

**REI's HIGHEST COMPENSATED EXECUTIVES\***  
Year Ending December 31, 2007

Name and Title	Year	Base Pay <sup>1</sup>	Annual Incentive Plan	Long-Term Incentive Plan <sup>2</sup>	REI RETIREMENT & PROFIT SHARING PLAN <sup>3</sup>	DEFERRED COMPENSATION PLAN OF 1990 <sup>3</sup>	Other Allowances <sup>4</sup>	Total
Sally Jewell <sup>5</sup> President and CEO	2007	\$ 594,231	\$ 399,457	\$ 663,849	\$ 33,750	\$ 55,385	\$ 6,960	\$ 1,753,631
	2006	\$ 519,231	\$ 462,323	\$ 581,327	\$ 33,000	\$ 44,885	\$ 6,960	\$ 1,647,725
	2005	\$ 436,928	\$ 315,965	\$ 490,446	\$ 31,500	\$ 34,039	\$ 5,400	\$ 1,314,279
Matt Hyde Sr. VP Merchandising and Marketing	2007	\$ 343,086	\$ 138,378	\$ 256,451	\$ 33,750	\$ 17,713	\$ 4,680	\$ 794,058
	2006	\$ 315,271	\$ 180,461	\$ 246,354	\$ 33,000	\$ 14,291	\$ 4,680	\$ 794,056
	2005	\$ 258,724	\$ 146,237	\$ 224,014	\$ 31,500	\$ 7,309	\$ 4,680	\$ 672,464
Brian Unmacht Sr. VP Sales, Store Development & Logistics	2007	\$ 343,077	\$ 138,375	\$ 253,650	\$ 33,750	\$ 17,712	\$ 5,160	\$ 791,723
	2006	\$ 311,588	\$ 178,353	\$ 241,091	\$ 33,000	\$ 13,738	\$ 4,980	\$ 782,751
	2005	\$ 252,418	\$ 142,645	\$ 216,430	\$ 31,500	\$ 6,363	\$ 4,680	\$ 654,036
Brad Johnson Sr. VP CFO and CAO	2007	\$ 318,077	\$ 128,292	\$ 248,832	\$ 33,750	\$ 13,962	\$ 5,160	\$ 748,072
	2006	\$ 293,586	\$ 168,049	\$ 252,156	\$ 33,000	\$ 11,038	\$ 4,820	\$ 762,648
	2005	\$ 278,231	\$ 157,351	\$ 243,469	\$ 31,500	\$ 10,235	\$ 4,680	\$ 725,466

\*This document reflects the four top officer employees with the highest total cash compensation earned in 2007. Information reported in this table includes all 2007 salary changes, incentive awards, long-term incentive awards, and other compensation for each of the named officers.

<sup>1</sup>Base pay reflects actual employee earnings from regular base pay, vacation time used, sick, holiday, and sabbatical pay during the calendar years shown.

<sup>2</sup>The Long-Term Incentive Plan payout was determined for the 2005 - 2007 performance period in which the company exceeded its three-year goals for Return on Capital and Revenue Growth at levels that provided funding slightly below maximum amounts under the Long-Term Incentive Plan.

<sup>3</sup>Company contributions to the Retirement and Profit Sharing Plan for Officers are contributed at the same percentage of base earnings as for all other employees who are eligible to receive such contributions. IRS Compensation Limits for contributions to the Retirement and Profit Sharing Plan are observed for all employees' base salary earnings. These limits cap the amount the Company can contribute to the Retirement and Profit Sharing Plan for certain officers. For those officers with base earnings in excess of the IRS Compensation Limits, the Company calculates the amount of base earnings that are above the IRS Compensation Limit, applies the Company Retirement and Profit Sharing contribution percentage to those earnings, and contributes the resulting amount to an account in the officer's name under the Company's Deferred Compensation Plan of 1990. The combination of Company contributions to an officer's Retirement and Profit Sharing Plan accounts and Deferred Compensation Plan of 1990 accounts are no greater or less than those that would be provided to any employee who is not affected by IRS Compensation Limits.

<sup>4</sup>Other compensation for company officers consists of two elements: a monthly allowance for car expenses and a monthly allowance for a communication device.

<sup>5</sup> Sally Jewell became REI's CEO in March 2005 from the position of COO.