

KOHL'S | design a life you love

Building Your Future

with the Kohl's
401(k) Savings Plan



FINANCIAL

Kohl's supports planning for your financial future with increased confidence.



Me? Save for Retirement?

YES. THE MOST IMPORTANT REASON YOU SHOULD START SAVING NOW IS BECAUSE MOST OF THE MONEY YOU'LL NEED TO RETIRE SOMEDAY WILL COME FROM YOU.

Social Security might provide some income after retirement. But chances are it will be less than you need to live comfortably. And continuing to work may not be an option. That leaves your personal investments, savings and other assets to cover your expenses.

Saving as much as possible during your working years can help you achieve your financial goals and retire. The sooner you start, the better off you'll be. The longer you wait, the more you may need to save. Saving today is a smart decision you'll thank yourself for tomorrow!

WHERE WILL YOUR FUTURE TAKE YOU?

It's never too early to start planning. And there's no better time than right now to save for your future in the Kohl's Department Stores, Inc. 401(k) Savings Plan. Enroll today at myHR.kohls.com.

Five More Reasons to Save

START PARTICIPATING IN THE 401(k) SAVINGS PLAN AND YOU'LL BE MAKING A CHANGE FOR THE BETTER. HERE'S A RUNDOWN WHY.

1	Kohl's helps you save	After completing one year of service, when you contribute, Kohl's contributes too! For every \$1 you contribute, Kohl's kicks in another \$1, up to 5% of pay. If you're saving up to 5% of pay, matching contributions can double your savings!
2	It's yours to keep	Your contributions and Kohl's matching contributions are 100% vested. If you decide to leave the Company, your money and the Company's matching contributions are yours to keep.
3	Pay less in taxes today	Before-tax contributions are deducted from your pay before taxes are taken out. This means that every dollar you contribute reduces your current taxable income by a dollar. Paying less in taxes today and saving for tomorrow too—it's win-win!
4	Grow savings faster with compounding	Compounding has been referred to as the <i>Eighth Wonder of the World</i> for its ability to turn small investments into big money over the course of time. Simply put ... compounding is when your interest begins to earn interest. The key is to start early so your investment earnings have more years to grow and work for you.
5	24/7 access to your account	You can view your account, perform most transactions and take advantage of easy-to-use online tools on the myHR.kohls.com website 24 hours a day, seven days a week. And, if you need help, representatives can assist you between 7 a.m. and 8 p.m. Central time, Monday through Friday.

Ready to Enroll?

Log on to the **myHR.kohls.com** website. You can also call **844-564-5747**, select your preferred language, then select Option 2. Representatives are available Monday through Friday from 7 a.m. to 8 p.m. Central time.

For more information about getting started, see page 7.



DECISION ONE:

How Much to Save



HOW MUCH SHOULD YOU SAVE?

The exact number you'll need varies based on when you plan to retire and the lifestyle you plan to have in retirement. For some help planning ahead, check out the Real Future tool on page 6.

Your Contributions

You can save between 1% and 99% of your pay, up to the IRS limit of \$18,500 for 2018. You contribute money from your paycheck before taxes are calculated. That means you pay less in income taxes now. You won't owe taxes on your contributions, the company's matching contributions or your investment earnings until you take your money out of the 401(k) Savings Plan.

AGE 50 OR OLDER?

Increase Your Savings with Catch-Up Contributions: If you're age 50 or older (or will be by the end of the calendar year), you can save even more in the 401(k) Savings Plan through catch-up contributions: up to an additional \$6,000 in 2018. Catch-up contributions are invested the same way as your before-tax contributions.

Kohl's Contributions

When you save, Kohl's gives your savings a boost through matching contributions. For every \$1 you contribute, Kohl's adds another \$1, up to 5% of each paycheck. Contributing at least 5% is a smart, easy way to grow your savings even faster. Company matching contributions begin after you have one year of service and are invested the same way as your before-tax contributions.

ADD IT UP:

Saving \$20 per paycheck today could grow to \$6,232 in 10 years and \$33,426 in 30 years.

Assumes continuous annual savings amount of \$480, a 5% investment return, and no loans or withdrawals.

WHEN YOU CAN START SAVING

Full-time associates are immediately eligible to enroll, and matching contributions will begin after one year of service.

