



North Star Relief Fund:



Giving Back is one of our core values at Macy's, Inc. We show up in times of need, and we take care of the communities we're a part of.

When our Macy's, Inc. family is the community that needs support, our colleagues always seek out ways to help take care of one another. This is the inspiration behind our North Star Relief Fund.

Who is Eligible?

Full-time or part-time colleagues, including colleagues working flex time or on contingent, that are actively employed by Macy's, Inc. are eligible. Colleagues that are on leave of absence for 12 months or less are also eligible.

Temporary and seasonal colleagues, employees of licensed businesses or vendors, and retirees of Macy's, Inc. are not eligible for assistance.

What are the Qualified Events and Hardships?

There are several events and hardships ("qualifying events") that qualify for assistance.

- Natural disasters
- Death
- Damage to primary residence
- Domestic abuse
- Military deployment
- Violent crime
- Disaster from bus, plane, train, etc.

How is Assistance Given?

Requests must be a minimum of \$500. For hardship events, the maximum assistance provided is \$1,000; and the maximum assistance for natural disaster is \$2,500. Awards will depend on need. Assistance must be requested within 90 days of the qualified event or hardship.

Awards are typically made within 48 hours and are decided based on the qualifying event, the level of need and the amount of assistance requested.

Want More Information?

For more information, visit mygiveback.benevity.org.



Assistance Examples

Qualified expenses vary based on application type. If you have questions, please contact the Employee Assistance Foundation (EAF), the third-party North Star Relief Fund administrator, at northstarrelieffund@emergencyassistancefdn.org or 888-303-4369.

Grant Application Type: House Fire (Damage to Primary Residence)

Maximum Grant for Application Type: \$1,000

Colleague A

Example Scenario:

- Does not have insurance
- Will be displaced from home for at least 30 days
- Immediate needs: food, clothing, temporary housing

Example Grant: \$1,000

- Grant provides relief for immediate food, clothing, temporary housing needs; repairs to home

Colleague B

Example Scenario:

- Insurance covers most expenses, but some out-of-pocket expenses remain
- Home is still habitable
- No immediate needs

Example Grant: \$750

- Grant provides relief for out-of-pocket expenses incurred for repair to home

Grant Application Type: Death of Immediate Family Member

Maximum Grant for Application Type: \$1,000

Colleague A

Example Scenario:

- No contributing life insurance

Example Grant: \$1,000

- Grant provides relief for reasonable funeral, burial expenses

Colleague B

Example Scenario:

- Life insurance covers all funeral/burial expenses

Example Grant: \$0

- Grant application denied because no financial need was demonstrated

Grant Application Type: Military Deployment

Maximum Grant for Application Type: \$1,000

Colleague A

Example Scenario:

- Income insufficient to cover housing needs (rent/mortgage, essential utilities)

Example Grant: \$1,000

- Grant provides relief for rent, mortgage, essential utilities

Colleague B

Example Scenario:

- Income sufficient to cover housing needs
- Unexpected child care expenses necessary for 30 days

Example Grant: \$650

- Grant provides relief for unexpected child care expenses (up to 60 days)