



Vendor Compliance Schedule of Charges

Kohl's compliance policy promotes the cost-effective flow of merchandise to Kohl's stores. Kohl's may at its sole discretion assess handling charges for non-conformity with any of the parameters outlined within our requirements. Kohl's reserves the right to escalate fees for repeat offenders to offset incurred expenses at any time.

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Schedule of Charges

Note : "per PO shipment" refers to each shipment receipt per Kohl's DC/eFC; a building may have more than one shipment receipt.

Category	Rule Code	Issue	Handling Charge	Escalated Handling Charge
ASN	ASN01	Usable ASN/856 was not received prior to 6:00 a.m. CST the next day after shipment release	\$150 per PO shipment	\$250 per PO shipment
ASN	ASN02	ASN was not received prior to the arrival of merchandise at Kohl's distribution center. This is an additional charge	\$300 per PO shipment	\$500 per PO shipment
ASN	ASN03	Shipment utilized more than one trailer and did not have an ASN created specific to each trailer	\$150 per PO shipment	\$250 per PO shipment
ASN	ASN07	No ASN received from vendor for domestic shipment (pack slips or manual receiving were used instead)	\$300 per PO shipment	\$700 per PO shipment
ASN	ASN08	Incorrect vendor ship date within vendor's ASN data	\$1,000 per PO shipment	
ASN	ASN09	No ASN received from vendor for direct to store shipments	\$150 per PO plus \$1 per carton	
ASN	ASN10 & PS01	No ASN received from vendor for domestic shipment after 1 business day and every business day thereafter until ASN or pack slip is received or manually receiving performed	\$150 per PO shipment	\$250 per PO shipment
ASN	ASN11	Incorrect data within the ASN transmission causing delays or rejections for any PO shipment type	\$150 per PO shipment	\$250 per PO shipment
ASN	ASN12	ME number on ASN record is null	\$150 per PO shipment	\$250 per PO shipment
ASN	ASN13	ME number is incorrect or invalid	\$150 per PO shipment	\$250 per PO shipment
ASN	ASN14	ME number on ASN not found in routing system	\$150 per PO shipment	\$250 per PO shipment

ASN	IM002	No ASN received from vendor for import shipment	\$150 per container shipment plus \$1 per carton	
ASN	IM007	Unable to process cartons resulting from missing ASN data or missing carton labels	\$150 per container shipment plus \$1 per carton	
ASN	IM008	Cartons loaded in a container but not transmitted on the ASN manifest	\$150 per container shipment plus \$1 per carton	
ASN	LD001	Landed ASN not received from vendor prior to 11:59 p.m. CST 7 days prior to PO start ship	\$150 per PO/container	
ASN	LD002	No ASN received from vendor for Landed shipment	\$150 per PO/container	
ASN	LD003	Merchandise not packed as ordered on Kohl's Landed PO	\$150 per PO/container plus \$0.20 per unit	
ASN	LD004	SSCC#'s in container ASN do not match the SSCC#'s on the physical cartons	\$150 per PO/container plus \$1 per carton	
ASN	LD005	No UCC128 label on carton for Landed vendor in EDI production status	\$150 per PO/container plus \$1 per carton	
ASN	LD006	UCC128 serial ship bar code on Landed shipments is not scannable	\$150 per PO/container plus \$1 per carton	
ASN	LD007	Unable to process cartons resulting from missing or incorrect ASN data	\$150 per PO/container plus \$1 per carton	
Transportation	LD008	Failure to have Landed containers released and available for pickup by purchase order start ship date for any reason (Examples not limited to: containers not available, not released from port, missing D.O. or relevant paperwork, custom hold delays, vessel delays, etc.)	\$150 admin fee plus 10% of average PO cost (for Late Units) plus applicable fees	

Transportation	LD010	Landed Chassis Rental	\$100 for West Coast and applicable market rate for East Coast	
ASN	LD011	ASN container number doesn't match physical/invoiced container number	\$150 per PO/container	
Transportation	LD013	Late submission of Container Freight Authorization Entry into Traverse Landed Database	\$150 per PO/container	
Transportation	LD014	Late submission of Delivery Order Form into Traverse Landed Database	\$150 per PO/container	
Transportation	LD015	Inaccurate Delivery Order (DO) submitted in the Traverse Landed Database	\$150 per container plus cost of transportation	
Bill of Lading	BOL01	Bill of Lading not sent to Central Order Control within 24 hours of shipment departure from Origin	\$150 per PO shipment	\$250 per PO shipment
Bill of Lading	BOL02	Missing or incorrect information (Examples: PO, CAN, etc.) on bill of lading (including sub bills) for each shipment	\$250 per PO shipment	\$350 per PO shipment
Carton Packing and Marking	CR03	Cartons are missing or include incorrect information	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
Carton Packing and Marking	CR04	Cartons bound by any type of strapping. Gaylords and CDUs are allowed to have plastic strapping	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
Carton Packing and Marking	CR05	Carton outside of weight and dimension requirements or "Team Lift" or "Extra Heavy Team Lift" labels not applied on cartons over 35 pounds	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton

