

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|-------------------------------------------|---------------------------|-------|-------------------------------------------|----------------------------------|-------------------|--------|--------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------|----------------------------------|-------------------|-----------|
| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)<br>2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)                                                                                                                                                                                                                                                                                                                                                                                                                               |                    |        |                                           |                           |       |                                           |                                  |                   |        | EEOC Standard Form 100 (SF 100)<br>Revised 08/2023<br>OMB Control Number: 3046-0049<br>Expiration Date: 11/30/2026 |       |                                           |                                  |                   |           |
| SECTION A – TYPE OF REPORT<br>CONSOLIDATED REPORT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION B – EMPLOYER IDENTIFICATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| OFS COMPANY ID<br>J408606                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                    |        | EMPLOYER NAME<br>BJ'S WHOLESALE CLUB 5997 |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| ADDRESS<br>350 Campus Drive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                    |        |                                           |                           |       | CITY/TOWN<br>MARLBOROUGH                  |                                  |                   |        | STATE<br>MA                                                                                                        |       | ZIP CODE<br>01752                         |                                  |                   |           |
| 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)<br>043360747                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION E – EMPLOYER FILING ELIGIBILITY<br><input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS                                                                                                                                                                                                                                                                                                  |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)<br>Unique Entity ID (UEI): Not Applicable<br><input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)<br><input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)<br><input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor) |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION G – NAICS INFORMATION<br>455211 - Warehouse Clubs and Supercenters                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 0                  | 0      | 18                                        | 1                         | 0     | 0                                         | 0                                | 0                 | 4      | 0                                                                                                                  | 1     | 0                                         | 0                                | 0                 | 24        |
| First/Mid-Level Officials and Managers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 216                | 132    | 845                                       | 175                       | 60    | 2                                         | 5                                | 28                | 497    | 103                                                                                                                | 38    | 1                                         | 3                                | 16                | 2121      |
| Professionals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 26                 | 28     | 250                                       | 16                        | 88    | 0                                         | 0                                | 4                 | 263    | 27                                                                                                                 | 57    | 2                                         | 1                                | 5                 | 767       |
| Technicians                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 39                 | 66     | 140                                       | 24                        | 7     | 0                                         | 1                                | 9                 | 230    | 51                                                                                                                 | 16    | 0                                         | 2                                | 8                 | 593       |
| Sales Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 428                | 1119   | 620                                       | 325                       | 111   | 4                                         | 20                               | 43                | 1762   | 1130                                                                                                               | 214   | 9                                         | 33                               | 109               | 5927      |
| Administrative Support Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 551                | 602    | 1030                                      | 553                       | 74    | 2                                         | 15                               | 55                | 1033   | 374                                                                                                                | 80    | 0                                         | 17                               | 39                | 4425      |
| Craft Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 201                | 4      | 321                                       | 146                       | 22    | 2                                         | 9                                | 25                | 10     | 8                                                                                                                  | 0     | 0                                         | 0                                | 1                 | 749       |
| Operatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1904               | 1037   | 2735                                      | 1755                      | 157   | 8                                         | 42                               | 167               | 1722   | 710                                                                                                                | 113   | 5                                         | 20                               | 97                | 10472     |
| Laborers and Helpers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 861                | 330    | 1090                                      | 1134                      | 99    | 9                                         | 33                               | 79                | 437    | 329                                                                                                                | 33    | 2                                         | 5                                | 31                | 4472      |
| Service Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 414                | 259    | 920                                       | 518                       | 74    | 6                                         | 17                               | 31                | 433    | 180                                                                                                                | 34    | 1                                         | 2                                | 18                | 2907      |
| CURRENT 2024 REPORTING YEAR TOTAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4640               | 3577   | 7969                                      | 4647                      | 692   | 33                                        | 142                              | 441               | 6391   | 2912                                                                                                               | 586   | 20                                        | 83                               | 324               | 32457     |
| PRIOR 2023 REPORTING YEAR TOTAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4351               | 3374   | 7890                                      | 4448                      | 660   | 32                                        | 128                              | 453               | 6336   | 2941                                                                                                               | 568   | 24                                        | 79                               | 317               | 31601     |
| SECTION I – WORKFORCE SNAPSHOT PERIOD<br>10/6/2024 - 10/12/2024                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)<br>Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |

