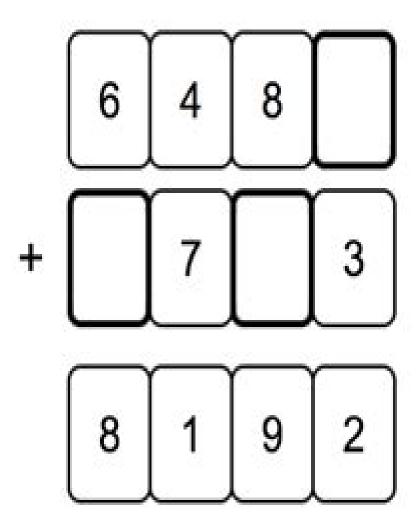
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web employee handbook receipt and acceptance i hereby acknowledge receipt of the company employee handbook i understand that it is my continuing responsibility to read and know its contents i understand and agree to abide by the policies set forth in the handbook i also understand and agree that the employee handbook is not an

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web ethics compliance ethical behavior is a vital part of jcpenney s values and our way of doing business how we conduct ourselves each day with associates customers stakeholders and vendors forms the basis of our reputation

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web the policies stated herein apply to all associates in the company its domestic subsidiaries and foreign subsidiaries to the extent permitted by law as well as to non jcpenney personnel including contractors consultants temporaries and other users all users are responsible for understanding these policies

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web our associates embody the jcpenney values of service passion energy inclusion and family in everything we do as a dedicated team of more than 50 000 people around the world our associates are the foundation of our success their passion energy and talent fuel our company s growth

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web only associates are permitted to use the jcp associate kiosk login portal associates can learn a great deal about their history and current status at the company through the portal things like pay stubs vacation days sick days personal days paid time off incentives assigned tasks weekly schedules and more can all be found in one place

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web dear fellow associate on behalf of the senior management team we want to express our unwavering support for the ethical and business standards outlined in jcpenney s statement of business ethics the owners of jcpenney consisting of simon property group and brookfield asset management and our strategic partner authentic brands