



**FOR YOUR BENEFIT**



## Employee Benefits

At REI, we feel it is important to take care of our employees, which is why we offer a competitive benefit package. Generally, full-time employees are eligible for benefits. We also extend benefits to part-time employees who work 20 or more hours per week, over a defined 12 month period. These plans allow you to choose among several options and make other elections to best meet you and your family's needs.

REI pays the majority of an employee's medical and dental plan cost and the full cost for Basic Life and Accidental Death and Dismemberment (AD&D), Employee Assistance Program, Business Travel Accident insurance, and Long Term Disability insurance. Employees may also purchase additional coverage such as vision care, orthodontia, supplemental Long Term Disability and supplemental Life and AD&D insurance.



### 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 a generous vacation accrual, sick pay, and 8 paid holidays.

We understand you may need time off work for certain life events, like your own or your family member's medical condition, the birth of a child, a call to active duty in the military, or pursuing a lifetime adventure. REI offers you a wide array of leave options.

REI offers sabbaticals to help you celebrate your tenure with the company. On your 15-year service anniversary, you will earn a consecutive four-week, company-paid sabbatical. You'll be eligible for another sabbatical every five years thereafter.



### Yay Days and #OptOutside

We love to be outdoors. Fulfilling that sense of adventure is truly a life well-lived. As a company, we want to support those adventures. This is why we offer Yay Days to all our employees. The REI Yay Day program allows employees, twice a year, to partake in their favorite outdoor pursuit, take on a new activity or participate in a stewardship project - #REIYayDay.

For the last 3 years, we've provided a third paid day off for all employees to enjoy the outdoors, shutting our doors on Black Friday (the day after Thanksgiving) and encouraging our employees to #OptOutside.



## Family and Medical Leave

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



## 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.

## ADDITIONAL BENEFITS

### Work/Life Employee Assistance

To help find balance between work and home, employees are encouraged to use the REI Work/Life program. This employee assistance program offers access to five free in-person visits per occurrence and support to help us all in our quest to live and work well.

### Adoption Assistance

Adoptive parents who are eligible for the REI Benefit Plan can receive up to \$3,000 reimbursement to apply toward eligible adoption costs.

### Additional Benefits

The perks don't stop here. In addition to the above, the following benefits are also available to employees, such as casual dress every day and flexible schedules. Employees can also enjoy lunchtime activities such as bike rides, running, and a variety of organized group fitness activities.

### Professional Growth & Development

We support employees by offering learning and development programs and resources as well as creating a culture where growth and internal promotion is encouraged.

### Public Transit Subsidy

Our commuter benefit provides a 50% pre-tax subsidy on your public transit expenses, including bus, train, vanpool, and ferry, up to the current IRS limit through payroll deduction.



## GEAR UP AND GET 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 a 50% discount on REI Co-op Gear and Apparel. The discount program 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. Employees even 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. Employees have access to discounted classes through REI's Outdoor School to learn a new activity or skill.

### Heritage Card

The Co-op rewards longtime employees and their spouse/partner with a lifetime employee discount card after 15 years of REI service. The Heritage Card provides a lifetime REI discount.

### 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.

### 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](mailto: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.

This document represents a brief summary of benefits. The provisions of the official plan documents will govern in case of any discrepancy. This document does not create a contract of employment between REI and any employee.

For additional information about REI's Pay and Benefits, go to [foryourbenefit-REI.com](http://foryourbenefit-REI.com).