Carton Packing and Marking	CR06	Failure to use the smallest carton possible to fit product and meet Kohl's carton requirements – one or more cartons filled less than 50% - No charge if a carton is less than 50% filled while using Kohl's smallest allowable carton dimensions (10"x9"x3")	\$150 per PO shipment	
Carton Packing	CR08	Failure to appropriately pack fragile, liquid OR sharp items to prevent breakage, leakage or harm (i.e. double seal, snap closure, shrink wrap, padding, etc.)	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
Carton Packing	MIX01	Cartons packed with more than one SKU, style or size unless pack-by-store or multi-SKU pre-pack shipment	\$150 per PO shipment plus \$.40 per unit	\$250 per PO shipment plus \$1.20 per unit
Carton Packing	PG01	Merchandise not packed as ordered on Kohl's purchase order	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
Carton Packing	PG02	Failure to meet poly bag requirements for internal packaging. Requirements include, but are not limited to: material, size, etc.	\$500 per PO shipment	
Carton Packing	PG03	Failure of cartons to withstand the rigors of, and adequately protect product during, transit and EFC/DC processing	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
Carton Packing	PG04	Failure of expiring product to contain a minimum 6-month shelf life, based upon "expiration" or "best buy" dates, upon receipt at Kohl's DC or EFC	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipments plus \$0.60 per unit
Correspondence – Vendor Compliance	VC03	Repeated request for reversal or re-dispute	\$150 per request	

Correspondence – Vendor Compliance	VC04	Dispute submitted without evidence or documentation	\$150 per request	
Vendor Compliance	VC05	Failure to complete the ASN testing and new vendor on-boarding process within 90 days of Kohl's New Vendor Welcome Letter email communication	\$500 per month	
E-Commerce Packaging	EP01	Failure to package each item in Kohl's specified poly bag (see appendix for more information)	\$150 per shipment plus \$1 per unit	\$250 per PO shipment plus \$3 per unit
E-Commerce Packaging	EP02	Failure to seal polybag for E-Commerce shipments or include child safety warning on poly bag	\$150 per shipment plus \$0.40 per unit	\$250 per PO shipment plus \$0.60 per unit
E-Commerce Packaging	EP03	Failure to package single selling unit exceeding 26x20x15 inches to withstand the rigors of outbound parcel	\$150 per shipment plus \$3 per carton	
E-Commerce Packaging	EP04	Failure to package inner contents so that each can be removed individually from shipping carton and remain sufficiently packaged to prevent damage	\$150 per shipment plus \$1 carton	\$250 per PO shipment plus \$3 per carton
E-Commerce Packaging	EP05	Ecommerce apparel shipment arrived with EAS tags applied	\$150 per shipment plus \$0.40 per unit	\$250 per PO shipment plus \$0.60 per unit
E-Commerce Packaging	EP06	Inaccurate e-commerce description or product image	\$250 per Kohl's web ID, per incidence	
E-Commerce Packaging	EPT01	Missing/Incorrect UPC barcode on polybag/ship ready carton for E-Commerce Merchandise	\$150 per shipment plus \$0.40 per unit	\$250 per PO shipment plus \$0.60 per unit