Part-time associates are eligible to enroll and earn matching contributions after completing at least 1,000 hours of paid service (within the first 12 months of employment or any calendar year after that).

For additional details, please refer to the Summary Plan Description located on myHR.kohls.com.



Small Changes Add Up to Big Savings

WE GET IT—A LOT OF THINGS MIGHT BE COMPETING FOR YOUR MONEY, AND SAVING FOR THE FUTURE MIGHT BE AT THE BOTTOM OF YOUR LIST. BUT YOU DON'T HAVE TO MAKE BIG CHANGES TO FIND WAYS TO SAVE.

Maybe you replace your daily jumbo latte with a regular coffee or make coffee at home. Or you eat out a little less.

Even Small Changes Add Up.

The more you contribute to the 401(k) Savings Plan, the better your retirement picture will look. Even if you can't save that much today, saving a little bit more now and making regular increases along the way can make a big difference down the road. Here are a few examples of how your money could be better spent in the 401(k) Savings Plan:

TIP:

Did you know LifeSolutions, Kohl's Employee Assistance Program (EAP), offers budgeting resources to help you save? Discover how to save for tomorrow by cutting a few extra expenses today. For more information about LifeSolutions, visit lifesolutions.guidanceresources.com, then enter KOHLS0306 as the Organization Web ID under Register.

10 downloads per month (\$1)



If you don't buy ten downloads per month (\$1), you save \$10 each month:

\$1,553

Potential Value in 10 Years*

\$4,110

Potential Value in 20 Years*

2 movies per month (\$10)



If you don't buy two movies per month (\$10), you save \$20 each month:

\$3,106

Potential Value in 10 Years*

\$8,221

Potential Value in 20 Years*

1 dinner out per month (\$40)



If you don't buy one dinner out per month, you save \$40 each month:

\$6,211

Potential Value in 10 Years*

\$16,441

Potential Value in 20 Years*

1 bottled water per day (\$2)



If you don't buy one bottled water per day (\$2), you save \$60 each month:

\$9,317

Potential Value in 10 Years*

\$24,662

Potential Value in 20 Years*

*Assumes a 5% annual rate of return.



DECISION TWO:

How to Invest

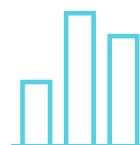
ONCE YOU DECIDE TO START CONTRIBUTING TO THE 401(k) SAVINGS PLAN, YOU'LL NEED TO DECIDE HOW TO INVEST YOUR SAVINGS AND KOHL'S MATCHING CONTRIBUTIONS. WHEN YOU'RE CHOOSING YOUR INVESTMENTS, IT'S IMPORTANT TO THINK ABOUT WHEN YOU'LL START USING MONEY FROM YOUR SAVINGS.

- **IF YOU'RE IN YOUR 20s OR 30s AND JUST STARTING YOUR CAREER**, you've got more time to save and invest than someone who's getting ready to retire. Depending on your comfort level with risk, you may be more interested in investments like stocks. Stocks have more risk, but they also have the potential for higher returns. At this age, your money also has more time to grow through compounding.
- **AS YOU GET CLOSER TO RETIREMENT AGE**, your goal may be to protect your savings. That's when you might want more conservative investments such as bonds and stable value funds. These investments have lower potential returns in exchange for lower levels of risk.

Choose Your Investment Path

The 401(k) Savings Plan offers two choices for investing: you can let a professional choose and monitor your investments, or you can choose and monitor your investments yourself. An easy way to decide which path is right for you is to ask yourself this—when it comes to investing:

- Do I have the time, interest and knowledge to research my investment options, create my own portfolio and adjust it over time; or
- Do I want to have a professionally managed investment portfolio with a risk level related to a targeted retirement date?



WHY DIVERSIFICATION MATTERS

“Diversification” means spreading your savings among more than one type of investment. This helps you minimize the risk of losses and protect your money.

The Target Retirement Funds are already diversified. They’re invested in different types of stocks, bonds and stable value investments, based on when you want to start using your money. If you decide to manage your own portfolio and invest in Core Funds, it’s up to you to choose how to diversify your investments.

