



Received: 6/05/2025 @ 8:56am

June 5, 2025

***Via Email and UPS 2-Day Delivery***

Breeyn Tarr, Rapid Response Program Delivery Manager  
Office of Workforce Development  
P.O. Box 182105  
Columbus, OH 43218-2105  
[rapdresp@jfs.ohio.gov](mailto:rapdresp@jfs.ohio.gov)

***Via UPS 2-Day Delivery***

Donald L. Dixon, President  
Butler County Board of Commissioners  
Government Services Center  
315 High Street  
Hamilton, OH 45011

***Via UPS 2-Day Delivery***

Keith Funk, Mayor  
Monroe City Council  
33 S. Main Street  
P.O. Box 330  
Monroe, OH 45050-0330

**RE:   WARN Notice - Closing of eFC Monroe (0870)  
      3500 Salzman Rd., Middletown, OH 45044**

Dear Government Officials:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification ("WARN") Act to formally notify you that Kohl's, Inc., is permanently closing the Monroe e-Fulfillment Center (0870), located at 3500 Salzman Rd., Middletown, OH 45044 (the "Facility").

The Facility will be closed in its entirety on October 31, 2025, and this closure will be permanent. All Facility employees (including regular full-time, regular part-time, and temporary employees) will be affected by this closure. The last day of employment for Facility employees is scheduled for September 12, 2025. It is possible that one or more employees will remain actively employed for a limited time after the Facility is closed to assist with administrative tasks related to its closure. Of those employees who remain with the company to assist with administrative tasks related to closure, all will be separated by October 31, 2025.

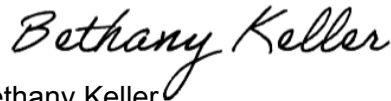
All affected employees have been notified of their separation date and of the fact that their separation from employment will be permanent.

Enclosed with this letter is a list of the job titles of positions to be affected and the number of affected employees in each such job classification. The employees are not represented by a union and no bumping rights exist.

This Notice is not intended and should not be construed as an admission that notice is required at any particular Kohl's location or to any particular employee. All rights and defenses pursuant to the WARN Act and other laws are specifically reserved by Kohl's.

The information provided in this letter is based upon the best information available to Kohl's at this time. Should you have any questions, please contact Jolene Christensen, Vice President - Associate Relations, at (262) 703-6883 or [jolene.christensen@kohls.com](mailto:jolene.christensen@kohls.com).

Sincerely,

A handwritten signature in black ink that reads "Bethany Keller". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Bethany Keller  
Senior Vice President, Human Resources

**Positions Affected and Numbers of Affected Employees in each Position  
Kohl's eFC Monroe (0870), 3500 Salzman Rd., Middletown, OH 45044**

<b>Job Titles of Affected Positions</b>	<b># Affected</b>
Maintenance Technician	12
Senior Maintenance Technician	6
Material Handler - E-Fulfillment Center	664
Utility Technician	3
Warehouse Support	8
Training Specialist	4
Human Resources Specialist - Logistics	2
Distribution Center Administrative Assistant	1
Loss Prevention Associate	9
Loss Prevention Assistant Supervisor	2
Senior Manager of Supply Chain Training, Communication and Implementation	1
Industrial Engineer	1
Training Supervisor, E-Fulfillment	1
Human Resources Generalist - Logistics	1
Senior Manager, Human Resources - Logistics	1
Production Controller	4
Production Control Manager	1
Supervisor E-Fulfillment	33
E-Fulfillment/Distribution Center Systems Administrator	1
Operations Manager	4
Senior Operations Manager	2
Director of Fulfillment Operations	1
Assistant Manager of Maintenance	1
Manager of Maintenance	1
Distribution Center, Loss Prevention Manager	1
Associate Technology Support Analyst	3