| <b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)</b><br><b>2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |                    |        |                                           |                           |       |                                           |                                  |                   |        | EEOC Standard Form 100 (SF 100)<br>Revised 08/2023<br>OMB Control Number: 3046-0049<br>Expiration Date: 11/30/2026 |       |                                           |                                  |                   |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|-------------------------------------------|---------------------------|-------|-------------------------------------------|----------------------------------|-------------------|--------|--------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------|----------------------------------|-------------------|-----------|
| <b>SECTION A – TYPE OF REPORT</b><br>CONSOLIDATED REPORT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION B – EMPLOYER IDENTIFICATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| OFS COMPANY ID<br>J408606                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                    |        | EMPLOYER NAME<br>BJ'S WHOLESALE CLUB 5997 |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| ADDRESS<br>350 Campus Drive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |        |                                           |                           |       | CITY/TOWN<br>MARLBOROUGH                  |                                  |                   |        | STATE<br>MA                                                                                                        |       | ZIP CODE<br>01752                         |                                  |                   |           |
| <b>SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION</b> (if applicable)                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| HQ/ESTABLISHMENT-LEVEL UNIT ID                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                    |        | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME  |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |        |                                           |                           |       | CITY/TOWN                                 |                                  |                   |        | STATE                                                                                                              |       | ZIP CODE                                  |                                  |                   |           |
| <b>SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)</b><br>043360747                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION E – EMPLOYER FILING ELIGIBILITY</b><br><input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS                                                                                                                                                                                                                                                                                                  |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION F – FEDERAL CONTRACTOR DESIGNATION</b> (if applicable)<br>Unique Entity ID (UEI): Not Applicable<br><input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)<br><input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)<br><input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor) |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION G – NAICS INFORMATION</b><br>455211 - Warehouse Clubs and Supercenters                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION H – WORKFORCE DEMOGRAPHIC DATA</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 0                  | 0      | 18                                        | 1                         | 0     | 0                                         | 0                                | 0                 | 7      | 0                                                                                                                  | 1     | 0                                         | 0                                | 0                 | 27        |
| First/Mid-Level Officials and Managers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 207                | 122    | 828                                       | 158                       | 55    | 1                                         | 5                                | 20                | 492    | 98                                                                                                                 | 40    | 1                                         | 4                                | 18                | 2049      |
| Professionals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 33                 | 23     | 271                                       | 20                        | 81    | 0                                         | 0                                | 5                 | 275    | 26                                                                                                                 | 56    | 2                                         | 1                                | 3                 | 796       |
| Technicians                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 35                 | 64     | 130                                       | 23                        | 6     | 0                                         | 0                                | 8                 | 217    | 49                                                                                                                 | 13    | 0                                         | 2                                | 9                 | 556       |
| Sales Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 403                | 1091   | 676                                       | 338                       | 109   | 5                                         | 16                               | 56                | 1763   | 1191                                                                                                               | 218   | 13                                        | 22                               | 128               | 6029      |
| Administrative Support Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 507                | 555    | 1017                                      | 529                       | 72    | 4                                         | 18                               | 55                | 1036   | 352                                                                                                                | 82    | 1                                         | 20                               | 36                | 4284      |
| Craft Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 214                | 2      | 329                                       | 148                       | 15    | 1                                         | 9                                | 18                | 8      | 2                                                                                                                  | 0     | 0                                         | 0                                | 1                 | 747       |
| Operatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1777               | 964    | 2691                                      | 1676                      | 150   | 8                                         | 39                               | 168               | 1721   | 747                                                                                                                | 92    | 5                                         | 25                               | 80                | 10143     |
| Laborers and Helpers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 767                | 305    | 1025                                      | 1063                      | 105   | 9                                         | 26                               | 88                | 414    | 324                                                                                                                | 37    | 1                                         | 4                                | 30                | 4198      |
| Service Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 408                | 248    | 905                                       | 492                       | 67    | 4                                         | 15                               | 35                | 403    | 152                                                                                                                | 29    | 1                                         | 1                                | 12                | 2772      |
| <b>CURRENT 2023 REPORTING YEAR TOTAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4351               | 3374   | 7890                                      | 4448                      | 660   | 32                                        | 128                              | 453               | 6336   | 2941                                                                                                               | 568   | 24                                        | 79                               | 317               | 31601     |
| <b>PRIOR 2022 REPORTING YEAR TOTAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 4180               | 3348   | 8044                                      | 4437                      | 632   | 27                                        | 123                              | 488               | 6695   | 3350                                                                                                               | 569   | 30                                        | 90                               | 348               | 32361     |
| <b>SECTION I – WORKFORCE SNAPSHOT PERIOD</b><br>10/1/2023 - 10/7/2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS</b> (optional)<br>Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                    |        |                                           |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |

| <b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)</b><br><b>2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |                    |        |                                            |                           |       |                                           |                                  |                   |        | EEOC Standard Form 100 (SF 100)<br>Revised 08/2023<br>OMB Control Number: 3046-0049<br>Expiration Date: 08/31/2024 |       |                                           |                                  |                   |           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------|--------------------------------------------|---------------------------|-------|-------------------------------------------|----------------------------------|-------------------|--------|--------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------|----------------------------------|-------------------|-----------|
| <b>SECTION A – TYPE OF REPORT</b><br>CONSOLIDATED REPORT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION B – EMPLOYER IDENTIFICATION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| OFS COMPANY ID<br>J408606                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                    |        | EMPLOYER NAME<br>BJ'S WHOLESALE CLUB #5997 |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| ADDRESS<br>350 Campus Drive                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |        |                                            |                           |       | CITY/TOWN<br>MARLBOROUGH                  |                                  |                   |        | STATE<br>MA                                                                                                        |       | ZIP CODE<br>01752                         |                                  |                   |           |
| <b>SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION</b> (if applicable)                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| HQ/ESTABLISHMENT-LEVEL UNIT ID                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                    |        | HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME   |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |        |                                            |                           |       | CITY/TOWN                                 |                                  |                   |        | STATE                                                                                                              |       | ZIP CODE                                  |                                  |                   |           |
| <b>SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)</b><br>043360747                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION E – EMPLOYER FILING ELIGIBILITY</b><br><input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS                                                                                                                                                                                                                                                                                                  |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION F – FEDERAL CONTRACTOR DESIGNATION</b> (if applicable)<br>Unique Entity ID (UEI): Not Applicable<br><input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)<br><input type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)<br><input type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor) |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION G – NAICS INFORMATION</b><br>455211 - Warehouse Clubs and Supercenters                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION H – WORKFORCE DEMOGRAPHIC DATA</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 0                  | 0      | 15                                         | 0                         | 0     | 0                                         | 0                                | 0                 | 8      | 0                                                                                                                  | 0     | 0                                         | 0                                | 0                 | 23        |
| First/Mid-Level Officials and Managers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 189                | 108    | 774                                        | 135                       | 46    | 1                                         | 5                                | 22                | 481    | 105                                                                                                                | 30    | 1                                         | 2                                | 13                | 1912      |
| Professionals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 28                 | 23     | 242                                        | 19                        | 66    | 0                                         | 0                                | 5                 | 261    | 19                                                                                                                 | 45    | 2                                         | 1                                | 3                 | 714       |
| Technicians                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 29                 | 48     | 134                                        | 19                        | 9     | 0                                         | 0                                | 5                 | 200    | 48                                                                                                                 | 11    | 0                                         | 3                                | 14                | 520       |
| Sales Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 470                | 1256   | 777                                        | 413                       | 126   | 5                                         | 15                               | 77                | 2097   | 1536                                                                                                               | 235   | 18                                        | 36                               | 142               | 7203      |
| Administrative Support Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 530                | 490    | 1098                                       | 581                       | 80    | 3                                         | 16                               | 56                | 1026   | 368                                                                                                                | 85    | 1                                         | 19                               | 43                | 4396      |
| Craft Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 188                | 3      | 340                                        | 150                       | 12    | 1                                         | 10                               | 22                | 8      | 5                                                                                                                  | 0     | 0                                         | 0                                | 1                 | 740       |
| Operatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1605               | 845    | 2694                                       | 1594                      | 141   | 12                                        | 31                               | 154               | 1703   | 735                                                                                                                | 101   | 2                                         | 16                               | 67                | 9700      |
| Laborers and Helpers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 714                | 329    | 1028                                       | 1047                      | 82    | 4                                         | 30                               | 104               | 492    | 392                                                                                                                | 35    | 3                                         | 11                               | 49                | 4320      |
| Service Workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 427                | 246    | 942                                        | 479                       | 70    | 1                                         | 16                               | 43                | 419    | 142                                                                                                                | 27    | 3                                         | 2                                | 16                | 2833      |
| <b>CURRENT 2022 REPORTING YEAR TOTAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 4180               | 3348   | 8044                                       | 4437                      | 632   | 27                                        | 123                              | 488               | 6695   | 3350                                                                                                               | 569   | 30                                        | 90                               | 348               | 32361     |
| <b>PRIOR 2021 REPORTING YEAR TOTAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3268               | 2849   | 6822                                       | 3573                      | 569   | 20                                        | 99                               | 338               | 5905   | 2789                                                                                                               | 492   | 26                                        | 77                               | 261               | 27088     |
| <b>SECTION I – WORKFORCE SNAPSHOT PERIOD</b><br>10/2/2022 - 10/8/2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |
| <b>SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS</b> (optional)<br>Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                    |        |                                            |                           |       |                                           |                                  |                   |        |                                                                                                                    |       |                                           |                                  |                   |           |

