

PREPARING FOR RETIREMENT

EVEN THOUGH WE LOVE WORKING AT REI, EVENTUALLY WE ALL WANT TO RETIRE. REACHING YOUR RETIREMENT GOALS DOESN'T JUST HAPPEN-YOU NEED TO PLAN FOR YOUR FUTURE BY PRESERVING YOUR HEALTH AND SAVING UP. REI OFFERS PROGRAMS TO HELP. HERE'S WHAT YOU NEED TO DO TO PREPARE FOR THIS SIGNIFICANT LIFE EVENT.

WHEN	WHAT YOU NEED TO DO	KEY RESOURCES
Before you Retire	<ul style="list-style-type: none">• Determine your health and retirement lifestyle preferences and goals.• Participate in REI's Retirement Plan to maximize savings.• Use financial planning resources through REI's Retirement Plan.• Contact REI's Employee Assistance Program for advice on Social Security, Medicare and other available retiree medical options.• Update your Life Insurance and Retirement Plan beneficiaries and your will.• Update your communication preferences in your Schwab retirement account and enter your email address to continue receiving updates.	<ul style="list-style-type: none">• Schwab Retirement Services at 1-800-724-7526• REI Health Guide at 1-800-451-2967• Employee Service Center at 1-800-999-4734 or hrhr@rei.com
When you are ready to Retire	<ul style="list-style-type: none">• Notify your direct leader of your planned retirement date and discuss a plan for transition of work.• Contact REI's Employee Assistance Program for advice and support for your transition to retirement.• Contact the REI Retirement Plan (through Schwab Retirement Services) to discuss your distribution options.	<ul style="list-style-type: none">• Schwab Retirement Services at 1-800-724-7526• Employee Service Center at 1-800-999-4734 or hrhr@rei.com