



**IMPORTANT BENEFIT INFORMATION  
REGARDING YOUR SEVERANCE PLAN  
SUMMARY PLAN DESCRIPTION & SUMMARY MATERIAL MODIFICATION**

Summary Plan Descriptions (SPDs) describe your benefits, as well as your rights and responsibilities under your benefit plan(s). SPDs and the Summary of Material Modifications (SMMs), if any, that update SPDs can provide you with important details about your plan(s) including information on:

- Eligibility requirements
- Available Benefits
- Benefit Requirements
- How to access your benefits
- Claims procedures

SPDs and SMMs are valuable tools to help you understand and use your benefits. Please read your SPDs and SMMs carefully to better understand your benefits. The following new SMM is available to you through the Payless ShoeSource benefits website at [www.mypayless.com](http://www.mypayless.com):

- Payless ShoeSource, Inc. Severance Plan

Additionally, copies of the SPDs and SMMs for other Payless benefit plans can also be found on [www.mypayless.com](http://www.mypayless.com).

**CORPORATE ASSOCIATES**

You have three ways to access your SPDs and SMMs:

1. Through the internet at [www.mypayless.com](http://www.mypayless.com)
2. Through the PSS intranet, under "I Need to-Find Benefit Information".
3. By calling the Customer Support Center at 1-800-426-1141 and requesting that a paper copy be mailed to your home address, free of charge.

**STORE ASSOCIATES**

You have three ways to access your SPDs and SMMs:

1. Through the Internet at [www.mypayless.com](http://www.mypayless.com)
2. On the store PC through Payless Central.
3. By calling the Customer Support Center at 1-800-426-1141 and requesting that a paper copy be mailed to your home address, free of charge.

**EASTERN DISTRIBUTION CENTER TEAM MEMBERS**

You have four ways to access your SPDs and SMMs:

1. Through the Internet at [www.mypayless.com](http://www.mypayless.com)
2. By accessing through the kiosks located in the Distribution Center.
3. By contacting your HR department and requesting a paper copy, free of charge.

PLEASE NOTE: Many of the SPDs, SMMs and Summary Annual Reports found on the [www.mypayless.com](http://www.mypayless.com) website are in Adobe Reader. If you do not have Adobe reader on your personal computer at home you can download Adobe reader, free of charge, through [www.mypayless.com](http://www.mypayless.com) .