



Questions About Benefits?

From Live Healthy to Save Actively, Macy's Inc. offers comprehensive benefits to enhance your work and personal life. Same gender partner benefits are available in many of our Company-sponsored benefit programs. You may need to complete an Affidavit of Domestic Partnership for eligibility. While information regarding some of our benefits offerings is provided here, you can view details on all our benefit plans on the benefits page of IN-SITE, or you can call HR Services at 1-800-234-MACY.

1. Health and Welfare

Company-sponsored health and welfare benefits available to eligible team members include health care, life insurance, disability and flexible spending accounts. These benefits are administered by HR Services. Benefits and eligibility for benefits can change from time to time. You can find more detailed information by visiting IN-SITE.

Note: This is only an overview of health and welfare benefits. The terms and conditions of the benefits described are determined solely by the summary plan descriptions or plan documents. Benefits described in this document may not apply to team members at all locations or team members covered under a collective bargaining agreement or employed by a leased or licensed department.

- **Accidental Death and Dismemberment**

Accidental Death and Dismemberment (AD&D) coverage is available in multiples of your annual income, from half-pay to ten (10) times pay. You may select individual or family coverage.

- **Benefit Contributions**

You pay for most benefits in which you are enrolled through convenient payroll deductions. Some benefit programs offer you two options to pay for your coverage. You can pay for medical, dental and team member life insurance before or after taxes are withheld from your pay. Contributions for the Health Care Flexible Spending Account (FSA) or Limited FSA and Dependent Care FSA are made on a pre-tax basis. Contribution for AD&D insurance and most disability programs are always made after taxes are withheld from your pay.

Pre-tax contributions may reduce your annual taxable income and may result in more take-home pay for you. However, because your taxes are reduced, there are rules about when you may make changes (see the Benefit Enrollment and HR Services section below). Making contributions on a pre-tax basis also may reduce Social Security benefits you may receive in the future.

- **Benefit Enrollment and HR Services**

For your convenience, you will receive notification of each Annual Enrollment period with instructions on how to enroll.

You can make changes to your health and welfare benefits during each Annual Enrollment election period for coverage effective July 1. You can also make changes if you experience a qualified change in family status—such as marriage or birth of a child—and report it to HR Services within 31 days following the event. If you become ineligible for new benefits because of a job status change, HR Services will advise you in writing.



Remember, if you have questions about health and welfare benefits or enrollment; please contact HR Services at 1-800-234-MACY.

- **Eligible Dependents**

The medical, dental, life insurance and accidental death & dismemberment (AD&D) insurance programs allow you to cover your spouse or same-gender domestic partner, and children up to age 26.

You may need to complete an Affidavit of Domestic Partnership before you can cover a same-gender domestic partner. In California and Washington State, certain benefits may be available to opposite-gender domestic partners.

- **Flexible Spending Accounts**

The Company sponsors Flexible Spending Accounts (FSA), allowing team members to set aside money on a pre-tax basis to use for eligible expenses. Team members must elect to participate each Annual Enrollment period in order to be enrolled for the program year.

1. **Dependent Care Flexible Spending Account.** Team members participating in the Dependent Care FSA may request reimbursement of dependent care expenses. Care may be provided for any child under age 13, an elderly parent or a disabled spouse.
2. **Health Care Flexible Spending Account.** The health care FSA is available for medical, prescription, dental and vision expenses not covered by your health insurance. A limited FSA is available for dental and vision expenses only. Team member who enroll in either of these options receive a debit card to make payments, or they can submit claims for reimbursement.

- **Life Insurance**

You can elect life insurance coverage in multiples of your annual income, from half-pay to six (6) times pay. If you choose not to enroll when first eligible, you can enroll later, but you will need to provide satisfactory evidence of good health before coverage becomes effective. Spouse/domestic partner life insurance coverage and child(ren) life insurance coverage is also available.

- **Medical and Dental**

The Company sponsors a comprehensive health care program to help team members cover medical and dental expenses. Eligibility and medical and dental options vary depending on your work location and applicable state laws. Medical coverage generally includes physician office visits, preventative care, prescription drugs and hospitalization. Team members who enroll in Company-sponsored medical coverage may also participate in an employee assistance program to help with balancing work and family life. While you must be enrolled to provide coverage to an eligible family member, the dependents under medical and dental coverage may vary from program to program.

2. Disability Coverage

- **Short Term Disability**

Macy's Inc. offers an optional Short-term Disability Program in which regular, hourly team members normally scheduled to work a minimum of 20 hours per week can elect to participate. Eligible team members may enroll as of the first of the month following (or upon completing) six months of benefits-eligible service. The program provides enrolled team members with partial income protection when an authorized health care provider certifies the team member is medically disabled and has at least a 20% loss of earnings. The cost of



this coverage is based upon your earnings and is automatically deducted from your paycheck when you enroll.

- ***Long Term Disability***

If you are a salaried executive, long-term disability insurance provides a source of income during the time you need to receive treatment to recover from a serious illness or manage the challenges of an extended disability that prevents you from returning to work. If you are a regular, full-time executive team member, you can elect to participate in Company-sponsored long-term disability coverage as of the first of the month following (or upon completing) 90 days of benefits-eligible service.

If you are a part-time executive or hourly team member who is regularly scheduled to work a minimum of 20 hours per week, you may elect to participate in Company-sponsored long-term disability coverage as of the first of the month following (or upon completing) 90 days of benefits-eligible service. If you enroll, the cost of this coverage is based upon your salary and is automatically deducted from your paycheck.