



## NOTICE OF DATA BREACH

On May 31, 2023, Boot World notified employees, via email, regarding a cyber security breach of confidential information. This notice provides additional information and options for further protection of your identity.

### What Happened?

Boot World was recently exposed to a security breach, on Saturday, May 27, 2023, around 3:00 AM. Unauthorized parties hacked into our web-based payroll program. Unauthorized parties gained access to sensitive and confidential information without Boot World's consent.

### What Information Was Involved?

Boot World was recently exposed to a security breach, on Saturday, May 27, 2023, around 3:00 AM. Unauthorized parties gained access to sensitive and confidential information without Boot World's consent. The attack was carried out at the administrator level. Therefore, they had visibility on direct deposit banking/routing information, tax forms, earning statements, and employee profiles. This breach did not expose personnel files.

### What Are We Doing?

Boot World is taking this very seriously. We are allowing employees to use 2.00 hours of paid time, at the manager's discretion, depending on the workload in each department and store volume, to contact their financial institutions and credit bureau reporting agencies. We are working diligently with law enforcement and the FBI to investigate this incident while providing our team with guidance and protection. We will keep you updated on further developments.

Additionally, we are offering a one-year subscription to identity theft protection services through Norton LifeLock, paid for by Boot World, for all terminated and active employees that choose to enroll. The Norton LifeLock benefit plan includes: Identity Theft Monitoring, Payday (online lending alerts), Credit Alerts & Social Security Alerts, Dark Web Monitoring, Home Title Monitoring, USPS Address Change Verification, Stolen Wallet Protection, Social Media Monitoring, Data Breach Notifications, Bank & Credit Card Activity Alerts, Checking & Savings Account Applications Alerts, Bank Account Takeover Alerts, 401k & Investment Account Alerts, Prior Identity Theft Remediation, U.S. Identity Restoration Specialists, 24/7 Live Member Support, Credit Card Application Alerts, Credit Monitoring, Credit Reports & Credit Scores, Identity Lock, Monthly Credit Score Tracking, Credit, Bank & Utility Account Freezes, & Device Security.

Employees will receive a welcome email with informative flyers and an enrollment link. The enrollment effective date is 07/01/2023.

### What You Can Do.

1. Contact the major credit reporting agencies to place a fraud alert or credit freeze, and both services are free of charge.

**Fraud Alert:** A security alert, on your credit report, you can add a telephone number so lenders can call you when they receive an application and verify that it's you who is applying. You also can request additional free credit reports when you add an initial security alert or victim statement. Reviewing your report can help you determine whether you are a victim and help you take appropriate action.



**Credit Freeze:** A credit freeze, also known as a security freeze, is a tool designed to help protect you from fraud and identity theft. It limits access to your credit report unless you lift the freeze, or "thaw" your credit. Having a freeze in place won't affect your credit scores, but it will keep your credit report from being accessed to calculate scores unless you first lift the freeze.

You must contact each national credit bureau individually to freeze (or unfreeze) your credit reports. Each credit bureau will do a credit freeze for free upon request. Each credit bureau allows online and phone credit freeze requests.

Equifax

(888) 836-6351

<https://www.equifax.com/personal/credit-report-services/credit-freeze/>

Experian

(888) 397-3742

<https://www.experian.com/freeze/center.html>

TransUnion

(800) 680-7289

<https://www.transunion.com/credit-freeze>

You're entitled to at least one free credit report from each credit bureau periodically using [www.AnnualCreditReport.com](http://www.AnnualCreditReport.com). We are informed that through 2023, reports are available weekly. Review your reports for signs of trouble, especially the following:

- New accounts that you didn't open.
  - Credit inquiries that don't match when you applied for credit.
  - Balances that do not match your statements.
2. Notify your financial institutions of the security data breach and obtain recommendations for protecting your bank and credit card accounts.
  3. Closely monitor your credit card activity. Freezing your social security number can stop new accounts from being opened in your name, but it will not prevent fraudulent charges on an existing account. Protect yourself in these ways:
    - Stay on top of your credit card statements. Look for charges that you do not recognize. There is often a phone number listed along with the merchant's name for each transaction.
    - Sign up for text or email alerts about credit card transactions.
    - If you see a suspicious charge, call your credit card company immediately to dispute it.

Please contact Human Resources with any questions or concerns.

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Boot World values your privacy and deeply regrets that this incident occurred. Boot World is conducting a thorough review of the potentially affected identity records and will notify you if there are any significant developments. Boot World has implemented additional security measures designed to prevent a recurrence of such an attack, and to protect the privacy of Boot World's valued employees.

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Employee Name (print)

Signature

Date