CO= J408606  
U= J408606

EQUAL EMPLOYMENT OPPORTUNITY  
2021 EMPLOYER INFORMATION REPORT EEO-1  
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. BJ'S WHOLESALE CLUB #5997  
25 RESEARCH DRIVE  
WESTBOROUGH, MA 01581
- 2.a. BJ'S WHOLESALE CLUB #5997  
25 RESEARCH DRIVE  
WESTBOROUGH, MA 01581

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS=

SECTION E - ESTABLISHMENT INFORMATION  
NAICS: 452311 - Warehouse Clubs and Supercenters

c. EIN= 043360747

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES                | HISPANIC OR LATINO |        | NOT-HISPANIC OR LATINO |                           |                                     |       |                                   |                   |                    |                           |                                     |       |                                  |                   | OVERALL TOTALS |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|----------------------------------|-------------------|----------------|
|                               |                    |        | ***** MALE *****       |                           |                                     |       |                                   |                   | ***** FEMALE ***** |                           |                                     |       |                                  |                   |                |
|                               | MALE               | FEMALE | WHITE                  | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE              | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN NDIAN OR ALASKAN NATIVE | TWO OR MORE RACES |                |
| EXECUTIVE/SR OFFICIALS & MGRS | 0                  | 0      | 14                     | 0                         | 0                                   | 0     | 0                                 | 0                 | 7                  | 0                         | 0                                   | 0     | 0                                | 0                 | 21             |
| FIRST/MID OFFICIALS & MGRS    | 159                | 99     | 703                    | 122                       | 2                                   | 45    | 2                                 | 16                | 413                | 75                        | 2                                   | 21    | 3                                | 8                 | 1670           |
| PROFESSIONALS                 | 25                 | 24     | 226                    | 9                         | 0                                   | 58    | 0                                 | 4                 | 261                | 13                        | 1                                   | 31    | 1                                | 2                 | 655            |
| TECHNICIANS                   | 24                 | 37     | 119                    | 16                        | 0                                   | 5     | 0                                 | 7                 | 164                | 31                        | 0                                   | 11    | 4                                | 9                 | 427            |
| SALES WORKERS                 | 458                | 1164   | 655                    | 360                       | 2                                   | 105   | 12                                | 48                | 1900               | 1337                      | 14                                  | 218   | 29                               | 118               | 6420           |
| ADMINISTRATIVE SUPPORT        | 420                | 447    | 931                    | 487                       | 2                                   | 69    | 19                                | 41                | 915                | 324                       | 3                                   | 70    | 8                                | 40                | 3776           |
| CRAFT WORKERS                 | 161                | 0      | 334                    | 151                       | 1                                   | 22    | 7                                 | 21                | 4                  | 3                         | 0                                   | 0     | 0                                | 1                 | 705            |
| OPERATIVES                    | 1183               | 679    | 2174                   | 1197                      | 7                                   | 128   | 30                                | 99                | 1474               | 599                       | 1                                   | 89    | 23                               | 52                | 7735           |
| LABORERS & HELPERS            | 487                | 193    | 801                    | 802                       | 4                                   | 76    | 20                                | 59                | 384                | 264                       | 4                                   | 27    | 5                                | 23                | 3149           |
| SERVICE WORKERS               | 351                | 206    | 865                    | 429                       | 2                                   | 61    | 9                                 | 43                | 383                | 143                       | 1                                   | 25    | 4                                | 8                 | 2530           |
| TOTAL                         | 3268               | 2849   | 6822                   | 3573                      | 20                                  | 569   | 99                                | 338               | 5905               | 2789                      | 26                                  | 492   | 77                               | 261               | 27088          |
| PREVIOUS REPORT TOTAL         | 3135               | 2779   | 8240                   | 3592                      | 19                                  | 565   | 70                                | 356               | 6774               | 2908                      | 23                                  | 474   | 57                               | 314               | 29306          |

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 10/3/2021 THRU 10/9/2021  
SECTION G - CERTIFICATION  
CERTIFYING OFFICIAL: Shawn Rauhala  
EMAIL: srauhala@bjs.com  
EEO1 REPORT CONTACT PERSON: Shawn Rauhala  
EMAIL: srauhala@bjs.com

CERTIFIED DATE [EST]: 5/3/2022 3:32 PM  
TITLE: Senior HRIS Analyst  
PHONE: 774-512-6368  
TITLE: Senior HRIS Analyst  
PHONE: 774-512-6368

