ACA MARKETPLACE NOTICE

IMPORTANT INFORMATION ABOUT THE AFFORDABLE CARE ACT AND YOUR REI HEALTH COVERAGE CHOICES

THE AFFORDABLE CARE ACT AND WHAT IT MEANS TO YOU
In 2010, the federal Affordable Care Act ("ACA"), sometimes referred to as federal health care reform, was signed into law. This notice helps you understand what the ACA means to, and provides information on how to obtain the best and most affordable coverage for, you and your family.

*If eligible, review and enroll in REI benefits from November 1–15 at foryourbenefit-REI.com*

UNDERSTANDING OUR OPTIONS

Most individuals are required to have health insurance coverage or pay a federal tax penalty. This part of the ACA is known as the “individual mandate.” You can meet this requirement by (1) enrolling in employer-provided health coverage like the coverage available through the REI Benefits Plan; (2) enrolling in government programs for which you are eligible, such as Medicare or Medicaid; or (3) purchasing private health insurance.

To help Americans find health insurance coverage, the federal government established Health Insurance Marketplaces that offer “one-stop shopping” that can help you find, compare and buy private individual and family health insurance online. When purchasing insurance through the Marketplace, you may be eligible for a premium subsidy, also known as a premium tax credit, which is a tax credit that lowers your monthly premium. Eligibility for a premium subsidy depends on your household size and income. It also depends on other factors, such as if you’re eligible for employer-provided coverage that meets certain federal standards, like the health coverage available through REI’s Benefits Plan or certain government programs.

Keep reading to learn more about how to obtain coverage and whether you may be eligible for a premium subsidy for coverage purchased in the Marketplace. Also visit our Health Coverage Decision Tool at foryourbenefit-REI.com to direct you to the appropriate resources based on your personal information.
Coverage Provided by REI: If you are eligible for the REI Benefits Plan, you, your spouse and your tax dependents will likely not receive (or be eligible for) a premium subsidy though the Marketplace because the health coverage available through the REI Benefits Plan meets the federal minimum value¹ and affordability² standards. In most instances, you should plan to enroll in the health coverage available through the REI’s Benefits Plan since it provides better, more affordable coverage than what you can purchase through the Marketplace. You can enroll in the REI’s Benefits Plan coverage at foryourbenefit-REI.com.

Not sure if you are eligible for REI’s Benefits? See the inside of this notice to learn more.

Marketplace Options: If you are not eligible for the REI Benefits Plan, depending on your household income and other factors, you may be eligible for a premium subsidy to purchase private health insurance through the Marketplace. The premium subsidy will help you pay for coverage through the Marketplace. There may be other subsidies available when you purchase coverage through the Marketplace that reduce your out-of-pocket costs, such as your deductibles and copays.

Governmental Options: If you are eligible for Medicaid, Medicare or certain other government programs, you are not eligible for subsidies to purchase coverage in the Marketplace, even if you are not enrolled in these programs. If you are enrolled in TRICARE, you are not eligible for the subsidies.

Enrollment in Other Employer Coverage: If you are eligible for coverage through another employer, you should ask this employer if your eligibility for this coverage affects your eligibility for subsidies through the Marketplace.

Note: If you purchase health insurance through the Marketplace instead of accepting health coverage offered by REI (or another employer), then you will lose the contribution that REI or other employer makes towards the coverage. Also, this employer contribution—as well as your employee contribution to employer-offered coverage—is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

¹An employer-sponsored health plan meets the “minimum value standard” if the plan’s share of the total allowed benefit costs covered by the plan is no less than 60% of such costs
²An employer-sponsored health plan is considered to be “affordable” if the required employee contribution for the lowest cost plan option for employee-only coverage does not exceed 9.5% of the employee’s household income.

HOW CAN I GET MORE INFORMATION?

For more information about your coverage offered by REI, please check your Summary Plan Description for the REI Benefits Plan available at foryourbenefit-REI.com or contact the HR Employee Service Center at hrhr@rei.com or 1-800-999-4734, ext. 4747.

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. To find out if you’re eligible, visit our Health Coverage Decision Tool at foryourbenefit-REI.com. Or, visit healthcare.gov for more information, including an online application for health insurance coverage and contact information for a Marketplace in your State.

INFORMATION YOU NEED TO OBTAIN HEALTH COVERAGE THROUGH THE MARKETPLACE
This section contains information about health coverage offered by REI. If you decide to apply for coverage at the Marketplace, you will need to provide this information. This information is numbered to correspond to the Marketplace application found on healthcare.gov.

