VALID DATES
8/19/22 - 9/18/22
11/4/22 - 11/27/22
VALID FOR YOU + 4 GUESTS

WHAT TO BRING
- THIS INVITATION
- PHOTO I.D.
- PROOF OF AFFILIATION
  - business card
  - membership card
  - company email signature
  - pay stub
  - original email
  - other form of affiliation

LOCATION
1414 Harbour Way S.
Richmond, CA 94804

LOCATION
MON - FRI: 11A - 8P
SAT - SUN: 10A - 8P

Questions? Please email: richmondemployeestore@columbia.com

Valid for you and up to 4 guests for multiple visits during your invite period. Columbia reserves the right to modify or cancel this offer at any time. Please present this original invitation to the receptionist for entry and again at checkout. This invitation is non-transferable. You must be present during shopping. The products purchased are intended solely for the buyer’s own personal use, including gifts to others. Resale of products is strictly prohibited. Columbia Sportswear limits the number of items purchased to no more than 10 of the same style.

For team and company purchases, please speak to a member of our store management team. Offer may not be combined with any other offer or discount. Valid from dates listed above. ©20 22 Columbia Brands USA, LLC.
EMPLOYEE STORE FAQs:

What is an employee store?
- The Columbia Sportswear Company Employee Store is a private store for Columbia employees and community program partners. The store is not open to the public as the items are marked up to 50% off retail pricing.
- The employee store carries Columbia Sportswear Company’s family of brands - Columbia, Mountain Hardwear, Sorel, and prAna.

What are the benefits of visiting the store?
- Accessing the store allows you to shop our brands at up to 50% off retail pricing.
- The store is always stocked with current season products across all of our brands.
- You will find apparel, footwear, accessories and equipment for men, women and children.
- We also have in-store kiosks available to order items online at employee store pricing and ship them directly to your home.

How do I get access to the store?
- Bring the invite (first page of this document) to the store during the active dates listed. Provide proof of affiliation with the invited group for store access (business card, employee badge, membership ID, etc.).
- This invite is valid for you and up to four guests.
- The invite is valid for multiple visits during your invite period.

<table>
<thead>
<tr>
<th>PORTLAND EMPLOYEE STORE</th>
<th>CARLSBAD EMPLOYEE STORE</th>
<th>RICHMOND EMPLOYEE STORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>14100 NW Science Park Dr. Portland, OR 97229</td>
<td>13209 Lionhead Ave Carlsbad, CA 92010</td>
<td>14114 Harbour Way South, STE 1010 Richmond, CA 94804</td>
</tr>
<tr>
<td><strong>HOURS:</strong></td>
<td><strong>HOURS:</strong></td>
<td><strong>HOURS:</strong></td>
</tr>
<tr>
<td>Mon–Fri: 10a–8p</td>
<td>Mon–Sun: 10a–7p</td>
<td>Mon–Fri: 11a–8p</td>
</tr>
<tr>
<td>Sat–Sun: 9a–8p</td>
<td></td>
<td>Sat–Sun: 10a–8p</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HENDERSON EMPLOYEE STORE</th>
<th>WEST COVINA EMPLOYEE STORE</th>
<th>LONDON CANADA EMPLOYEE STORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2480 US Hwy 41 North Henderson, KY 42420</td>
<td>970 Lake Drive West Covina, CA 91790</td>
<td>1-1425 Max Brous Dr London, ON N6N 0A2</td>
</tr>
<tr>
<td><strong>HOURS:</strong></td>
<td><strong>HOURS:</strong></td>
<td><strong>HOURS:</strong></td>
</tr>
<tr>
<td>(CST) Sun–Thur: 10a–6p</td>
<td>Mon–Sun: 10a–8p</td>
<td>Mon–Fri: 10a–8p</td>
</tr>
<tr>
<td>Fri–Sat: 10a–7p</td>
<td></td>
<td>Sat–Sun: 10a–5p</td>
</tr>
</tbody>
</table>