E-Commerce Packaging	EPT04	Failure to indicate E-Commerce merchandise sold as a set (i.e., dinnerware, towels, etc.) OR failure to indicate E-Commerce bundles (inner packaging greater than 1)	\$150 per PO shipment plus \$1 carton	\$250 per PO shipment plus \$3 per carton
E-Commerce Packaging	EPT05	Unable to scan UPC barcode on small gum ticket	\$150 per shipment plus \$0.40 per unit	\$250 per PO shipment plus \$0.60 per unit
E-Commerce Packaging	EPT06	Incorrect UPC barcode on small gum sticker	\$150 per shipment plus \$0.40 per unit	\$250 per PO shipment plus \$0.60 per unit
Floor Ready	OA02	Poly bag does not have a perforation	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
Floor Ready	OA03	EAS tag is missing (for product required to ship with an EAS tag)	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
Floor Ready	OA04	Sewn-in UPC is missing/incorrect	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
GS1-128 Labels	UC01 & UC02	No GS1-128 labels on cartons or GS1-128 labels have missing, incorrect, or illegible human readable SSCC, store number, or purchase order number	\$150 per PO shipment plus \$2 per carton	\$250 per PO shipment plus \$4 per carton
GS1-128 Labels	UC03	GS1-128 serial ship bar code is not scannable	\$150 per PO shipment plus \$2 per carton	\$250 per PO shipment plus \$4 per carton
GS1-128 Labels	UC05	Each serial shipping container code was not unique	\$150 per PO shipment plus \$2 per carton	\$250 per PO shipment plus \$4 per carton
GS1-128 Labels	UC06 & UC10	GS1-128 label does not match the Kohl's PO number or carton contents: incorrect-style number, total quantity, size, color, pre-pack or contents	\$150 per PO shipment plus \$2 per carton	\$250 per PO shipment plus \$4 per carton
GS1-128 Labels	UC12	Carton includes two different GS1-128 labels	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton
GS1-128 Labels	UC04 & EUC04	Improperly placed GS1-128 label for Retail E-Commerce shipments	\$150 per PO shipment plus \$1 per carton	\$250 per PO shipment plus \$3 per carton

Hanger Application	HG05	Apparel shipment on E Commerce specific order arrives with hangers applied	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
Hanger Application	HG06	Hanging merchandise received with incorrect crown sizer	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
Hanger Application	HG07	Hangers bound by non-approved Kohl's material	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
Misdirected Freight	MD01	Merchandise shipped to incorrect distribution center or data associated with incorrect distribution center transmitted	\$150 per PO shipment plus \$3 per carton	\$250 per PO shipment plus \$6 per carton
Returns	SC01	Over shipments, unauthorized shipments, non-conforming or defective goods will be returned to the vendor at no risk to Kohl's	\$150 or 5% of the cost of goods, whichever is higher, not to exceed \$300 on Purchase Order lines valued at \$50 or more	
Shipment Non-Conformity	SC01	Any non-conformity to the vendor partnership requirements that causes processing delays at Kohl's sole discretion	\$150 per PO shipment plus additional distribution center expenses incurred	
Ticketing	PT01, PT02, PT04, PT05, PT06	Incorrect tickets, missing tickets, incorrectly placed tickets, illegible/incorrect/un-readable UPC information on tickets, including integrated size strips tickets, missing/incorrect shoe box ID or missing/incorrect retail price on tickets (exception is national shoe brands), including integrated size strips tickets	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
Transportation	Remittance Deduction	Commercial zone program pickup	Applicable fees	
Transportation	TL01	Truckload shipments tendered to Kohl's on pallets rather than floor loaded	\$150 per shipment plus \$50 per pallet	

Transportation	TL02	Failure to apply a proper trailer bolt seal	\$1,000 per occurrence	
Transportation	TR003, TR037	Disruption of a shipment for any reason. (Examples: inaccuracy of shipment information, late readiness, over-shipping, poor loading techniques, failure to load any cartons of a CAN to the assigned load, trucks ordered not used, etc.)	Full cost of transportation plus cost of moving other vendor's freight if a multi-stop is disrupted plus applicable fees	
Transportation	TR007	Failure to ship collect when directed to by Kohl's routing guide / TMS instructions, failure to properly bill prepaid invoices, all accessorial charges incurred from the pick-up or loading of merchandise for any shipment. (Examples: load & count, cancelled loads, UPS small package fee, etc.)	Full cost of transportation plus a \$300 administration fee per PO, per DC Accessorial charge by carrier plus applicable fees	
Transportation	TR008	Failure to use carrier specified by Kohl's TMS	Full cost of transportation plus a \$300 administration fee per PO, per DC	
Transportation	TR009	Failure to submit routing requests prior to Thursday 11:59 PM CST the calendar week prior to the purchase order First Available date (as entered into TMS) (Extended cancel date does not exempt from this charge)	\$150 per PO shipment	
Transportation	TR013	Failure to be ready or available for pickup on earliest available date as entered in TMS	\$150 per PO shipment	\$250 per PO shipment
Kohl's, Inc. Transportation	TR017	Failure to consolidate same/consecutive day shipments per distribution center for LTL loads (Extended cancel date does not exempt from this charge)	Full cost of transportation for both freight movements plus applicable fees	Page 10 of 17

