



September 3, 2009

To All REI Employees:

The flu season will be starting soon and will last through the fall and winter. As most of you are aware, more than one kind of flu virus will be spreading this season, the seasonal flu and the 2009 H1N1 flu. If you get the flu virus, you can get sick and can spread the flu to others at home, at work, and in the community. Symptoms of H1N1 flu include fever or chills *and* cough or sore throat. In addition, symptoms can include runny nose, body aches, headache, tiredness, diarrhea, or vomiting.

We are asking that you plan to stay home if you are sick with these flu-like symptoms until at least 24 hours after you no longer have a fever (100 degrees Fahrenheit or 38 degrees Celsius), which takes at least 5 days. Fever should be determined without the use of fever-reducing medicines (any medicine that contains ibuprofen or acetaminophen).

Also, to prevent the spread of the flu, remember to cover your coughs and sneezes and wash your hands often with soap and water. Use an alcohol-based hand cleaner if soap and water are not available. If a severe flu outbreak hits our community, we will take additional steps to avoid spreading the flu virus in the workplace.

You need to prepare as well.

- Get the vaccine for the seasonal flu, which will be available on-site to REI employees in late September or early October. Details on vaccination dates and locations will be announced at a later date.
- Get the 2009 H1N1 flu vaccine when it becomes available. We are working with our vendors to make vaccines available to REI employees once it is released for general population distribution (estimated availability is late November – early December).
- Make plans to care for sick household members or for children if schools dismiss students or child care programs close.
- Be prepared in case you get sick and need to stay home. Have the following items on hand: a supply of fever-reducing medicines that contain acetaminophen or ibuprofen, alcohol-based hand cleaners, tissues, and other items that may be useful and help avoid the need to make trips out in public while you are sick.
- Learn about the flu and what you can do. To find out more about preparing for the flu, go to www.flu.gov or call 1-800-CDC-INFO (1-800-232-4636).

Watch for more information on the H1N1 flu virus and what REI is doing to prepare for it as we get closer to the flu season.

By working together, we can protect our workforce while having a productive fall and winter.

Jake Yamashita
President