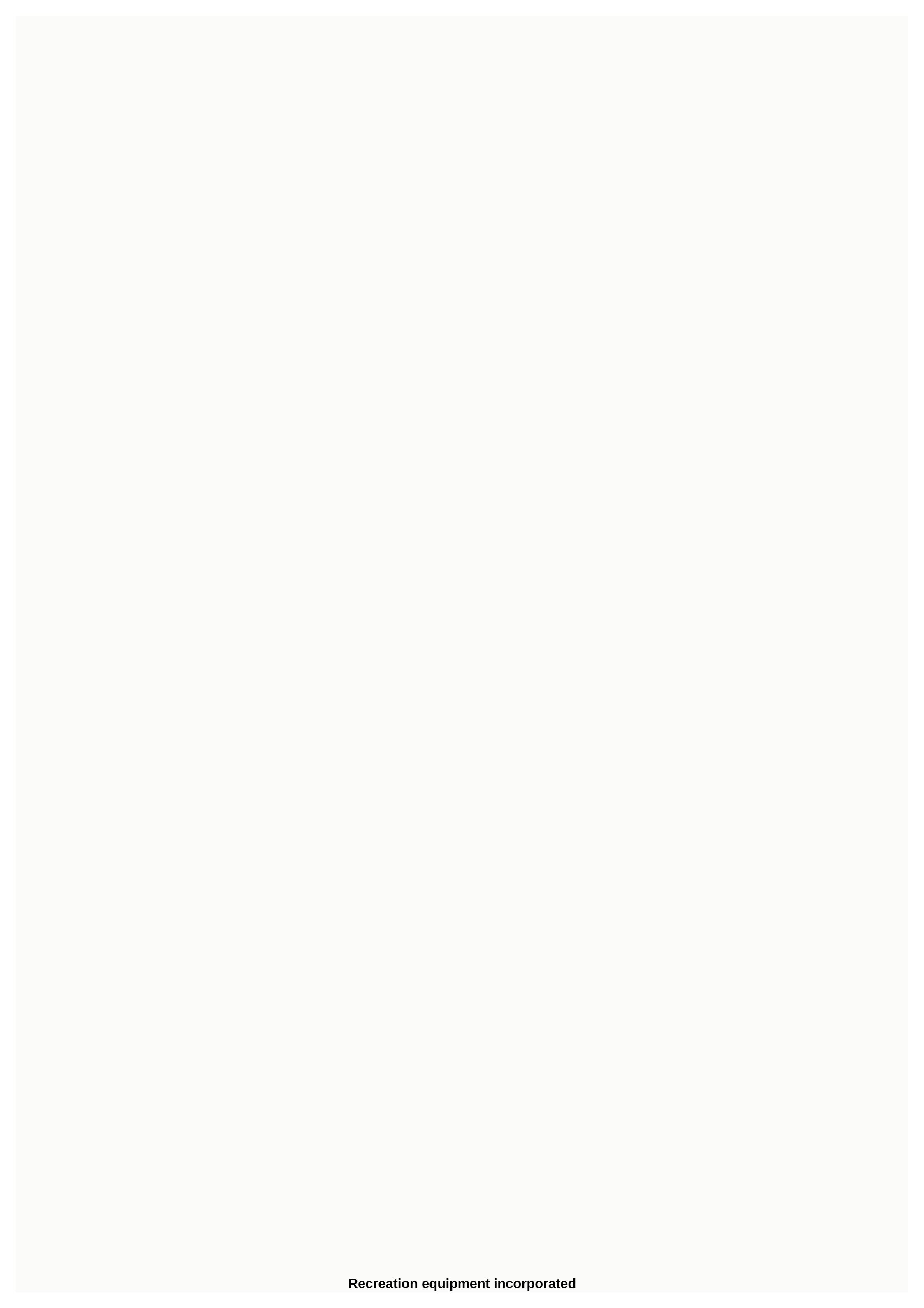
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to REI's stewardship report, disability is a central focus of the company's diversity, gender equality and inclusion. To build a workforce that reflects the company's desired customer base, REI has partnered with the National Organization on Disability (NOD) on an initiative to recruit and hire people with disabilities to staff its distribution center in Goodyear, Arizona. Case study Partnering to Meet Workforce Needs REI is committed to creating a culture of respect and inclusivity. As part of its efforts to build a workforce that reflects its desired customer base, REI has partnered with the National Organization on Disability (NOD) to develop an initiative for employment and training of disabilities to meet talent needs at the company's distribution center in Goodyear, Arizona. From previous experience, REI knew that it can take time for managers to build skills that monitor employees with disabilities. The company wanted to train employees at all levels to ensure a smooth transition and a welcoming environment for group members with disabilities. With this in mind, NOD developed training materials for the REI management team, as well as a curriculum for staff on disability etiquette and awareness. More than 30 regional managers and 120 employees participated in training, which took out a lot of the mystery, and a lot of the mystery of working with people with disabilities, according to Emily Garcia, an HR Generalist for REI. Staff and managers quickly began to see changes in the plant's culture, including a desire among staff to be more inclusive and improve accessibility for employees with disabilities. For example, one of the facility's new employees who is deaf and uses American sign language (ASL) has taught employees basic signs, so that they can communicate more effectively with her. In turn, some employees have decided to take secondary education classes to further develop their signing skills. NOD also conducted a comprehensive review of REI's disability integration policies and made recommendations for further ways the company can further promote its integration goals. From the experience, Chris Joyce, director of operations for REI, said: This was a great opportunity to connect with a population of people who really want to work, who are interested in your success, that if you give them a chance, are just some of your most loyal employees that you ever want to work with. on REI's commitment to disability-inclusive disability-inclusive is Outdoor School instructor Diedre Tanenberg. Tanenberg, who is deaf, is the first instructor at REI's Outdoor School to teach classes in ASL, inspiring others who are deaf or hard of hearing to enjoy nature. After graduating from college in 2012 with a degree in environmental studies and outdoor leadership, Tanenberg began working at REI as a salesman. She worked her way up over the years and now teaches outdoor classes in California. She usually leads three to 15 people on hikes, teaching them Ten Essentials for outdoor adventurers, orientation, and ways to be a good steward to nature. Tanenberg is a powerful example of the impact of inclusion and accessibility. She says she hopes other companies will work to become more welcoming to outdoor adventurers with disabilities. While headquartered over Sound in Kent, REI began in Seattle in 1938 with 23 mountaineering members. With its flagship store located in the Cascade neighborhood, REI is the largest consumer cooperative in the United States, with more than 3.5 million members and 100 stores across the country. Selling outdoor gear and sporting goods, REI sales exceeded \$14.3 billion in 2008. REI has been ranked every year in FORTUNE magazine's 100 Best Companies to Work for, since the list's inception in 1998. In 2009, it came in 12th place. POINT (-122.2403966 47.2031566) U.S. consumer cooperative REI redirects here. For other uses, see Rei. Recreational Equipment, Inc. TypeConsumers Cooperative Industry Sporting Goods and Outdoor Gear Founded 1938; 83 years ago (1938) in Seattle, Washington, United States Number of locations 165 (September 2020) Key persons Eric Artz, VDR evenue \$3.12 billion (2019) [1] Operating profit \$157 million (2019)[2]Net revenue \$21 