

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
K155781

EMPLOYER NAME
KOHL'S CORPORATE OFFICES

ADDRESS
N56 W17000 RIDGEWOOD DR

CITY/TOWN
MENOMONEE FALLS

STATE
WI

ZIP CODE
53051

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
133357362

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION
455110 - Department Stores

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	2	66	2	4	1	0	0	62	3	2	0	0	0	144
First/Mid-Level Officials and Managers	175	367	1012	110	54	7	6	27	2188	192	72	12	12	39	4273
Professionals	108	142	718	96	177	1	6	20	1434	121	134	3	3	42	3005
Technicians	0	0	7	0	4	0	0	0	0	0	0	0	0	0	11
Sales Workers	4252	15828	8376	2787	890	66	204	630	37646	9881	3527	190	810	1887	86974
Administrative Support Workers	101	481	191	43	15	1	4	11	1578	303	64	7	18	47	2864
Craft Workers	27	1	122	9	5	1	2	9	2	0	0	0	0	0	178
Operatives	0	5	2	1	0	0	0	0	33	1	0	0	0	0	42
Laborers and Helpers	734	1236	1194	1311	227	9	39	126	1375	1522	310	16	31	113	8243
Service Workers	137	77	266	77	10	1	3	21	133	33	9	0	1	7	775
CURRENT 2023 REPORTING YEAR TOTAL	5536	18139	11954	4436	1386	87	264	844	44451	12056	4118	228	875	2135	106509
PRIOR 2022 REPORTING YEAR TOTAL	4906	16285	11675	4836	1343	80	243	854	43196	12159	3780	243	884	2182	102666

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/1/2023 - 10/7/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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WI

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CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

5/31/2024 2:52 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Bethany Keller

Title of Certifying Official

Senior Vice President, People Operations & Digital

Email Address of Certifying Official

bethany.keller@kohls.com

Telephone Number of Certifying Official

414-350-7285

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Bethany Keller

Title and Employer of Primary POC

Senior Vice President, People Operations & Digital
Kohl's

Email Address of Primary POC

bethany.keller@kohls.com

Telephone Number of Primary POC

414-350-7285