. Once you file your report, they send a copy to the Ethics and Compliance Office. The company follows-up on each report, investigates claims of misconduct and takes appropriate, corrective action. Once the matter is addressed, the Chief Ethics and Compliance Officer notifies the person filing the report. If the person filed the report anonymously, communication will be through the Ethics and Compliance Hotline. Anonymous reporters will be given a code with which they can follow-up on their reports and are encouraged to follow-up frequently. The Chief Ethics and Compliance Officer can send questions to the anonymous reporter through the hotline. This enables the company to gather more details while protecting the anonymity of the reporter.

QUESTION: Who is the Ethics & Compliance Officer and how do I contact him?

ANSWERS: The Chief Ethics and Compliance Officer is Dave Youmans, 912-243-7954, dyoumans@forestriverinc.com.