



2019 Total Compensation Statement

At Tapestry, we believe in a transparent, pay-for-performance-based approach to compensation which attracts and engages team members to deliver on the mission of our brands. Our goal is to provide employees with competitive compensation and and benefits programs that reflect current market practices and are fiscally responsible.

As part of our Year End process, your leaders have reviewed your compensation, taking into account your performance, market conditions, internal and external equity, and our business results. Your personalized Total Compensation Statement reflects these decisions. Please review this information carefully. Every effort has been made to report your compensation information accurately.

This year we introduced our new approach to Performance Management including our new competency model to support behaviors that drive our values of optimism, innovation, and inclusivity, across all brands.

As you discuss your FY19 performance with your manager, please also talk about what you will do in FY20 – your goals, development opportunities and career aspirations.

Thank you for your contributions to Tapestry in 2019.

(1) FY19 AIP Target % and the Financial Payout Factor reflect job changes you experienced during the fiscal year including but not limited to, transfers between Brands, promotions, and new hire dates. The figures shown are whole percentages, however, your Final Payout Amount was calculated using percentages with two decimal points.

Employee Information	
ID	000473918
Name	Danielle Masterson
Preferred Name	Danielle
Area	Finance
Title	Financial Analyst
Manager	Megan Cyran

Annual Salary	
Rating	Effective
Currency	USD
Current Salary Rate	\$75,000
Current Annual Salary	\$75,000
Merit %	2.51%
Final Salary Rate	\$76,880
Annual Incentive Plan	\$2,547

Final Payout Amount	\$79,427
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