



PAY AND BENEFITS

Compensation Philosophy

REI is committed to recognizing and rewarding our employees with a total rewards package that includes competitive base pay, incentives and comprehensive benefits, generous employee discounts and other perks, as well as programs that support good health and work/life balance.

Our cash-compensation package includes competitive wages and an above market incentive plan. We believe that all employees should share in the rewards of total company performance and all regular REI employees—full- and part-time—are eligible for the annual incentive plan.

Annual Incentive Plan

When REI does well, we all do well. Incentive pay through our annual incentive plan is based on reaching individual, both department and company goals. Incentive targets depend upon your pay grade with all employees being eligible for the annual incentive plan.

Retirement & Profit Sharing

Our Retirement and Profit Sharing Plan is unique in the retail industry! Eligible employees receive a contribution of 5% of eligible compensation with up to an additional 10% discretionary funding depending upon company profitability. REI provides 100% funding to the Plan. Employees are not required to contribute their own pay in order to receive the REI contribution; however, we encourage employees to make their own contributions within the traditional 401k.

Healthcare: Health, Life & Disability Plans

At REI, we feel it is important to take care of our employees, which is why we offer a rich benefit packet to our full and part-time employees averaging 20 hours or more per week are eligible for the REI Flex Plan. Employees can choose from several medical plans for themselves and their dependents. REI pays for the majority of employees' medical plan cost and the full cost for basic life and disability coverage. Employees may purchase additional coverage like vision care, orthodontia and long-term care coverage. We also provide tools to guide employees working less than 20 hours a week to navigate the health insurance marketplace.

Getting Outside

At REI, we believe a life outdoors is a life well lived, which is why we developed programs to get our employees outside.

Employee Discount Program: REI employees receive 50% discounts on REI Gear and Apparel. The discount program also includes 30% off our vendor merchandise and 10% off sale items. REI employees also have access to our vendor ProDeal Discount Program. Under the program, purchases can be made directly from vendors priced at or below wholesale.

Employees also receive discounts on trips with our own travel company, REI Adventures! Most trips are discounted 30% while other select trips are 10% off the REI member price. REI Adventures offers active trips across the globe as well as close to home. Employees also have access to discounted classes through REI's Outdoor School to learn a new activity or skill.

Yay Day: REI supports outdoor adventures by offering all employees one day off every six months to go outside and play. Yay Day gives our employees a chance to get inspired by the outdoors, by engaging in their favorite outdoor activity or helping create access to inspirational places through stewardship.

Challenge Grant: This program provides REI employees an opportunity to set a personal outdoor challenge and apply for a special grant to achieve their goals. In the past, employees have received funds for a variety of challenges, from a 50-mile bike ride to a Mt. Everest expedition.

Professional Growth & Development

At the very core of our culture is the belief that, given the opportunity, motivated people will make the most of their careers and contribute to the success of the company. We support them in their efforts by offering professional training and development classes and creating a culture where growth and internal promotion are encouraged.

As a new employee, you will learn about REI through a specially designed orientation. In addition, all new employees get a chance to participate in a stewardship project or outing where they get to have fun outdoors bonding with teammates or members of the community.

Tuition Reimbursement

This program provides employees with the opportunity to get financial support to pursue higher education. The course of study can be aimed at growth in the current job or possibly for a change of career with REI.

Time Away from Work

Time off is an important part of our culture. Renewing spirits through a healthy work/life balance is encouraged through earned time off. Paid time off includes vacation pay, sick pay, 8 paid holidays and sabbatical pay. After 15 years of service with REI, employees earn their first paid sabbatical—four consecutive weeks of time off in addition to their vacation hours earned!

Family & Medical Leaves

REI provides a generous leave of absence program, including REI Medical and Family leave for employees who do not yet meet FMLA eligibility. Additionally, REI extends FMLA leave to care for a life partner, life partner's child or a sibling. REI also provides two weeks of paid parental leave for working mothers and fathers.

Personal Leave of Absence

Sometimes earned vacation just isn't enough. Employees can request up to 12 weeks of unpaid leave in a year. With manager approval, a leave can be used to pursue any personal interest including volunteering, traveling the globe or going back to school.

Culture & Work Environment

At REI we're here for the outdoors. We enjoy it, we share our enthusiasm for it, we sell gear to help others to enjoy it and we give back with our time and money to preserve and protect it. Our core purpose statement says it all: "We inspire, educate and outfit for a lifetime of outdoor adventure."

There's nothing more fun than working with people we truly enjoy. And at REI we get to do that. An interest in the outdoors and outdoor activity are common threads that bind us together. And our warm and inclusive culture creates an environment where we can easily get to know our teammates and learn from each other. So when it's time to head outdoors, we know just the people we want to enjoy it with. There are always opportunities to play together.

REI does not discriminate on the basis of race, color, gender, religion, age, national origin, citizenship status, veteran status, sexual orientation, gender identity, genetic information, disability or any other basis protected by law or company policy.

REI takes reasonable steps to protect the right of every employee to work in an environment free from intimidation and harassment.

Additional Benefits

- **Work/Life Employee Assistance:** To help find balance between work and home, employees can use the REI Work/Life program. This employee assistance program offers access to services, referrals, three in-person visits and support to help us all in our quest to live and work well. We even provide a convenience service as part of this program-sort of like a concierge for your life!
- **Public Transit Subsidy:** Regular commuters in all REI locations can take advantage of 50% subsidies for bus, trains or other public transit methods. At REI headquarters employees may find vanpools as another commute alternative.
- **Employee Referral Bonus:** Refer someone to REI and, if they are hired, you can receive a \$100 - \$2,000 bonus through your paycheck!
- **Adoption Assistance:** Adoptive parents who are eligible for the REI Flex Plan can receive up to \$3,000 reimbursement to apply toward adoption costs.
- **Relocation Support:** REI provides financial assistance to full-time employees who move more than 50 miles to fill a job.

The perks don't stop here. In addition to the above, the following benefits are also available to employees: casual dress every day, flexible schedules, retirement investment education, national discount gym/fitness, and student loan program support. At our headquarters in Kent, WA, employees enjoy lunchtime activities such as bike rides, Ultimate Frisbee, running, yoga, and CrossFit.

For additional information about REI's Pay and Benefits, go to <http://foryourbenefit-rei.com/>

Reasonable Accommodations

As part of our commitment to diversity and inclusion, REI provides reasonable accommodations for people with disabilities during the application and interview process, as well as during ongoing employment with REI. If you believe you may need a reasonable accommodation while seeking employment, or if you have any questions about REI's reasonable accommodation process, please email hrhr@rei.com, or call 1-800-999-4REI ext 4747. Alternatively, you can contact REI's Reasonable Accommodation Request Line, managed by The Network, by calling (888) 256-4920. We will respond to your inquiry and make a determination on any request for reasonable accommodation on a case-by-case basis.