<table>
<thead>
<tr>
<th>3. Employer name</th>
<th>4. Employer Identification Number (EIN)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recreational Equipment, Inc.</td>
<td>91-0656890</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>5. Employer address</th>
<th>6. Employer phone number</th>
</tr>
</thead>
<tbody>
<tr>
<td>P.O. Box 1938</td>
<td>1-800-999-4734, ext. 4747</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sumner</td>
<td>WA</td>
<td>98390-0800</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>10. Who can we contact about employee health care coverage at this job?</th>
</tr>
</thead>
<tbody>
<tr>
<td>REI Employee Service Center</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>11. Phone number (if different from above)</th>
<th>12. Email address</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td><a href="mailto:hrhr@rei.com">hrhr@rei.com</a></td>
</tr>
</tbody>
</table>

INFORMATION ABOUT REI’S BENEFITS PLAN
If you apply for coverage in the Marketplace, you may also be required to provide the following information regarding your eligibility for REI’s Benefits plan.

You are eligible for REI's Benefits Plan in 2018 if you are a regular:
- Full-time employee; or
- Part-time employee and averaged 20 or more hours per week during a defined 12-month evaluation period based on your date of hire. To estimate coverage, please use the Benefits Eligibility Estimator Tool on foryourbenefit-REI.com

The following are considered eligible dependents under REI’s Benefits plan in 2018:
- Different-sex and same-sex spouses; or
- Different-sex and same-sex domestic partners who have registered as such in any state;
- Different-sex and same-sex unregistered domestic partners who have filed an affidavit of domestic partnership with REI; and
- Your children (includes biological; children of your spouse/domestic partner; adopted; placed for adoption with you or your spouse/domestic partner; children for whom you or your spouse/domestic partner acts “in loco parentis”) who are (1) under age 26; or (2) disabled children of any age.

REI’s Health Plan Standards:
The health coverage available through REI’s Benefits Plan meets the minimum value standard and the cost of coverage to employees is intended to be affordable under the ACA’s affordability rules.* The lowest cost plan (employee only) is the Saver Medical Plan. For additional details, please visit foryourbenefit-REI.com

*Even if your employer intends your coverage to be affordable, you may still be eligible for a premium subsidy through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium subsidy. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), or if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium subsidy.
**ADDITIONAL INFORMATION YOU MAY NEED**

Before researching your options through the Marketplace, you'll want to gather the following information:

- Number of people in your household
- Estimate 2018 household income
- Personal information about you and the dependents in your household, such as:
  - Age and date of birth
  - Social Security or Federal Identification Number

Then, to explore your options through the Marketplace, visit our Health Coverage Decision Tool at foryourbenefit-REI.com. You can also obtain more information at healthcare.gov or by calling 1-800-318-2596.

<table>
<thead>
<tr>
<th>HOW DO I ENROLL?</th>
<th>PLAN</th>
<th>RESOURCE</th>
<th>OPEN ENROLLMENT DATES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>REI BENEFITS PLAN</td>
<td>foryourbenefit-REI.com</td>
<td>November 1-15, 2017</td>
</tr>
<tr>
<td></td>
<td>MARKETPLACES</td>
<td>Use our Health Coverage Decision Tool at foryourbenefit-REI.com to find the Marketplace for your state. To enroll, use your state Marketplace website, or visit healthcare.gov.</td>
<td>November 1, 2017--December 15, 2017 Coverage will be effective January 1, 2018</td>
</tr>
</tbody>
</table>

**OTHER RESOURCES**

Whether you receive your coverage through REI or through a Marketplace, REI has created tools to help make decisions about your health care coverage easier. Check out these new tools at foryourbenefit-REI.com to explore your options.

- **Health Coverage Decision Tool**
  This tool quickly guides you through your options based on questions you answer regarding benefit eligibility, your expected household size, income and more. The tool features an easy-to-use interactive map that provides direct access to Marketplace subsidy, Medicaid information and the state/federal Marketplace websites.

- **Health Care Reform Video**
  This five-minute video explains the basics of the ACA, how it impacts all Americans and provides details about Marketplaces, including eligibility and subsidy criteria.

There are also Marketplace resources available on healthcare.gov such as FAQs, links and phone numbers to all state Marketplaces. For general information on the Marketplace, call 1-800-318-2596.

The information provided is for informational purposes only. Employees should evaluate all health coverage options and are solely responsible for their own decisions. For the most recent information, please visit foryourbenefit-REI.com.