CWGS California Applicant Privacy Notice

Last Updated: January 1, 2024

This California Applicant Privacy Notice ("**Applicant Notice**") describes our Personal Information processing practices with respect to the Personal Information we process about applicants/candidates for employment with the Camping World and Good Sam family of companies ("**CWGS**," "**we**," "**our**," "**us**," or the "**Company**") and who are California residents (each an "**Applicant**" or "**you**"). This Applicant Notice is intended to satisfy the requirements of the California Consumer Privacy Act 2018, as amended by the California Privacy Rights Act of 2020, and its implementing regulations (collectively, the "**CCPA**").

1. Scope and Relation to Other Policies

This Applicant Notice applies to the Personal Information we collect about our Applicants who are California residents and who apply to work with us.

For purposes of this Applicant Notice, "Personal Information" is any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you (subject to certain exemptions). This Applicant Notice does not address or apply to our information practices that are not subject to the CCPA, such as publicly available information, aggregated and deidentified information, protected health information, activities covered by the Fair Credit Reporting Act, and any other information practices that are otherwise exempt from the CCPA.

This Applicant Notice also does not apply to the Personal Information we collect from Applicants in the context of their personal use of our products and services, which are subject to different notices. For additional information on our general privacy practices, please visit our online privacy policy, available on our consumer-facing websites.

Our information practices may vary depending upon the circumstances, such as the location or role for which you are applying. Also, in some cases (such as where required by law), we ask for your consent or give you certain choices prior to collecting or using certain Personal Information. We may also provide Applicants additional notices about our information practices that are covered by other laws.

2. Categories of Personal Information Collected and Disclosed

The following table identifies the categories of Personal Information we may collect about Applicants (and may have collected in the prior twelve (12) months), as well as the categories of third parties to whom we may disclose this information.

Categories of Personal Information Collected	Third Party Disclosures
Identifiers. Such as name, alias, title, address, telephone number, personal email address, date of birth, unique personal identifier, online identifier, Internet Protocol (IP) address, and other similar identifiers.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Internet service providers, operating systems, and platforms

	• Data analytics providers • Social networks • Others as required by law
Customer Records. Such as name, signature, photo, contact information, education and employment history, social security number and other government identifiers, or medical information or health information.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law
Internet or Other Electronic Network Activity Information ("Usage Data"). Such as network activity information or usage data including, browsing history, search history, clickstream data, as well as information regarding interactions with our portals, websites, applications, and platforms, and any other network activity information related to your interactions with us.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Internet service providers, operating systems, and platforms • Data analytics providers • Social networks • Others as required by law
Characteristics of Protected Classifications. Such as sex and other characteristics of protected classifications under California or federal law. This information is generally collected on a voluntary basis and is used in support of our equal opportunity and diversity and inclusion efforts, as well as any reporting obligations or where otherwise required by law.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law
Audio, Electronic, Visual, or Similar Information. Such as call recordings, recorded meetings, videos, photographs and images, and CCTV footage for purposes of securing our offices and premises.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law
Professional or Employment-Related Information. Such as prior employment history, qualifications and licensing, resumes, cover letters, and any other related information.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law
Education Information. Such as education records, including grades, transcripts, student disciplinary records, or any other information about your education history or background that is not publicly available personally identifiable information, or that you choose to provide.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law
Inferences. Such as inferences drawn from any of the information described in this section reflecting your preferences, characteristics, attitudes, behaviors, and abilities.	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law

Sensitive Personal Information. Such as social security number, driver's license number, state identification card number, passport number, racial or ethnic origin, or sexual orientation (e.g., on a voluntary basis to support our equal opportunity and diversity and inclusion efforts and reporting obligations, or where otherwise required by law), and health information (e.g., as necessary to provide reasonable accommodations).	• Advisors and agents • Affiliates and subsidiaries • Regulators, government entities and law enforcement • Others as required by law

Sources of Personal Information. We generally collect Personal Information identified above from the following categories of sources:

- Directly from you;
- Recruiters and recruiting platforms/applications;
- Employee referrals;
- References you provide;
- Former employers;
- Publicly available information and sources;
- Our service providers, representatives, and agents; and
- Affiliates and subsidiaries.

Retention of Personal Information. We retain your Personal Information for as long as needed, or permitted, based on the reason we obtained it, subject to applicable law. When deciding how long to keep your Personal Information, we consider whether we are subject to any legal obligations (e.g., any laws that require us to keep records for a certain period of time before we can delete them), whether we have taken any legal positions (e.g., issued any legal holds or otherwise need to preserve the information), or whether there are other business reasons that require us to keep your Personal Information (e.g., workforce planning and system integrity).

Sales and Sharing of Personal Information. The CCPA defines "sale" as disclosing or making available Personal Information to a third party for monetary or other valuable consideration, and "sharing" includes disclosing or making available Personal Information to a third party for purposes of cross-contextual behavioral advertising. While we do not disclose Personal Information to third parties in exchange for monetary compensation, we may "sell" or "share" certain identifiers and usage data to third parties (through third-party cookies or pixel tags on our websites). We do so in order to evaluate our recruitment campaigns and better reach potential job applicants. The categories of third parties to whom we may have "sold" or "shared" Personal Information are data analytics providers and social networks. We do not sell or share "sensitive personal information," nor do we sell or share any Personal Information about individuals who we know are under sixteen (16) years old.

