



National Holidays, Holiday Pay

From the Thanksgiving Day Parade to the Fourth of July Fireworks, Macy's has a rich history of celebrating holidays. This history extends to our team members who receive payment—and, in some cases, time off—in honor of six national holidays. This policy provides information about team members' eligibility for, and the calculation of, Holiday Pay and Holiday Premium Pay.

HOLIDAY PAY

1. Paid Holidays

Eligible team members will receive holiday pay for the following holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Christmas Day

2. Holiday Pay Policy for Executives

Full- and part-time executives (including exempt, salaried overtime-eligible, and hourly executives) are not eligible for holiday pay. Instead, executives who work the holiday will receive a floating holiday to be used as follows:

- An executive who works on any of the holidays listed in Section 1 will receive a paid day off to be taken within 30 days following the worked holiday.
- **Thanksgiving.** An executive who works on Thanksgiving will receive a paid day off to be taken within 60 days following the Thanksgiving worked.

3. Holiday Pay Policy for Hourly-Paid Team Members

- All eligible hourly-paid team members will be paid PTO Average Daily Hours for the holidays listed in Section 1.
- **Eligibility for Holiday Pay.** An hourly-paid team member is eligible for Holiday Pay if he/she:
 - Is a regular status, full- or part-time team member (temporary and flex team members are not eligible for Holiday Pay); **and**
 - Has at least six (6) months of continuous benefits-eligible service as of the end of the calendar month immediately preceding the holiday; **and**
 - Was paid, on average, at least 15 hours or more per week during the previous calendar year (or, if the team member has not been employed for more than one year, in the prior 90 days); **and**
 - Is not on a leave of absence at the time of the Holiday; **and**
 - Works the assigned or committed shift immediately prior to, on the day of, and immediately following the holiday. (For example, if a team member is absent without prior approval for any reason during the shift immediately prior to, on the day of, or immediately following the holiday, the team member is not eligible for Holiday Pay.)



HOLIDAY WORKED PREMIUM PAY FOR HOURLY-PAID TEAM MEMBERS

Holiday Worked Premium Pay is the rate at which an eligible hourly-paid team member is paid for hours worked on any of the holidays listed in Section 1.

4. Holiday Worked Premium Pay Calculation

- One and one-half times the team member's regular hourly rate

5. Eligibility for Holiday Worked Premium Pay

- Regular status, full- or part-time, temporary, or flex team member; **and**
- Has at least 12 months of service as of the end of the calendar month immediately preceding the Holiday.

6. Holidays On Weekends

- ***For locations (such as stores) that are regularly open on weekends.***
 - Based on business needs, any of the holidays listed in Section 1 will be recognized on the appropriate weekend date.
 - Hourly-paid team members may not float the holiday to another day.