Transportation	TR020	Detention of a trailer/wait time upon pick-up or loading of merchandise	Accessorial charge by carrier plus applicable fees or cost incurred	\$500 per shipment PO (for load times greater than 2 hours) or cost incurred
Transportation	TR021	Landed loose freight consolidation pick-up	Full pickup, consolidation, and applicable fees	
Transportation	TR026	Failure to include routing request in one confirmation per week (except for POs released to vendors five calendars days or less to the PO start ship date, POs that have incurred late routing charges, POs part of Logistics' deemed In Aisle sets) (Extended cancel date does not exempt from this charge)	\$150 per PO shipment	
Transportation	TR028 & TR029	Failure to confirm routing requests in TMS as requested for In Aisle Set PO's (Extended cancel date & previous vendor exemptions for Standard PO late routing does not exempt from this charge)	Full cost of transportation plus applicable fees	
Transportation	TR032	Back order freight (Extended cancel date does not exempt from this charge)	Full cost of transportation after the first movement plus applicable fees	
Transportation	TR035	Domestic PO with actual ship date past original cancel date; prepaid shipments required to arrive no later than 5 days after original cancel date (Extended cancel date does not exempt from this charge)	\$150 admin fee plus 10% of PO shipment	
Transportation	TR036	Inaccurate weight, cube or cartons entered into TMS causing trailer fill loss greater than 10%	Freight cost based on trailer fill loss percentage plus applicable fees	

Transportation	TR038	Merchandise shipped to wrong DC (includes prepaid and collect shipments)	\$300 per PO shipment	
Transportation	TR040	Weight discrepancy against routed weight (if assigned LTL we add 30lbs per pallet to your routed weight before passing this charge)	Full cost of transportation plus applicable fees	
Transportation	TR043 & TR044	Failure schedule shipment pick-up via the Kohl's TMS Web site / shipping product without requesting routing / failure to ship routed product/failure to ship per the per the originally assigned ME number	\$150 per PO shipment plus cost of transportation	
Transportation	TR050	Additional insurance for parcel shipments as requested by vendor partners	Full cost of the additional insurance	
Transportation	TR053	Failure to pack and load any shipment to Kohl's by purchase order and destination sequence	\$300 per PO shipment plus \$1 per carton	\$500 per PO shipment plus \$3 per carton
Transportation	TR054	Failure to achieve SKU level fill rate quantities at 97% or greater for all PO types	\$150 plus 10% of the cost of unfilled quantities at a SKU level	

Transportation	TR55	<p>Import POs must deliver to the origin port to meet the original timing:</p> <ul style="list-style-type: none"> • CY Shipment: If cargo is delivered later than Ship Window but can meet the CY cut-off of the originally planned vessel it is considered on-time • CFS Shipment: Delivery is considered on-time when it is delivered within the original X-Factory Window • CFS/CY Shipment: A PO must not ride on more than one vessel. The CFS portion needs to be delivered to ride the same vessel as the CY portion to be considered on-time 	10% of average purchase order unit cost of late units	
Transportation	TMS05	Inaccurate Routing (Origin/Cube/Weight/etc.) entered into TMS	\$150 per PO shipment	
Transportation	TMS06	Vendor Cancellation of a scheduled TMS release	\$150 per PO shipment	
Transportation	TMS07	Failure to submit new or additional ship point locations for TMS system (15) business days prior to purchase order start ship date	\$150 per PO shipment	
Transportation	TMS08	Failure to accurately flag freight as Hazmat in TMS	\$150 per PO shipment	
Transportation	TMS09	Failure to notify TMS@kohls.com of carrier delay/failure prior to shipping, which results in shipping past PO original cancel date	\$150 per PO shipment	
Vendor Accuracy	VA01	Units checked due to vendor accuracy issues (Examples: overages, shortages, substitutions, etc.)	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit

Vendor Accuracy	VA02	Units checked due to Spot Audits with errors (Examples: overages, shortages, substitutions, missing/incorrect tickets etc.)	\$150 per PO shipment plus \$0.20 per unit	\$250 per PO shipment plus \$0.60 per unit
Vendor Accuracy	VC06	Failure to create an account with an approved UPC Catalog provider and grant Kohl's access	\$1,000 per month	

Tiering

- The escalated handling charge is applied to violations that have exceeded 10 occurrences within a 60-day period
- Tiering precedes Performance Based Compliance

Performance Based Compliance (PBC)