3. Purposes for Collecting, Using, Disclosing, and Processing Personal Information

We generally collect, use, disclose, and process Personal Information as reasonably necessary for the following purposes:

- **Recruiting and Hiring**. To evaluate your qualifications and eligibility for employment, including scheduling interviews, evaluating qualifications, extending offers, negotiating the terms of offers, and assessing salary and compensation matters, communicating with Applicants, and maintaining Applicant information for future consideration, workforce planning, and supporting our equal opportunity employment practices.
- **Compliance with Legal Obligations**. Related to our compliance with applicable legal obligations, such as determining employment eligibility or responding to subpoenas and court orders, as well as assessments, reviews, and reporting relating to such legal obligations.
- **Security and Monitoring**. For security purposes we monitor our network activity and secure our offices, premises, and assets, including through the use of electronic access systems, and to investigate privacy, security, or workplace-related incidents. Please note that we reserve the right – but do not assume any obligation – to monitor our computer systems.
- **Business Operations**. For business purposes such as management of our information technology systems and infrastructure, quality control and service level verification, and to otherwise support our business operations.
- **Auditing, Accounting, Reporting, and Corporate Governance**. To conduct financial, tax, and accounting audits; audits and assessments of our business operations, privacy, security, and financial controls, and compliance with legal obligations; our general business, accounting, record keeping, and legal functions and to maintain appropriate business records, and for other internal business purposes such as enforcing Company policies and procedures.
- **Mergers, Acquisitions, and Other Business Transactions**. For purposes of planning, due diligence, and implementation of commercial transactions, such as mergers, acquisitions, reorganizations, bankruptcies, and other business transactions, such as financings, and other similar business transactions.
- **Defending and Protecting Rights**. To protect and defend our rights and interests and those of third parties, including to manage and respond to employee and other legal disputes, to respond to legal claims or disputes, and to otherwise establish, defend, or protect our rights or interests, including without limitation, CWGS's trade secrets and other intellectual property, to protect the rights, property, and reputation of CWGS, or the rights, interests, health or safety of others, including in the context of anticipated or actual litigation with third parties.

Notwithstanding the purposes described above, we do not collect, use, or disclose "sensitive personal information" about Applicants beyond the purposes authorized by the CCPA.

4. Your Rights Under the CCPA

The CCPA provides California residents with specific rights regarding Personal Information. This section describes your rights under the CCPA and explains how to exercise those rights. Subject to certain conditions and exceptions, Applicants have the right to make the following requests:

- **Right to Know/Access**. You have the right to request (up to twice per year and subject to certain exemptions), free of charge, that we disclose information about our collection, use, and disclosure of your Personal Information over the past twelve (12) months, including: (i) the categories of Personal Information we have collected above you; (ii) the categories of sources from which Personal Information is collected; (iii) our purposes for collecting, selling, or sharing Personal Information; (iv) the categories of third parties to

whom we disclosed Personal Information; and (v) a copy of the specific pieces of Personal Information we have collected about you.

- **Right to Correct**. Subject to certain exceptions, you have the right to request that we correct inaccuracies in your Personal Information.

- **Right to Delete**. Subject to certain exceptions, you have the right to request that we delete any Personal Information we have collected from you. Please note, CWGS is not obligated to delete Personal Information that is necessary to provide services you request or is otherwise required to retain to comply with applicable laws.

- **Right to Opt-Out of Sale/Sharing**. You have the right to opt-out of the sale and sharing of their Personal Information.

- **Right to Limit Use of Sensitive Personal Information**. You have the right to request to limit certain uses and disclosures of sensitive personal information. However, as discussed above, we do not use or disclose Applicant "sensitive personal information" beyond the purposes authorized by the CCPA.

- **Right to Non-Discrimination**. You have the right to be free from discriminatory adverse treatment for exercising these rights. We will not discriminate against you for exercising your CCPA rights.

Submitting CCPA Requests

Exercising Your Rights
If you are a California resident and would like to exercise your CCPA rights, you may do so by contacting us by phone at the toll-free number, +1 (866) 890-2810 or by visiting https://www.campingworld.com/hr-dar and submitting a request.

To opt out of the "sharing" of personal information in the context of our use of certain cookies, pixel tags, and other similar tools and technologies on our website, you can (1) click on the "Do Not Sell or Share My Personal Information" link on the bottom of the Careers website to toggle controls that are available via that tool, which will turn off certain cookies, pixel tags, and other similar tools and technologies on our Careers website or (2) use a universal opt-out signal, such as the Global Privacy Control ("**GPC**"), as described below.

Further to the above, we honor your right to opt out of "sharing" as signaled by a universal opt out signal or GPC. To enable GPC, you can visit the Global Privacy Control page at https://globalprivacycontrol.org. If you download a supported browser or extension and exercise your privacy rights with GPC, we will turn off certain cookies, pixel tags, and other similar tools and technologies on our website after our Careers website detects a GPC signal. If you visit our Careers website from a different device or from a different browser on the same device, you will need to opt-out, or use an opt-out preference signal, for that browser and/or device.

Verification of Certain Requests
Only you, or an individual legally authorized to act on your behalf, may make a request related to your Personal Information.