Target 2017 Workforce Diversity

**Female**

- Executive/Sr Officials and Managers: 40% Target, 29% NAICS 45 2016*
- First/Mid Officials and Managers: 48% Target, 47% NAICS 45 2016*
- Professionals: 40% Target, 61% NAICS 45 2016*
- Technicians: 65% Target, 74% NAICS 45 2016*
- Sales Workers: 63% Target, 66% NAICS 45 2016*
- Administrative Support: 60% Target, 56% NAICS 45 2016*
- Craft Workers: 5% Target, 14% NAICS 45 2016*
- Operatives: 19% Target, 35% NAICS 45 2016*
- Laborers and Helpers: 22% Target, 31% NAICS 45 2016*
- Service Workers: 49% Target, 46% NAICS 45 2016*

**Racial/Ethnic Minority**

- Executive/Sr Officials and Managers: 18% Target, 13% NAICS 45 2016*
- First/Mid Officials and Managers: 30% Target, 27% NAICS 45 2016*
- Professionals: 21% Target, 30% NAICS 45 2016*
- Technicians: 40% Target, 39% NAICS 45 2016*
- Sales Workers: 50% Target, 36% NAICS 45 2016*
- Administrative Support: 35% Target, 42% NAICS 45 2016*
- Craft Workers: 27% Target, 29% NAICS 45 2016*
- Operatives: 48% Target, 42% NAICS 45 2016*
- Laborers and Helpers: 61% Target, 41% NAICS 45 2016*
- Service Workers: 48% Target, 45% NAICS 45 2016*

*The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing and publishing statistical data related to the U.S. business economy.

**Additional Info/Links**

- **NAICS Categories:** This describes the industry against which we are comparing ourselves - [NAICS 45 Composite](https://www.census.gov/)
- **EEO1 Job Categories:** This describes the breakdowns of our staff - [Census.gov](https://www.census.gov/)
- [More at Target.com/diversity](https://www.target.com/diversity)
Composition of Governance Bodies and Employees as of FY2017

Gender Diversity

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
<th>Total Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Workforce (U.S.)</td>
<td>57%</td>
<td>43%</td>
<td>57%</td>
</tr>
<tr>
<td>Total Workforce (Global, incl. U.S.)</td>
<td>39%</td>
<td>61%</td>
<td>61%</td>
</tr>
<tr>
<td>Leadership Team</td>
<td>36%</td>
<td>64%</td>
<td>64%</td>
</tr>
<tr>
<td>Target Board of Directors</td>
<td>36%</td>
<td>64%</td>
<td>64%</td>
</tr>
<tr>
<td>Target Manager Workforce</td>
<td>52%</td>
<td>48%</td>
<td>52%</td>
</tr>
</tbody>
</table>

Racial Diversity

<table>
<thead>
<tr>
<th>Category</th>
<th>Diverse</th>
<th>Non-Diverse</th>
<th>Total Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Workforce</td>
<td>47%</td>
<td>53%</td>
<td>53%</td>
</tr>
<tr>
<td>Leadership Team</td>
<td>36%</td>
<td>64%</td>
<td>64%</td>
</tr>
<tr>
<td>Target Board of Directors</td>
<td>45%</td>
<td>55%</td>
<td>55%</td>
</tr>
<tr>
<td>Target Manager Workforce</td>
<td>33%</td>
<td>67%</td>
<td>67%</td>
</tr>
</tbody>
</table>