

This notice is to inform you of a change to Sesh, a group therapy mental health provider, and availability of the updated REI Full Benefits Plan ("Plan) Summary Plan Description (SPD).

What You Need to Know

Since the beginning of 2023, REI offered Sesh, a group therapy mental health service provider, to all employees and their family members. Sesh informed the co-op on August 1st that it was acquired and that its last day of operations was Friday, August 4th. Due to the acquisition of Sesh by another company, REI is unable to continue offering this benefit to REI employees and their family members.

The SPD for the REI Full Benefits Plan has been updated and is available at foryourbenefit-rei.com/legal-notice-plan-documents/.

Available Resources

REI believes accessibility to mental health services is important and provides many other resources that are available to employees and their family members. There are several alternative free or pay-for-service options that are highlighted on foryourbenefit-rei.com/wellness/, such as:

Free and available to all employees and household members or dependents

- **Employee Assistance Program (EAP):** Provides solution-focused, confidential mental health services, including up to eight free individual counseling sessions per issue per person per year.
- **Talkspace:** Provides access to an online therapy platform that makes it easy and convenient to connect with a licensed behavioral therapist from anywhere, anytime. This service is included in the eight free counseling sessions per issues per year through the EAP.
- **RethinkCare:** Provide life skills-building exercises to support individuals at home and in the workplace to reduce stress, anxiety and more.

Available to all employees and dependents enrolled in an Aetna medical plan

- **Meru:** Available to employees and eligible adult dependents enrolled in an Aetna medical plan. Get unlimited 1:1 chat-based support from a therapist.

In addition, all REI-sponsored medical plans provide benefits for mental health services. See the SPD and benefit booklets for additional details.

Questions?

Contact the Employee Service Center at HRHR@rei.com or 1-800-999-4734.