Target 2016 Workforce Diversity

**Female**

- Executive/Sr Officials and Managers: 45% Target, 30% NAICS 45 2015*
- First/Mid Officials and Managers: 49% Target, 47% NAICS 45 2015*
- Professionals: 50% Target, 61% NAICS 45 2015*
- Technicians: 67% Target, 76% NAICS 45 2015*
- Sales Workers: 59% Target, 66% NAICS 45 2015*

- Administrative Support: 67% Target, 57% NAICS 45 2015*
- Craft Workers: 4% Target, 18% NAICS 45 2015*
- Operatives: 20% Target, 36% NAICS 45 2015*
- Laborers and Helpers: 22% Target, 29% NAICS 45 2015*
- Service Workers: 60% Target, 45% NAICS 45 2015*

**Racial/Ethnic Minority**

- Executive/Sr Officials and Managers: 19% Target, 17% NAICS 45 2015*
- First/Mid Officials and Managers: 28% Target, 24% NAICS 45 2015*
- Professionals: 20% Target, 29% NAICS 45 2015*
- Technicians: 38% Target, 35% NAICS 45 2015*
- Sales Workers: 49% Target, 35% NAICS 45 2015*

- Administrative Support: 35% Target, 40% NAICS 45 2015*
- Craft Workers: 26% Target, 29% NAICS 45 2015*
- Operatives: 53% Target, 39% NAICS 45 2015*
- Laborers and Helpers: 50% Target, 39% NAICS 45 2015*
- Service Workers: 47% Target, 44% NAICS 45 2015*

Data as of Jan. 31, 2017

*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](#)

**EEO1 Job Categories:**
This describes the breakdowns of our staff - [Census.gov](#)

More at Target.com/diversity
Composition of Governance Bodies and Employees as of FY2016

**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</td>
<td>56%</td>
<td>44%</td>
<td>50%</td>
</tr>
<tr>
<td>Total Workforce (Non-U.S.)</td>
<td>39%</td>
<td>61%</td>
<td>50%</td>
</tr>
<tr>
<td>Leadership Team</td>
<td>42%</td>
<td>58%</td>
<td>50%</td>
</tr>
<tr>
<td>Target Board of Directors</td>
<td>38%</td>
<td>62%</td>
<td>50%</td>
</tr>
<tr>
<td>Target Manager Workforce</td>
<td>46%</td>
<td>54%</td>
<td>50%</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>46%</td>
<td>54%</td>
<td>50%</td>
</tr>
<tr>
<td>Leadership Team</td>
<td>25%</td>
<td>75%</td>
<td>50%</td>
</tr>
<tr>
<td>Target Board of Directors</td>
<td>38%</td>
<td>62%</td>
<td>50%</td>
</tr>
<tr>
<td>Target Manager Workforce</td>
<td>32%</td>
<td>68%</td>
<td>50%</td>
</tr>
</tbody>
</table>