- Vendor performance level is based on a 12-month rolling PBC grade
- Compliance fees may increase or decrease based on a vendor's scorecard performance
Vendors with "A" or "B" level performances will see decreased compliance fees, for rule codes listed below; vendors with "D" or "F" level performances will see increased compliance fees, for rule codes listed below
- Each individual notification will reflect the adjusted dollars, if applicable

Performance Based Compliance					
Grade					
Rule	A	B	C	D	F
ASN01 ASN03 ASN10 ASN11 ASN12 ASN13 ASN14 BOL01	\$50	\$100	\$150	\$200	\$250
ASN02	\$100	\$200	\$300	\$400	\$500
ASN07	\$100	\$200	\$300	\$500	\$700
BOL02	\$150	\$200	\$250	\$300	\$350
CR04, EP01, EP03, EPT04, HG05 - HG07, MIX01, OA03, OA04, PG01, PG03, PG04, PT01 - PT06, UC04, UC12, VA01					
Grade		PBC per unit/carton fee		PBC admin fee	
A		½ base fee		\$50	
B		¾ base fee		\$100	
C		Base fee		\$150	
D		Double base fee		\$200	
F		Triple base fee		\$250	
UC01, UC02, UC03, UC05, UC06, UC10					
Grade		PBC per unit/carton fee		PBC admin fee	
A		\$1.00		\$50	
B		\$1.50		\$100	
C		\$2.00		\$150	
D		\$3.00		\$200	
F		\$4.00		\$250	
MD01					
Grade		PBC per unit/carton fee		PBC admin fee	
A		\$1.50		\$50	
B		\$2.25		\$100	
C		\$3.00		\$150	
D		\$4.50		\$200	
F		\$6.00		\$250	
EP02, EP05, EPT01, EPT05 - EPT07					
Grade		PBC per unit/carton fee		PBC admin fee	
A		\$.30		\$50	
B		\$.35		\$100	
C		\$.40		\$150	
D		\$.50		\$200	
F		\$.60		\$250	

Fill Rate Process

Domestic Fill Rate

- Domestic vendors must meet a 97% (at a SKU per PO level) fill rate for all PO types
- Fill Rate is assessed based on the PO start ship date; changes made on or after the PO start ship does not exempt from Fill Rate detection
- Violations will be issued for POs not meeting the requirements, at \$150 plus 10% of unfulfilled units cost
- Disputes will not be accepted for fill rate violations that result from split/late shipments

Fill Rate Replenishment (“IN” PO Type)

- After an Inforem PO's SKU level detection & violation occurs, we will follow with 6 weeks of zeroed chargebacks for that SKU
- The chargeback will begin again at the SKU level on the 7th week

Transportation Compliance Notifications

Email Notification of Transportation Compliance Charges

- Vendors may receive Transportation charge notifications through Kohl's normal compliance process that were previously sent via post-audit notifications. The charge notifications are related to the violations listed below:
 - Late shipments
 - Failure to consolidate
 - Consecutive day shipments
 - Back order freight
- Kohl's intent is to minimize, but not completely eliminate, post-audit detections through this process. Typical notifications will be transmitted between 60 and 90 days of violation event(s). Vendors will continue to see post-audit notifications / detections

Compliance Communication Information

Dispute Instructions

- Disputes must be submitted within 60 days of the detection date via the Compliance Portal (Traverse Systems) which can be accessed on-line at the following address:
<https://kss.traversesystems.com/#/login>
- In the event that a dispute is returned, the returned dispute must be submitted, with the necessary documentation/evidence requested, within 30 days of receiving the returned dispute; returned disputes will be denied after 30 days if no action is taken
- Additional disputes, beyond the initial dispute made in the Compliance Portal (see point above) will not be permitted; all evidence for a dispute must be included on the initial dispute

Exemptions

- On December 1, 2025, all exemptions related to the following categories were removed entirely:
 - Packing accuracy
 - Ticketing
 - Carton utilization and labeling
 - Store and eFC polybags and gum labels
 - Routing
 - ASN

- Requests for any future exemptions to a rule **must be for valid business reasons** and be submitted via the following Google Exemption Request Form for review:

https://docs.google.com/forms/d/e/1FAIpQLSeug2UWB59mk-JT_N4DC_0EZuuALZ6bYaoRNRPUgVnWgm9BFQ/viewform

- **If approved** by Kohl's, exemptions submitted through the form are valid for a maximum of one year or less if noted in the approval
- A new request should be submitted at least 30 days prior to a current exemption expiration date in order to discuss a renewal