

PERKS AND BENEFITS

We realize that the benefits and perks our company offers are important to our associates and their family. Regardless of what life may have in store for them during their time with us, we strive to provide programs and offerings to ensure associates feel supported at every stage, both in and outside of work. Whether it's maximizing your money or your time, we care about work/life balance. Here are the programs that prove it:



Paid Parental Leave

To us, family comes first. And we know that couldn't be truer for associates who are welcoming a child to their family, be it a birth, or adoption placement. That's why our associates can receive up to 10 weeks of paid leave for parents, regardless of gender. All associates deserve the same opportunity to bond with their child and support their partners.



Adoption Assistance Program

We recognize the unique challenges of those seeking to adopt and are committed to helping our associates grow their family by reimbursing up to \$10,000 of adoption-related expenses per child for full-time associates.



Education Assistance Program

We want you to reach your full potential! So, we've created this program for associates who want to continue to develop and grow with our ever-changing company. Our program provides a reimbursement of up to \$5,250 annually to full-time associates for a wide variety of degree and certification programs.



Scholarship Program for Dependents of Associates

We don't limit our support of education to just our associates. The Good Sam Helping Hand Scholarship Program was established to provide a limited number of one-time per year awards to selected recipients to help defray expenses of the post-high school collegiate, vocational, technical and trade school education of children, grandchildren, legal dependents and spouses of active associates. Since the program's inception, hundreds of students have received scholarships from the Company.



Paid Jury and Witness Duty

Serving on a jury is a civic responsibility that we fully support. So much so that we put our money where our mouth is and pay our associates their regular wages for the entire time they're out, whether called for jury duty or actually serving on a jury.



Project Good Samaritan: Employee Volunteer Program

Project Good Samaritan encourages associates to volunteer up to 32 hours annually during their regularly scheduled work time to causes that are of special interest or meaning – while still getting paid! Since the beginning of the *Project Good Samaritan* program, our associates have donated hundreds of thousands of hours of service to their local communities.



PerkSpot

Our associates are eligible to receive discounts from dozens of partner organizations across multiple industries including national fitness centers, wireless providers, and NASCAR races, just by being a member of the Camping World team!



Company Minimum Rate

We feel it's important to pay our associates a livable wage. So in 2015, Camping World increased its minimum rate for full-time hourly associates to \$12.25/hr.



Benefits Eligibility

Not only are full-time associates eligible for all of the Company's benefit offerings, but part-time associates are eligible for dental and vision benefits!



401(k)

Associates have the opportunity to participate in the Company's 401(k) program.