

REI's HIGHEST COMPENSATED EXECUTIVES ¹
Year Ending December 31, 2008

Name and Title	Year	Base Pay ²	Annual Incentive Plan	Long-Term Incentive Plan ³	REI Retirement & Profit Sharing Plan ⁴	Deferred Compensation Plan of 1990 ⁴	Other Allowances ⁵	Total
Sally Jewell President & CEO	2008	\$669,885	\$0	\$579,501	\$23,000	\$43,719	\$7,440	\$1,323,545
	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
Matt Hyde Executive Vice President, Merchandising & Marketing	2008	\$373,847	\$0	\$227,547	\$23,000	\$14,269	\$5,640	\$644,303
	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
Brian Unmacht Executive Vice President, Sales, Service, Store Development & Logistics	2008	\$364,231	\$0	\$224,525	\$23,000	\$13,346	\$5,640	\$630,742
	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
Brad Johnson ⁶ Senior Vice President, CFO & CAO	2008	\$334,424	\$0	\$197,612	\$23,000	\$10,385	\$5,640	\$571,061
	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

¹ This summary reflects the four officers with the highest total cash compensation earned in 2008. Information reported in this table includes all 2008 salary, incentive awards, long-term incentive awards and other compensation paid to each of the named officers.

² Base pay reflects actual employee earnings from regular base salary and vacation, sick, holiday and sabbatical pay during the calendar years shown.

³ 2008 values for the Long-Term Incentive Plan reflect awards for the 2006 - 2008 performance period. Payouts represent below-target performance in three-year return on capital and slightly above-target performance in three-year revenue growth for the period from January 2006 through December 2008. Targets in the Long-Term Incentive Plan are consistent with the Company's pay-for-performance philosophy, focus the leadership team on the Company's long-term performance and reflect top-quartile performance in the industry. The awards for the 2005 - 2007 and 2004 - 2006 three-year cycles reflect the Company's record performance over those three-year periods.

⁴ For 2008, the Board of Directors approved a 10% contribution for all employees under the Retirement and Profit Sharing Plan. The Plan allows for up to a 15% contribution of eligible earnings, based on Company profitability. The maximum 15% contribution was awarded in Plan years 2007 and 2006. IRS Compensation Limits for contributions to the Retirement and Profit Sharing Plan are observed for all employees. These limits cap the amount the Company can contribute to the Retirement and Profit Sharing Plan for certain officers. For an officer with base salary earnings in excess of the IRS Compensation Limits, the Company applies the Retirement and Profit Sharing contribution percentage to the earnings above the IRS Compensation Limits 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 account and Deferred Compensation Plan of 1990 account is no greater or less than the percentage contributions provided to any eligible employee who is not affected by IRS Compensation Limits.

⁵ Other allowances consist of a monthly allowance for car expenses and a communication device.

⁶ Mr. Johnson retired from the Company in January 2009.