CO= J40860

## EQUAL EMPLOYMENT OPPORTUNITY

## 2020 EMPLOYER INFORMATION REPORT EEO-1

U= J40860

## Consolidated Report

## SECTION B - COMPANY IDENTIFICATION

1. BJ'S WHOLESALE CLUB #5997  
25 RESEARCH DRIVE  
WESTBOROUGH, MA 01581

2.a. BJ'S WHOLESALE CLUB #5997  
25 RESEARCH DRIVE  
WESTBOROUGH, MA 01581

## SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS=

## SECTION E - ESTABLISHMENT INFORMATION

452311 - Warehouse Clubs and Supercenters

c. EIN= 043360747

## SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES                | HISPANIC OR LATINO |        | NOT-HISPANIC OR LATINO |                           |                                     |       |                                   |                   |       |                           |                                     |       |                                   |                   | OVERALL TOTALS |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|-------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|----------------|
|                               | ***** MALE *****   |        |                        |                           |                                     |       | ***** FEMALE *****                |                   |       |                           |                                     |       |                                   |                   |                |
|                               | MALE               | FEMALE | WHITE                  | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES |                |
| EXECUTIVE/SR OFFICIALS & MGRS | 0                  | 0      | 15                     | 0                         | 0                                   | 0     | 0                                 | 0                 | 6     | 0                         | 0                                   | 0     | 0                                 | 0                 | 21             |
| FIRST/MID OFFICIALS & MGRS    | 153                | 152    | 785                    | 122                       | 4                                   | 53    | 6                                 | 10                | 668   | 141                       | 3                                   | 28    | 5                                 | 15                | 2145           |
| PROFESSIONALS                 | 24                 | 23     | 247                    | 10                        | 0                                   | 63    | 0                                 | 4                 | 275   | 15                        | 0                                   | 32    | 1                                 | 2                 | 696            |
| TECHNICIANS                   | 24                 | 32     | 159                    | 16                        | 1                                   | 4     | 1                                 | 7                 | 185   | 36                        | 0                                   | 7     | 1                                 | 9                 | 482            |
| SALES WORKERS                 | 442                | 1215   | 1008                   | 420                       | 2                                   | 121   | 7                                 | 50                | 2537  | 1512                      | 10                                  | 217   | 22                                | 171               | 7734           |
| ADMINISTRATIVE SUPPORT        | 453                | 399    | 1159                   | 519                       | 3                                   | 71    | 7                                 | 61                | 978   | 336                       | 2                                   | 76    | 7                                 | 32                | 4103           |
| CRAFT WORKERS                 | 168                | 0      | 389                    | 160                       | 0                                   | 23    | 4                                 | 26                | 7     | 2                         | 0                                   | 0     | 0                                 | 0                 | 779            |
| OPERATIVES                    | 1269               | 655    | 3062                   | 1421                      | 4                                   | 130   | 28                                | 126               | 1557  | 571                       | 3                                   | 78    | 17                                | 65                | 8986           |
| LABORERS & HELPERS            | 411                | 108    | 806                    | 679                       | 3                                   | 55    | 12                                | 52                | 261   | 162                       | 3                                   | 15    | 2                                 | 13                | 2582           |
| SERVICE WORKERS               | 191                | 195    | 610                    | 245                       | 2                                   | 45    | 5                                 | 20                | 300   | 133                       | 2                                   | 21    | 2                                 | 7                 | 1778           |
| TOTAL                         | 3135               | 2779   | 8240                   | 3592                      | 19                                  | 565   | 70                                | 356               | 6774  | 2908                      | 23                                  | 474   | 57                                | 314               | 29306          |
| PREVIOUS REPORT TOTAL         | 2831               | 2540   | 7715                   | 3266                      | 20                                  | 541   | 80                                | 291               | 6619  | 2708                      | 24                                  | 443   | 55                                | 258               | 27391          |

## SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 10/04/2020/2020 THRU 10/10/2020/2020

## SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: JODIE GARGAN  
EMAIL: JGARGAN@BJS.COM

EEO1 REPORT CONTACT PERSON: SHAWN RAUHALA  
EMAIL: srauhal@bjs.com

CERTIFIED DATE [EST]: 7/8/2021 10:03:00 AM

TITLE: HRIS MANAGER  
PHONE: 774-512-5546  
TITLE: SENIOR HRIS ANALYST  
PHONE: 774-512-6368

CO= J40860

## EQUAL EMPLOYMENT OPPORTUNITY

2019 EMPLOYER INFORMATION REPORT EEO-1

U= J40860

## Consolidated Report

## SECTION B - COMPANY IDENTIFICATION

1. BJ'S WHOLESALE CLUB #5997  
25 RESEARCH DRIVE  
WESTBOROUGH, MA 01581

2.a. BJ'S WHOLESALE CLUB #5997  
25 RESEARCH DRIVE  
WESTBOROUGH, MA 01581

## SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- Y DUNS=

## SECTION E - ESTABLISHMENT INFORMATION

452311 - Warehouse Clubs and Supercenters

c. EIN= 043360747

## SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES                | HISPANIC OR LATINO |        | NOT-HISPANIC OR LATINO |                           |                                     |       |                                   |                   |                    |                           |                                     |       |                                   |                   | OVERALL TOTALS |
|-------------------------------|--------------------|--------|------------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|--------------------|---------------------------|-------------------------------------|-------|-----------------------------------|-------------------|----------------|
|                               |                    |        | ***** MALE *****       |                           |                                     |       |                                   |                   | ***** FEMALE ***** |                           |                                     |       |                                   |                   |                |
|                               | MALE               | FEMALE | WHITE                  | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES | WHITE              | BLACK OR AFRICAN AMERICAN | NATIVE HAWAIIAN OR PACIFIC ISLANDER | ASIAN | AMERICAN INDIAN OR ALASKAN NATIVE | TWO OR MORE RACES |                |
| EXECUTIVE/SR OFFICIALS & MGRS | 0                  | 0      | 15                     | 0                         | 0                                   | 1     | 0                                 | 0                 | 6                  | 0                         | 0                                   | 0     | 0                                 | 0                 | 22             |
| FIRST/MID OFFICIALS & MGRS    | 158                | 147    | 813                    | 117                       | 4                                   | 48    | 5                                 | 11                | 682                | 137                       | 2                                   | 28    | 4                                 | 15                | 2171           |
| PROFESSIONALS                 | 22                 | 20     | 256                    | 13                        | 0                                   | 55    | 0                                 | 5                 | 282                | 14                        | 0                                   | 33    | 1                                 | 4                 | 705            |
| TECHNICIANS                   | 28                 | 39     | 190                    | 24                        | 1                                   | 3     | 1                                 | 5                 | 231                | 47                        | 0                                   | 7     | 1                                 | 15                | 592            |
