

Benefits at a Glance: Seasonal, Flex, Contingent, Temporary, Short Hour and Evening/Weekend Colleagues

1 Upon Hire

The following benefits become effective:

Benefit Options	All Colleagues	Part-time Colleagues (20-29.99 hours per week)	Full-time Colleagues (30+ hours per week)
Medical			✓
Dental		✓	✓
Vision		✓	✓
Health Savings Account (HSA)			✓
Health Care FSA			✓
Limited Health Care FSA		✓	✓
Dependent (Day) Care FSA		✓	✓
Life		✓	✓
Accidental Death & Dismemberment (AD&D)		✓	✓
Short-Term Disability		✓	✓
Long-Term Disability		✓	✓
Critical Illness		✓	✓
Accident		✓	✓
Hospital Indemnity		✓	✓
Group Legal Plan		✓	✓
Home & Auto Coverage	✓	✓	✓
Pet Insurance	✓	✓	✓
Identity Theft Protection		✓	✓
529 College Savings Plan	✓	✓	✓
Commuter/Transit		✓	✓
Life Solutions Employee Assistance Program (EAP)	✓	✓	✓
Colleague Discount	✓	✓	✓
Macy's Discount Mall	✓	✓	✓
401(k) Plan	✓	✓	✓
Direct Deposit	✓	✓	✓
Jury Duty		✓	✓
Premium Pay for Working on Key Business Days	✓	✓	✓
PayActiv	✓	✓	✓

2 91st Day of Service

The following benefit becomes effective:

➤ Bereavement

3 12 Months of Service

The following benefit becomes effective:

➤ 401(k) Plan Company Match*

Contact the Benefits Support Center with any benefits eligibility questions by calling 1-800-234-MACY (6229), and choose Option 3.

*All colleagues, not excluded per a Collective Bargaining Agreement (CBA), are eligible for non-match participation in the Macy's, Inc. 401(k) Plan upon hire. Company match eligibility is earned if at least 21-years of age, completion of 12-months of service and worked at least 1,000 hours in your first anniversary year or a subsequent calendar year.

1 Upon Hire

Medical

The company offers five plan design options offered by multiple carriers – Bronze, Bronze Plus, Silver, Gold and Platinum to give you more coverage options at different prices. Once you enroll, contributions are made on a pre-tax basis each pay period. You may initially be subject to retroactive contributions if your enrollment occurs after the first payroll cycle runs. Your coverage will become retroactively effective as of your hire date.

Dental

The company offers multiple dental options provided through various carriers available in your area. Contributions may be made on a pre-tax basis as described in the medical description above.

Vision

The company offers three levels of vision coverage. All options offer in-network providers; annual in-network vision refraction and a routine eye examination covered at 100%; and coverage for (or discounts on) eyeglass frames and contacts. Contributions may be made on a pre-tax basis as described in the medical description above.

Health Savings Account (HSA)

An HSA is available to everyone who is enrolled in a high-deductible health plan option (some restrictions apply). You can contribute to your HSA through payroll deductions on a pre-tax basis, and it can be used to pay for qualified medical, dental, vision and prescription drug expenses. Since the HSA is your own personal account, all unused funds roll over from year to year.

Health Care FSA

The Health Care FSA can be used for eligible medical, prescription, dental and vision expenses. You may contribute up to the annual contribution limit set by the IRS.

Limited Health Care FSA

The Limited Health Care FSA can be used for eligible dental and vision expenses only. You may contribute up to the annual contribution limit set by the IRS.

Dependent (Day) Care FSA

The Dependent (Day) Care FSA can be used for eligible dependent care expenses. You can make pre-tax contributions up to the annual contribution limit set by the IRS to pay for qualifying dependent care expenses for your children up to 13 years of age and elderly care.

Life

Optional Life insurance coverage, in an amount up to eight times your basic annual earnings, is available to colleagues. Additionally, Spouse/Domestic Partner Life coverage and Child Life coverage is available. Contributions are made on an after-tax basis.

Accidental Death & Dismemberment (AD&D)

AD&D insurance coverage is available in multiples from one to ten times pay for colleagues. You can elect Individual or Family coverage, which provides a portion of the colleague's benefit level to eligible family members. Contributions are made on an after-tax basis, and benefits include travel assistance and surviving spouse/domestic partner benefits.

Short-Term Disability

The Short-Term Disability Program provides eligible colleagues with income protection in the event they become medically disabled and unable to work because of an illness or injury or pregnancy. Contributions are made on an after-tax basis. Colleagues who work in certain states (California, Hawaii, New Jersey, New York, Puerto Rico and Rhode Island) can supplement statutory benefits up to the level provided under the Macy's, Inc. Short-Term Disability Program.

Long-Term Disability

Colleagues can elect coverage to provide income if they are unable to work because of a disability that continues beyond the duration of short-term disability. Contributions are made on an after-tax basis.

Additional Benefits, Additional Protection

To help defray costs, we offer Critical Illness, Accident, and Hospital Indemnity options at discounted group rates. To help protect you financially, we offer options which include Identity Theft, Legal Services, Auto/Home Insurance and even Pet Insurance.

