

Statement for the Record

Ulta Beauty, Inc.

Senate Judiciary Committee Hearing on “Organized Retail Crime and the Combating Organized Retail Crime Act” (CORCA)

July 15, 2025

Chairman Grassley, Ranking Member Durbin, and members of the Committee:

Ulta Beauty appreciates the opportunity to submit this statement for the record in support of the “Combating Organized Retail Crime Act” (CORCA) and commends the Committee’s bipartisan leadership in addressing the growing threat of organized retail crime (ORC).

About Ulta Beauty

Ulta Beauty is the nation’s largest specialty beauty retailer by store count, with more than 1,450 stores across the U.S. and plans to open approximately 60 net new stores this year. We employ more than 60,000 associates across our corporate offices, retail stores, distribution centers, and in-store salons.

Founded 35 years ago on the idea of bringing together *All Things Beauty, All In One Place*, we offer an unmatched assortment of cosmetics, fragrance, skin care, hair care, and in-store salon services.

We serve a highly engaged and loyal community of beauty enthusiasts, including 45 million members in our Ulta Beauty Rewards program – the largest loyalty program in the beauty category. Our guests come to Ulta Beauty for a positive, fun, and inclusive shopping experience, and for the expertise of our incredible store and salon associates.

Statement of Support for CORCA

Organized retail crime is more than shoplifting. It involves coordinated, large-scale criminal operations in which sophisticated networks target retailers, resell stolen merchandise, and often fund broader illicit activity. Nearly a quarter (24 percent) of our resolved ORC investigations so far this year have been fencing cases (in which stolen goods are bought and resold, often through online marketplaces) linked to broader organized crime operations.

We support CORCA’s goal to establish a coordinated federal approach to fighting these crimes. By enabling real-time data sharing and cross-jurisdictional collaboration between federal, state, and local authorities, CORCA would empower law enforcement to pursue and prosecute ORC offenders more effectively, deterring future activity and protecting retail workers and consumers.

We believe this bill represents a meaningful and necessary step toward a safer, more secure retail environment, and we respectfully urge Congress to advance its passage.

Ulta Beauty’s Commitment to Combatting ORC

At Ulta Beauty, we take a proactive, multi-faceted approach to addressing ORC that includes investing in deterrence, intelligence and strategic partnerships with industry and law enforcement. Our dedicated ORC investigation team – primarily former law enforcement professionals – works closely with local, state, and federal agencies to investigate cases, bring repeat offenders to justice, and identify emerging trends. We are active members of NRF, RILA, and CLEAR, advocating for more effective policies and enforcement

strategies, and we also share best practices and intelligence with peer retailers to identify and disrupt criminal networks – strengthening outcomes across the retail industry.

Most importantly, this issue has a real human impact. Our top priority is always the safety and wellbeing of our associates and guests, and they deserve an environment free from disruption and risk. To support this, we've implemented associate training programs, provided post-incident care, and actively supported the communities affected by these crimes.

Conclusion

While retailers can play an important role in helping law enforcement build effective cases against organized retail crime, organized retail crime is a national challenge that requires a coordinated, national solution. CORCA will support law enforcement with the tools they need to intervene earlier, investigate more effectively, and hold criminal networks accountable.

Ulta Beauty is proud to be a part of the solution, and we are grateful to the Committee for its bipartisan leadership on this issue. We support the “Combating Organized Retail Crime Act” and respectfully urge Congress to move this important legislation forward.

Sincerely,

Amiee Bayer-Thomas

Chief Retail Officer

Ulta Beauty