million (2019)[2]Members19 million[3]Number of employees13,000Websiterei.com Recreational Equipment, Inc., commonly known as REI, is an American retail and outdoor service corporation. It is organised as a consumer cooperative. REI sells sporting goods, camping equipment, travel equipment and clothing. It also offers services such as outdoor holidays and courses. REI operates 165 stores in 39 states. It also accepts orders via mail order catalogues and the internet. [3] REI's annual revenue for 2019 was \$3.12 billion. [1] History Lloyd (1902–2000) and Mary Anderson (1909–2017) founded REI in Seattle, Washington in 1938. The Andersons imported an Akadem Pickel ice axe from Austria for themselves as part of The Mountaineers Basic Climbing Course, and decided to set up a cooperative to help other outdoor enthusiasts in the club acquire good quality climbing gear at reasonable prices. [4] On June 23, 1938, with the help of Seattle attorney Ed Rombauer, five Mountaineers met at Rombauer's office, and each paid a dollar to go with recreational equipment Lloyd and Mary got cards nos. 1 and 2. Flagship store (1962-1996) in Seattle, circa 1980; 11. & Bamp; Pine on Capitol Hill In the first year, recreational equipment was nothing more than a shelf at the Puget Sound Cooperative Store, a farmers' cooperative near Pike Place Market in Seattle. In 1942, Lloyd moved to a new space down the hall from The Mountaineers clubroom on Pike Street. Jim Whittaker, the first American to mount Mount Everest (in 1960s[5] and was an early board member with American Alpine Club President Nicholas Clinch. [6] When Whittaker climbed Mount Everest, it provided REI with so much free advertising that the following year, 1964, its gross income topped 1mil \$1mil for the first time. [7] Through the 1970s, it identified itself as clearly visible as the REI Co-op, focusing primarily on equipment for serious climbers, backpackers and mountaineering expeditions. But in the 1980s, with changes in its board, the emphasis shifted toward family camping and branched out into kayaking, cycling and other outdoor sports. The company acquired the nearby outdoor equipment company Mountain Safety Research in 1981, which later bought tent manufacturer Edgeworks and produced tents with the MSR brand. REI kept MSR until 2001, when it left the manufacturing business, selling the operation to Cascade Designs.[8] another successful outdoor gear company in the Seattle area. Clothing, especially sports casual clothing, also became a larger part of the company's product line. Although the company remained a cooperative, providing special services to its members, the co-operative company in the Seattle area. moniker was removed from much of its literature and advertising. Starting in 2014, with the introduction of the REI Co-Op line of clothing, REI again publicly emphasized the cooperative aspect of its business model. In October 2015, the company launched a redesigned logo, which includes the word co-op for the first time since 1983. [9] On Black Friday 2015, REI closed all of its stores, stopped processing orders on its website, and gave all employees a paid day off. [10] Although Black Friday has been one of REI's top 10 days for annual sales, the company renounced Black Friday and launched a #OptOutside marketing campaign, urging people to spend their time outside. REI is the first major retailer to forgo operations on Black Friday. [11] They continued the initiative through the 2020 holiday season. [12] Today, it is consumer-oriented goods, in particular clothing and family camping equipment, that are the mainstay of REI's activities. REI continues to sell climbing and backpacking gear. Non-retail diversification REI store in Hillsboro, Oregon REI has diversified its offerings into global adventure through through REI Adventures branch, which began in 1987. [citation needed] REI Adventures offers holidays for active travelers all over the world. In 2006, REI started the Outdoor School is a series of one-day excursions in the surrounding area and in shop classes. Activities include mountain biking, road cycling, kayaking, backpacking, rock climbing, outdoor photography, family hiking, snowshoeing and others. The current locations for outdoor school are the San Francisco Bay Area, Sacramento and Reno areas, the