529 College Savings Plan

Colleagues can save money for higher education for themselves and eligible family members through CollegeBound 529®. This program is a flexible, tax-advantaged 529 college savings plan that allows contributions to be made via payroll deduction.

1 Upon Hire (cont.)

Commuter/Transit

Colleagues may be able to save on their parking and transportation costs by contributing pre-tax dollars through Macy's, Inc. Commuter Benefits Program. Contributions are made via payroll deduction and can include metro passes and parking. To find out if your city is eligible, visit MY TOTAL REWARDS.

Life Solutions Employee Assistance Program (EAP)

The EAP is available to help you and your eligible household members find support for handling work and life challenges. The services include, but are not limited to mental health counseling, legal consultation, parenting, locating senior and child care and identity theft assistance. All services are confidential. For more information, visit MY TOTAL REWARDS.

Colleague Discount

All colleagues and eligible dependents receive a 20% discount (percentages may vary by department) on most merchandise at Macy's and Bloomingdale's locations, Bloomingdale's outlets, Macy's Backstage locations and on macys.com and bloomingdales.com, subject to qualifying for and using an approved Macy's credit or pre-pay card that remains in good standing. Extra discount events are offered throughout the year for even more savings. Also, you are eligible to use customer coupons and additional store savings, such as Friends and Family discounts in addition to your colleague discount. For more information refer to the Colleague Discount Policy on MY TOTAL REWARDS.

Macy's Discount Mall

In addition to enjoying the colleague discount at Macy's and Bloomingdale's, you are eligible to receive great discounts on day care, cell phones, computers, flowers, tax preparation, event tickets and other products and services. To explore the available discounts, visit MY TOTAL REWARDS.

The Macy's, Inc. 401(k) Plan

The Macy's, Inc. 401(k) Plan is a retirement savings and investment vehicle that can provide tax benefits either in the year contributed or in retirement. Tools, education and resources are available at no cost to help you manage. Unless excluded by a Collective Bargaining Agreement (CBA), all colleagues, regardless of employment type or age are eligible to participate in the 401(k) Plan and contribute a percentage of their pay. Company match eligibility includes additional requirements. See the 401(k) Plan Company Match within the 12 Months of Service section for more.

Direct Deposit

Macy's, Inc. pays you via direct deposit at no cost. Your pay is immediately available in your bank account(s) on payday without having to make a trip to the bank. If you do not have a traditional bank account and would like to enjoy the convenience of our direct deposit program, you can utilize the Skylight PayOptions Program (excluding Hawaii, Guam and Puerto Rico), which allows you to access your pay several ways without any fees. For more information refer to MY TOTAL REWARDS>My Pay>Other Resources>Paycard.

Jury Duty

When a colleague is summoned to serve, Macy's, Inc. offers paid time for Jury Duty. For more information refer to the Jury Duty Policy at MY TOTAL REWARDS.

Premium Pay for Working on Key Business Days*

Non-exempt colleagues are eligible for premium pay (one and one-half times pay) for working on designated key business days (fixed holidays for hourly Corporate colleagues). For more information refer to the Premium Pay Policy for Working on Key Business Days, Fixed and Special State Holidays under the HR Policies tile on AskHR on My IN-SITE.

PayActiv

All hourly colleagues are eligible for PayActiv. PayActiv gives colleagues access to their money when they need it. Colleagues can get immediate access to the money they worked for but have not yet been paid. For more information, please visit the PayActiv website which can be accessed at MY TOTAL REWARDS.

*Colleagues covered by collective bargaining agreements should follow their respective agreements



2 91st Day of Service

Bereavement

The company offers paid time off for the death of a family member. The amount of paid time off you are eligible to receive due to bereavement varies based on your relationship to the deceased. For more information refer to the Bereavement Policy at MY TOTAL REWARDS.

3 12 Months of Service

401(k) Plan Company Match

Company match eligibility within the Macy's, Inc. 401(k) Plan is attained after completion of 12-months of service with 1,000 hours or more worked within the anniversary year or a subsequent calendar year while being at least 21-years of age. Match eligibility begins the 1st of the month following the month the above criteria is met. Once eligible, the matching rate by Macy's, Inc. is a 100% match on your pre-tax and/or Roth contributions made after your eligibility is attained which do not exceed 1% of your pay, plus 50% on your pre-tax and/or Roth contributions which exceed 1% but do not exceed 6% of your pay. If you contribute 6% or more of your pay, the match is equal to 3.5% of your eligible pay.

Do you want more information?

Contact the Benefits Support Center with any benefits eligibility questions by calling 1-800-234-MACY (6229), and choose Option 3.

This document provides an overview only. The terms and conditions of benefits described will be determined solely by the applicable Plan documents, including the summary plan descriptions and summaries of material modifications. As in the past, the company reserves to itself, pursuant to its sole and exclusive discretion, the right to change, amend or terminate these Programs without regard to satisfaction of prior eligibility requirements. Benefits described herein may not automatically apply to all colleagues at all locations or colleagues covered under a labor agreement or employed by a leased or licensed department.