

# building great futures at Kohl's



## We've got you covered.

Our benefits philosophy is simple: we want to help our Associates build great futures. And we're doing just that through flexible health plans, retirement and financial wellness programs and an emphasis on work/life balance. So the question that remains: are you ready to build a great future with Kohl's?

## Your benefits explained.

### For Your Health & Well Being

\* BENEFITS ONLY AVAILABLE AT CORPORATE HEADQUARTERS

#### Medical Plans

Kohl's offers various medical plan options to provide our Associates access to affordable and convenient medical care.

#### Dental Plans

Our dental plans feature choice for accessing dental care through both in-network and out-of-network providers.

#### Vision Plans / Discount Programs

With the flexibility to utilize both in-network and out-of-network providers, our vision plans provide coverage for routine vision exams, frames and contact lenses, as well as discounted laser vision correction procedures.

#### Employee Assistance Program

The Employee Assistance Program offers professional and confidential counseling services designed to help address the personal concerns and life issues individuals may be facing. It is available to our Associates and their eligible family members at no cost.

#### On-Site Wellness Center \*

When it comes to choosing a healthcare provider, Kohl's on-site Wellness Center makes it easy. In addition to being conveniently located near corporate headquarters, the Wellness Center offers exceptional quality of care that saves our Associates money. Not only can they receive routine and acute care, but our Associates can also use the Wellness Center to help manage their wellness through education, health counseling and preventative screenings and exams.

### For Your Financial Security

#### Kohl's 401K Plan

The Kohl's 401(k) Plan is a powerful and convenient way for our Associates to save and invest for their retirement.

#### Tuition Reimbursement

Kohl's Tuition Reimbursement program is designed to support the goal of continuous learning to assist our Associates in acquiring the skills and knowledge that contributes to their professional development at Kohl's.

#### Group Home And Auto Discounts

Through our Group Home and Auto Program, Associates are able to save money on their personal property and automobile insurance with convenient payment options. We help take the hassle out of paying for insurance.

### **Group Pre-Paid Legal Plan**

Through pre-paid convenient payroll deductions our Associates and eligible dependents receive unlimited consultation and telephone legal advice, as well as access to local attorneys for a variety of legal issues.

### **Flexible Spending Accounts**

Flexible Spending Accounts provide our Associates with a valuable tax break that helps stretch their take home pay. FSAs make it possible to pay for certain health or dependent care expenses with pre-tax dollars.

### **Life Insurance**

Life insurance gives our Associates peace of mind, knowing that they've provided for their family if anything should happen.

### **Long Term Disability Coverage**

Long Term Disability benefits provide an opportunity to obtain a percentage of income replacement in the event of a disability that extends beyond the company provided short-term medical leave benefits.

### **Kohl's Associate Discount**

Kohl's Associates and their eligible dependents receive a discount on all merchandise. Additionally, we offer multiple Associate and Friends and Family Shop Days that increase their savings throughout the year.

## **For Your Work/Life Balance**

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### **Perks / Working Advantage**

We offer our Associates Nationwide discounts to amusement parks, movie theaters, museums, sporting events, and more!

### **Associate Interest Groups\***

Kohl's Associate Interest Groups are voluntary, Associate-driven groups within Kohl's Corporate Office. Associate Interest Groups are organized around shared interests that support health & well-being, internal & external networking opportunities, the environment, and work-life balance.

### **On-Site Farmers Market \***

From June to September, we offer an on-site organic farmers market at our Corporate Office – convenient and healthy!

### **Healthy Futures**

At Kohl's we believe in the importance of preventative care, education, and providing resources to guide our Associates on the path to a healthy future. Just a few of the programs that we offer to support our Associates are cholesterol screenings, on-site mammograms, weight management education, nutritional guidance, flu shots, marathon training, lunch-n-learns, and on-site chair massages.

### **On-Site Fitness Classes \***

At Kohl's Corporate Office, we offer a variety of on-site fitness classes, including Jazzercise, Yoga, Turbo Kick, PIYO, and Boot Camp.

### **Vacation / Time-Off**

We offer a competitive time-off & vacation package. Additionally, we are committed to flexibility and alternative work schedules, empowering our Associates to determine when, where, and how they effectively manage both their work responsibilities and their personal life.

### **Parental Leave**

Work, family, finances...at times life can seem exciting and overwhelming at the same time! In an effort to enhance our Associates' work/life balance, Kohl's offers Parental Leave and Adoption Assistance Programs. These programs allow Associates the opportunity to take paid time off from work while enjoying the new addition to their families

### **Adoption Assistance**

Understanding that there is a significant cost involved in adoptions, Kohl's offers an Adoption Assistance Program designed to support our Associates' needs when they choose to build their family through adoption.

### **On-Site US Bank \***

U.S. Bank is proud to offer a comprehensive package of banking benefits, innovative financial planning and management options and a full-service, on-site branch to our Corporate Associates.

### **On-Site Child Development Center \***

Kohl's has two on-site Child Development facilities located at the Corporate Office for children 6 weeks to 6 years of age. In addition, Kohl's also provides a Summer Program for ages 5-12 years of age as well as a Year Round 4K Program. The Child Development Center's mission is to enrich each child's life by providing a safe, healthy, positive and nurturing environment.

### **On-Site Dry-Cleaning \***

Kohl's Corporate Office offers convenient on-site dry-cleaning, shoe shine, and repair with superior service, which includes two-business day turn-around and complimentary pick-up and delivery, at very competitive prices.

### **Food Service \***

Kohl's offers two on-site cafeterias at the Corporate Office with indoor and outdoor seating. In addition to being convenient, our Food Service offers on-site catering, grab-n-go meals for home, pizza delivery to your desk, complimentary monthly treats, seasonal offerings, and everybody's favorite - hot and fresh Cookie Thursday!