Los Angeles area, the San Diego area, the Boston and New England area, the New York Tri-State area, The Philadelphia, Washington D.C./Maryland/Virginia area, the Denver area, the Portland area, the Portland area, and the Puget Sound area. On June 11, 2015, REI Adventure Projects Inc., a Boulderbased company founded by Nick Wilder and Mike Ahnemann in 2012, best known for its climbing site, mountain project (MountainProject.com), purchased guides to more than 128,000 climbing routes worldwide. [13] It has since expanded by creating MTBProject.com, a website for crosscountry trail maps, HikingProject.com, for hiking trails, PowderProject.com, for backcountry ski trails, and TrailRunProject.com, for cross-country trails. [14] [15] [16] In November 2016, REI began producing independent podcasts informally, starting with Wild Ideas Worth Living by journalist Shelby Stanger. [17] Since then, they have also released Camp Monsters and Wildfire. [19] In February 2019, REI acquired Arizona Outback Adventures. Arizona Outback Adventures had served as a salesman and operator of REI's adventure travel program for over 15 years. The acquisition provided new tour and rental opportunities in the house at REI and signaled a renewed effort to diversify the company's experiential offerings. [20] Leadership Sally Jewell joined the board of REI in 1996 and was appointed chief operating officer in 2000. She became CEO in 2005. Jewell remained CEO of REI until she was appointed U.S. Secretary of the Interior in April 2013. [21] Jerry Stritzke, former President and COO of Coach New York, was appointed President and CEO of REI in August 2013. [22] Stritzke resigned in February 2019. Eric Artz, former COO of the company, was appointed President and CEO of REI in May 2019. [23] Location REI has a member-owned cooperative headquartered in Kent, Washington. It is owned by its members, each of whom holds a single share of the vote. Members are entitled to a patronage dividend. A new headquarters in the Spring District of Bellevue, Washington, was announced in 2016 and was scheduled to open in 2020. [24] The sale of the new headquarters campus was announced in August 2020 amid the COVID-19 pandemic, with REI corporate employees working from home. [25] Its flagship stores are located in Cascade of Downtown Seattle, which opened in 1996; [26] Bloomington, DC; New York City; And Denver, Colorado. [27] It has distribution center in Sumner, Washington; Bedford, Pennsylvania; and Goodyear, Arizona. Membership REI is owned by its active members, people who have paid a \$20 lifetime membership fee and have purchased \$10 or more of goods from REI in a given calendar year. Each active member has the right to vote for members of the Company's Board of Directors and is entitled to protection in dividends on qualifying purchases. [28] The annual dividend is normally equal to 10% of what a member spent on REI on ordinary goods in the previous year. [29] The dividend, which becomes unsolvable on 31 December two years from the date of issue, may be used as credit for further purchases or taken as cash or cheque between 1 July and 31 December of the year that the dividend is valid. REI members may purchase returned/used/damaged goods at significant discounts at REI Used Gear Sales. Other benefits of REI membership include discounts on rentals, shipping fee offers, REI adventure travel and retail services, as well as access to rock wall in places that have indoor climbing walls. The locations include Flagship stores in Denver, Seattle, Redmond and Bloomington as well as the Pittsburgh South Side Works store. Members also receive exclusive coupons throughout the year for about 20% off full price items. Governance REI store in Mountain View, California REI is a Washington company controlled by a board of directors with 13 board members, including the CEO. Directors serve terms of one or three years. Board nominees are selected by rei's nomination committee. In previous years, board elections, with both board-nominated and self-appointed candidates petitioning. In recent years, REI has eliminated the ability of petition candidates and has nominated only as many candidates as open positions. Members are sent a ballot, and candidates must collect 50% of the votes returned; members can also vote online. While