

**From:** Beth Charlton  
**Sent:** Thursday, November 21, 2013 4:11 PM  
**To:** Owen, Sue (CMG-Austin)  
**Subject:** Texas Wage Bill

Sue, here is our response to your question:

Macy's absolutely supports equal pay for equal work among men and women. This has been a fundamental principle in our company for many years. Keep in mind that 73 percent of management level executives at Macy's, Inc. are women, and we have been widely recognized for our support of women at all levels of the organization and in the communities where we operate. We believe that existing federal and Texas state laws provide strong remedies for the resolution of any claims of discrimination.

**From:** Beth Charlton  
**Sent:** Thursday, November 21, 2013 4:19 PM  
**To:** Owen, Sue (CMG-Austin)  
**Subject:** RE: Texas Wage Bill

The letter came through and it is a real document. Thank you for the boycott information.

**From:** Ed Espinoza  
**Sent:** Thursday, November 21, 2013 6:19 PM  
**To:** Owen, Sue (CMG-Austin)

Hi Sue,

Thanks for reaching out and I hope you've been well. The email came from Progress Texas and was authorized by Senfronia Thompson for distribution yesterday, Nov. 20th. This stems from a Houston Chronicle [article](#) from August stating that Macy's signed a letter urging Governor Perry to veto to the Equal Pay law.

The letter was from the Texas Retailer's Association and it was signed by Macy's as well as several other stores. We have focused our protest on Macy's because it is the only retailer of its size that was willing to sign a letter to the Governor, and because it is the only store that has a statewide presence in Texas. Shoppers expect more from stores of the size and notoriety. The letter was signed by Macy's and authorized for distribution to the Governor, much like our email was signed by Rep. Thompson and authorized for distribution by Progress Texas statewide.

You are correct: this is a revival of the same boycott from last summer when the news initially

broke in the Houston Chronicle. The reason we've brought it back is to remind shoppers of a controversial position taken by Macy's on one of the most important shopping days of the year. While we cannot change the outcome of the veto, we can certainly remind shoppers of Macy's policy positions.

Similarly, we asked a number of times for Politifact to examine Rick Perry's statement that the equal pay bill duplicates federal law - but our requests went unanswered. Since you are covering the subject now, this seems like a fair time to examine his claims. The Fort Worth Court of Appeals disagrees with the Governor on this, which makes his claim seem disingenuous.

Since you all are looking into our side of the story, will you be looking at his side as well?

Thanks!