

**MACY'S, INC. AND ITS DIRECT AND INDIRECT WHOLLY-OWNED SUBSIDIARIES
D/B/A
MACY'S, MACY'S.COM, MACY'S MARKETING, MACY'S PARADE & ENTERTAINMENT GROUP,
MACY'S CORPORATE SERVICES, MACY'S MERCHANDISING CORPORATION, MMG, AND MST
7 WEST SEVENTH STREET | CINCINNATI, OH 45202
(800) 234-MACYS**

SEATTLE NOTICE OF EMPLOYMENT INFORMATION (ENGLISH)

ASSOCIATE NAME: _____

ASSOCIATE ID NUMBER: _____

EFFECTIVE DATE: _____

LOCATION Name/#: _____

1. Salaried Overtime Eligible Executive

I will be paid on a weekly basis, and my weekly salary will be _____. My "regular hourly rate of pay" will be _____ (weekly salary divided by 40 hours). My normal overtime rate of pay generally will equal my regular hourly rate of pay times 1.5, or _____, to be paid for any hours worked over 40 in a work week. Should I receive additional pay in the form of incentives or bonuses or other nondiscretionary payments for work performed in any particular work week(s), the calculation of my overtime rate of pay for these work week(s) will take into account any such incentives or bonuses or other nondiscretionary payments. My regular pay day will be every Friday. If Friday is a holiday, the pay day is the business day before.

2. Non-Commission Hourly Associate or Hourly Executive

I will be paid on an hourly basis, my "training rate of pay" will be \$_____ and my "regular hourly rate of pay" will be \$_____, to be paid for any hours worked up to 40 hours in a work week. My normal overtime rate of pay generally will equal my regular hourly rate of pay times 1.5, or \$_____, to be paid for any hours worked over 40 in a work week. Should I receive additional pay in the form of incentives or bonuses or other nondiscretionary payments for work performed in any particular work week(s), the calculation of my overtime rate of pay for these work week(s) will take into account any such incentives or bonuses or other nondiscretionary payments. My regular pay day will be every Friday. If Friday is a holiday, the pay day is the business day before.

3. Base + Commission Hourly Associate

I will be paid on an hourly basis and my "training rate of pay" will be \$_____ ; otherwise I will be paid commissions at the rate(s) set forth in my Commission Agreement. My "Regular Hourly Rate of Pay" will be \$_____ per hour in base pay for each hour I work in a work week, plus all commissions paid in a work week, divided by the total number of hours I work in a work week. My normal overtime rate of pay will equal my Regular Hourly Rate of Pay for the work week times 1.5, to be paid for any hours worked over 40 in a work week. Should I receive additional pay in the form of incentives or bonuses or other nondiscretionary payments for work performed in any particular work week(s), the calculation of my overtime rate of pay for these work week(s) will take into account any such incentives or bonuses or other nondiscretionary payments. My regular pay day will be every Friday. If Friday is a holiday, the pay day is the business day before.

4. Draw vs. Commission Hourly Associate

I will be paid on an hourly basis and my "training rate of pay" will be \$ _____; otherwise, I will be paid on an hourly basis and commissions at the rate(s) set forth in my Commission Agreement. I will receive a draw rate (advance on commissions) of \$ _____ per hour worked (the "Draw"). Each work week, my Draw from the prior work week will be set off against my gross commissions calculated in the prior work week and I will be paid the net commissions that exceed the Draw I received. If my gross commissions do not cover my draw, a deficit will be recorded and carried forward, and future commission pay will be set off against my deficit. My normal overtime rate of pay will equal my Regular Hourly Rate of Pay for the work week times 1.5, to be paid for any hours worked over 40 in a work week. Should I receive additional pay in the form of incentives or bonuses or other nondiscretionary payments for work performed in any particular work week(s), the calculation of my overtime rate of pay for these work week(s) will take into account any such incentives or bonuses or other nondiscretionary payments. My regular pay day will be every Friday. If Friday is a holiday, the pay day is the business day before.

5. Tipped Associate: Food Service

I will be paid on an hourly basis. My "Regular Hourly Rate of Pay" will be \$ _____ for each hour I work, plus all reported tips, divided by the total number of hours I work in a work week. My normal overtime rate of pay will equal my Regular Hourly Rate of Pay for the work week times 1.5, to be paid for any hours worked over 40 in a work week. Should I receive additional pay in the form of incentives or bonuses or other nondiscretionary payments for work performed in any particular work week(s), the calculation of my overtime rate of pay for the work week(s) will be subject to upward adjustment for any such incentives or bonuses or other nondiscretionary payments. My regular payday will be every Friday. If Friday is a holiday, the payday is the business day before.

Employee Signature

Date

Seattle Administrative Wage Theft Ordinance - SMC 14.20

Seattle workers have additional protections from wage theft. Starting April 1, 2015, a new wage theft ordinance requires employers with employees working in Seattle to pay all owed wages and tips; provide employment information at time of hire, change in employment and each time wages and tips are paid; and provide written notice of employee rights against wage theft. The written notice must be provided in English, Spanish and any other languages commonly spoken by employees at the work site. The ordinance also permits the City's Office of Labor Standards, a new division within the Seattle Office for Civil Rights, to conduct administrative investigations of non-payment of wages and tips. It still remains a crime to commit wage theft under SMC 12A.08.060.

Protections against Retaliation

Employers are prohibited from taking adverse action (e.g. firing, demoting, and making threats to report immigration status) against any person for exercising rights protected by this ordinance.

Seattle Office for Civil Rights / Office of Labor Standards
(206) 684-4500 / www.seattle.gov/laborstandards