LEAVE IT TO THE PROS:

Invest in a Target Retirement Fund

HOW IT WORKS:

You invest in a single Target Retirement Fund with the target date closest to the year you’ll retire. Each SSgA Target Retirement Fund is a professionally managed, diversified mix of funds. Each fund becomes more conservative as you get closer to retirement age.

THIS PATH MIGHT BE RIGHT FOR YOU IF:

- You want to simplify investing.
- You feel more confident knowing that a professional investment manager is selecting and monitoring your investment mix.
- You want to have a retirement strategy that will automatically become more conservative as you approach retirement age.

DO IT YOURSELF:

Invest in Core Funds

HOW IT WORKS:

This path offers the maximum choice and flexibility. You choose your own diversified investment mix from the Core Funds. You decide how much to invest in each fund. And you adjust your investment mix over time to keep your investments in balance.

THIS PATH MIGHT BE RIGHT FOR YOU IF:

- You’re willing to commit time and/or you want more choice and flexibility.
- You feel comfortable choosing your own investments.
- You understand enough basic investment concepts to feel comfortable making informed investment decisions.

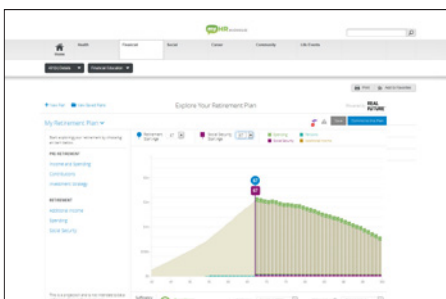
Keep in Mind:

Your life, your savings goals and your retirement goals will probably change over time. So, no matter which path you choose, you’ll need to review your choices at least every year to make sure they’re still right for you. And, you can change your investment choices at any time. Investing involves risk and your account may lose value. A diversified investment mix will help you ride out the highs and lows of the stock market.



TOOLS TO PUT YOUR Future in Focus

EVERYTHING'S A LOT EASIER WITH THE RIGHT TOOLS, INCLUDING PLANNING FOR RETIREMENT. TAKE ADVANTAGE OF THESE TOOLS TO HELP YOU GET WHERE YOU WANT TO GO. YOU CAN ACCESS ALL OF THESE TOOLS THROUGH THE MYHR.KOHL'S.COM WEBSITE.

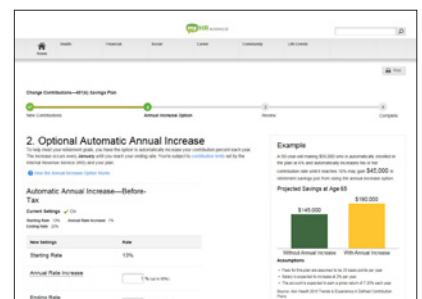


WANT TO SEE WHAT YOUR RETIREMENT COULD LOOK LIKE?

Use the Real Future interactive modeling tool to see how small changes could make a big difference for your retirement.

NOT A FINANCIAL EXPERT?

No problem! The Financial Education Center contains a library of information on a number of financial topics. You can easily access the topics that are important to you.



WANT TO SAVE MORE OVER TIME?

With Automatic Contribution Escalation, your contributions will automatically increase each year by an amount you select until you reach your target savings rate.

Ready to Enroll

First, decide how much to save. Remember, if you're not contributing at least 5%, you'll be missing out on the opportunity to maximize Kohl's matching contributions once you're eligible. Those extra dollars can make a big difference for your future.

Then, decide how to invest (check out your investment options on pages 4 and 5). To get started, log on to the myHR.kohls.com website using your Kohl's network ID and password. You can also call **844-564-5747**, select your preferred language, then select Option 2. Representatives are available Monday through Friday from 7 a.m. to 8 p.m. Central time.

GO PAPERLESS.

Want to get your Kohl's Total Rewards information electronically? You can choose to add a preferred email address when registering



NEED HELP GETTING STARTED?

Quick Enrollment is the easiest way to get going in the 401(k) Savings Plan. By selecting Quick Enrollment, you:

- Enroll at a 5% before-tax contribution rate;
- Invest in the age-appropriate Target Retirement Fund; and
- Have your before-tax contribution amount automatically increase 1% each year until you reach a 10% contribution rate.

You can make changes to these elections at any time in the future.



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