| SALES WORKERS                 | 416                | 1127   | 963                    | 348                       | 3                                   | 128   | 6                                 | 44                | 2528               | 1479                      | 15                                  | 221   | 19                                | 127               | 7424           |
| ADMINISTRATIVE SUPPORT        | 347                | 350    | 962                    | 437                       | 2                                   | 58    | 7                                 | 45                | 912                | 291                       | 0                                   | 55    | 10                                | 27                | 3503           |
| CRAFT WORKERS                 | 171                | 2      | 368                    | 169                       | 0                                   | 21    | 6                                 | 21                | 12                 | 4                         | 0                                   | 0     | 0                                 | 3                 | 777            |
| OPERATIVES                    | 1229               | 616    | 2933                   | 1396                      | 7                                   | 136   | 35                                | 106               | 1520               | 527                       | 5                                   | 71    | 16                                | 56                | 8653           |
| LABORERS & HELPERS            | 299                | 58     | 627                    | 531                       | 3                                   | 52    | 15                                | 41                | 143                | 82                        | 2                                   | 9     | 2                                 | 7                 | 1871           |
| SERVICE WORKERS               | 161                | 181    | 588                    | 231                       | 0                                   | 39    | 5                                 | 13                | 303                | 127                       | 0                                   | 19    | 2                                 | 4                 | 1673           |
| TOTAL                         | 2831               | 2540   | 7715                   | 3266                      | 20                                  | 541   | 80                                | 291               | 6619               | 2708                      | 24                                  | 443   | 55                                | 258               | 27391          |
| PREVIOUS REPORT TOTAL         | 2624               | 2304   | 7415                   | 3043                      | 28                                  | 524   | 74                                | 213               | 6295               | 2456                      | 23                                  | 418   | 49                                | 171               | 25637          |

## SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 10/06/2019/2019 THRU 10/12/2019/2019

## SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: JODIE GARGAN  
EMAIL: JGARGAN@BJS.COM

EEO1 REPORT CONTACT PERSON: SHAWN RAUHALA  
EMAIL: srauhal@bjs.com

CERTIFIED DATE [EST]: 6/17/2021 10:07:00 AM

TITLE: HRIS MANAGER  
PHONE: 774-512-5546  
TITLE: SENIOR HRIS ANALYST  
PHONE: 774-512-6368