

Associate Discount Policy

The Pacsun Associate Discount is designed as a benefit for all active Pacsun Associates. The purpose of the program is to encourage Associates to immerse themselves in the brand, get to know our latest product, and be passionate brand ambassadors.

Use of the discount card is subject to the terms and conditions in this policy. Violation of this policy may result in revocation of the discount card and/or corrective action, up to and including termination of employment.

Discount Level

- You and your eligible family members are entitled to a discount on original ticketed merchandise at any Pacsun store or on the Pacsun website at www.pacsun.com.
 - 30% off regular merchandise
 - 20% off Pacsun KIDS brand
- All Pacsun Associates are allowed up to five (5) 50% off discounts per month in Pacsun stores. For in-store purchases, Store Managers are to cross off 50% purchases as they are used on the Associate Discount Card.
- Current product restrictions will apply when making purchases.

Eligible Participants

- Associates: Regular full-time or part-time Associates only (including seasonal and Part-Time Limited workers), but not agency temps, vendors, or contractors. Applies to Associates in the United States employed by Pacific Sunwear Stores LLC.
- Eligible family members: Your spouse, mother, father, brother, sister, son, daughter, or legal step relatives and registered same-sex or opposite domestic partners.

In order for your eligible family member to receive your Associate discount, you must accompany them and show your Associate Discount Card at the time of purchase. Please remember, you and your eligible family members cannot be reimbursed by other people for merchandise bought with your discount.

Additional Guidelines

During the year, the company may increase this discount for limited periods of time or extend a seasonal promotion to provide more value and appreciation to our Associates. The Company may also exclude certain merchandise or categories eligible for the discount due to merchandise testing or limited release.

Please remember as an Associate, participating in the program, it is your responsibility to adhere to the rules outlined in the policy. For more information concerning Associate transactions and restrictions, please refer to the monthly discount policy posted to internal communication sites, The Lounge and FOKO.

Making a Purchase with your Associate Discount

Associates may not process their own store or online transactions or that of their eligible family member.

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Associate discount cards are provided annually to benefits eligible Associates. For new hires and associates that are not benefited, the Store Manager may handwrite Associate information on a blank card. The discount benefit and regulations apply to all Associates.

Shopping in Store:

- Associates should announce at the beginning of the transaction that they are making a purchase using their Associate Discount and present a valid photo ID and Associate Discount card
- All Associates have been setup with their own Associate Discount profiles through POS
- At checkout, the 20%, 30%, or 50% discount eligible items will be automatically applied to the transaction
 - Ensure the cashier is informed of which item(s) to apply the 50% discount
 - 50% discounts are for Pacsun Associates only, family members are not eligible for 50% off Pacsun purchases
- Eligible family member must be accompanied by a Pacsun Associate, who presents a valid photo ID and Associate Discount Card at the time of purchase

Shopping Online:

- The online discount code is found on internal communication sites: The Lounge and FOKO.
- All Pacsun.com orders must be placed using a valid email address from your Associate UKG Pro (formerly UltiPro) account during the checkout process
 - All orders using the Associate discount code will have their email address validated prior to releasing the orders
 - If the order does not contain a valid email address from your UKG Pro account, it will be cancelled

Pacsun reserves the right to modify, suspend or discontinue the discount at any time.