the Board serves at the satisfaction of its members, there is no path to board membership without the approval of the Board's Election and Governance Committee. [30] For 2014, its Chief Executive Officer received compensation of approximately \$2.71 million per year. [31] [32] Business model The Andersons originally established the co-op structure to secure reduced prices for its members and REI models now model themselves as a boutique full-service retailer, with a website including order-on-the-web and free delivery to a nearby store, rather than as a low-price retailer. Local shops host free clinics on outdoor topics and organize short trips stemming from the store to explore local hikes and bike paths. REI outlets are often located as anchor stores in exclusive strip malls. common with other retailers, REI stores tend to receive most of their traffic over the weekend. Although most of what it sells are brand name goods from other companies, REI designs and sells its own proprietary branded products under REI, REI Co-Op, Co-Op cycles brands. [33] [34] Labor REI employs over 11,000 people, most of them in stores, many of whom are part-time. Employees receive discounts on goods, may be eligible for free or discounted outdoor classes, and also receive a Yay day pass, giving them the right to spend up to 6 hours outdoors for pay. [36] REI has been ranked among the top 100 companies to work for in the United States by Fortune since 1985, giving it a place in the Fortune Hall of Fame. REI was ranked #8 in 2012,[37] #69 in 2014, #58 2015,[38] #26 2016,[39] and #28 2017. [40] Environmental and Community Initiative In 2006, REI purchased 11 million kWh of green power, enough to offset 20% of its total power consumption. It placed REI on the U.S. Environmental Protection Agency's top list of retailers in the purchase of clean-generated electricity. [41] By 2007, REI promises to make its travels through the purchase of green power credits Green Tags. [42] REI Adventures states that it is the first U.S. travel company to introduce this type of program. [43] REI has promised to be a climate neutral and zero waste to landfill companies by 2020 by focusing on the five areas of its business: green buildings, product managers, proper paper use, waste reduction and energy efficiency. [44] To support local communities, REI offers free meeting space to nonprofits, supports conservation efforts, and organizes annual outdoor activities. REI donates annually to conservation groups in the United States. Its 2007 yield of \$3.7 million represented about 0.28% of its \$1.3 billion in gross sales. [45] It also sends volunteers to help groups clean up the environment, build new tracks and teach children the importance of caring for the environment. [46] REI is a key sponsor of Access Fundaly, a non-profit organization dedicated to keeping US climbing areas open by education, environmental protection, and advocacy. In the aftermath of the Stoneman Douglas High School shooting REI joined the 2018 NRA boycott and suspended orders from Vista Outdoor, a manufacturer of outdoor products and rifles. [47] See also Academy Sports + Outdoors Bass Pro Shops Cabela's Campmor Dick's Sporting Goods Eastern Mountain Sports Gander Mountain Legendary Whitetails Mountain Equipment Co-op, a comparable cooperative in Canada Scheels All Sports Sierra Trading Post Sportsman's Warehouse Vista Outdoor References ^ a b REI Co-op publishes 2019 full year results. rei.com. Recreational Equipment, Inc. 27 April 2020. Retrieved September 8, 2020. ^ a b REI Co-op announces financial results, major expansion of rents and used tools (PDF). Recreational Equipment, Inc. March 6, 2020. Retrieved September 8, 2020. ^ a b 2019 Stewardship Report. leisure equipment, Inc. 2020. Retrieved September 8, 2020. Morse, Gardiner (May 2003). Uploading at REI. Hbr.org. Harvard Business Review. Retrieved November 7, 2015. Martinez, Amy. 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Recreational Equipment, Inc., commonly known as REI, is an outdoor retailer that also offers classes, events and vacations through its outdoor school. In recent years, REI has taken steps to make the company, and by extension outdoor, more inclusive for people with disabilities. According

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