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EVP, Human Resources



“Target’s real competitive advantage isn’t a logo or a line of designer purses or a catchy slogan. It’s the team that created them.”



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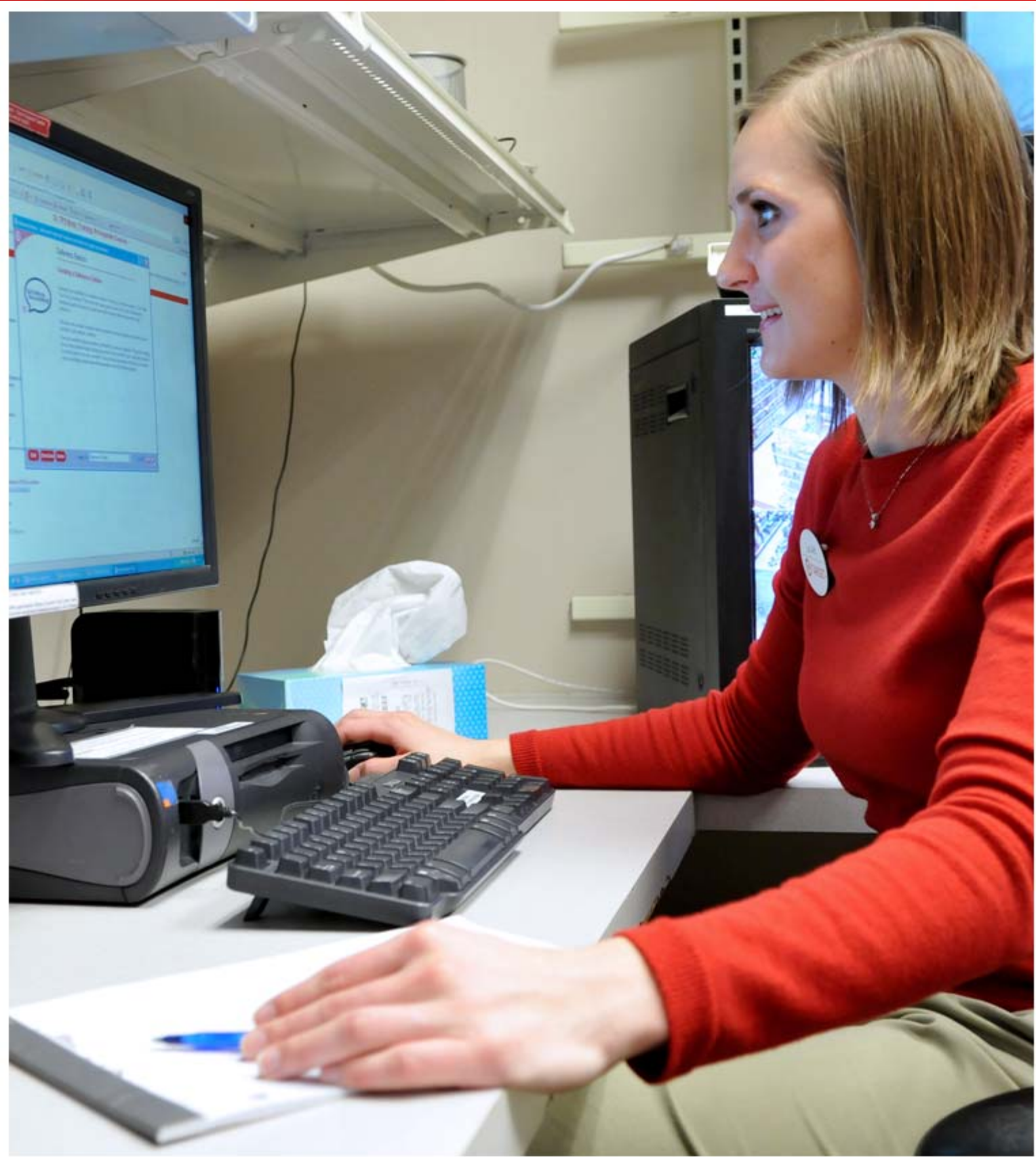
ATTRACT AND RETAIN TALENT

- Sustain culture of development and grow the best leaders
- Ensure properly structured compensation
- Offer team members competitive and comprehensive benefits



®





70

On-the-job experience

20

Mentors and coaches

10

Formal training

6SIGMA@Target[®]

- Foster critical thinking
- Drive disciplined execution

TALENT MANAGEMENT

A photograph of three business women in a meeting, overlaid with a red tint. The woman on the left is blonde and wearing a patterned top, looking towards the center. The woman in the middle has dark hair and is wearing a dark blazer, looking down at a folder on the table. The woman on the right has blonde hair and is wearing a dark blazer, looking towards the center. They are all in professional attire and appear to be in a collaborative work environment. The text 'TALENT MANAGEMENT' is centered over the image in a large, white, sans-serif font.



PAY-FOR-PERFORMANCE

A photograph of three business professionals in an office setting, overlaid with a semi-transparent red filter. A woman with blonde hair, wearing a patterned blazer, is seated at a table and looking towards the left. A man with dark hair and glasses, wearing a dark suit and tie, is seated next to her, also looking left. A third person, a man with dark hair, is partially visible in the foreground on the left, facing away from the camera. The background shows office equipment like a monitor and a printer. The text 'PAY-FOR-PERFORMANCE' is centered in large, white, bold, sans-serif capital letters.

COMPENSATION PROGRAMS

- Balance short-term and long-term performance
- Align executive compensation with shareholder interests

INCENTIVES

Short-term



Balances operating
results with efficient
capital use

Long-Term



Aligns management
with shareholders

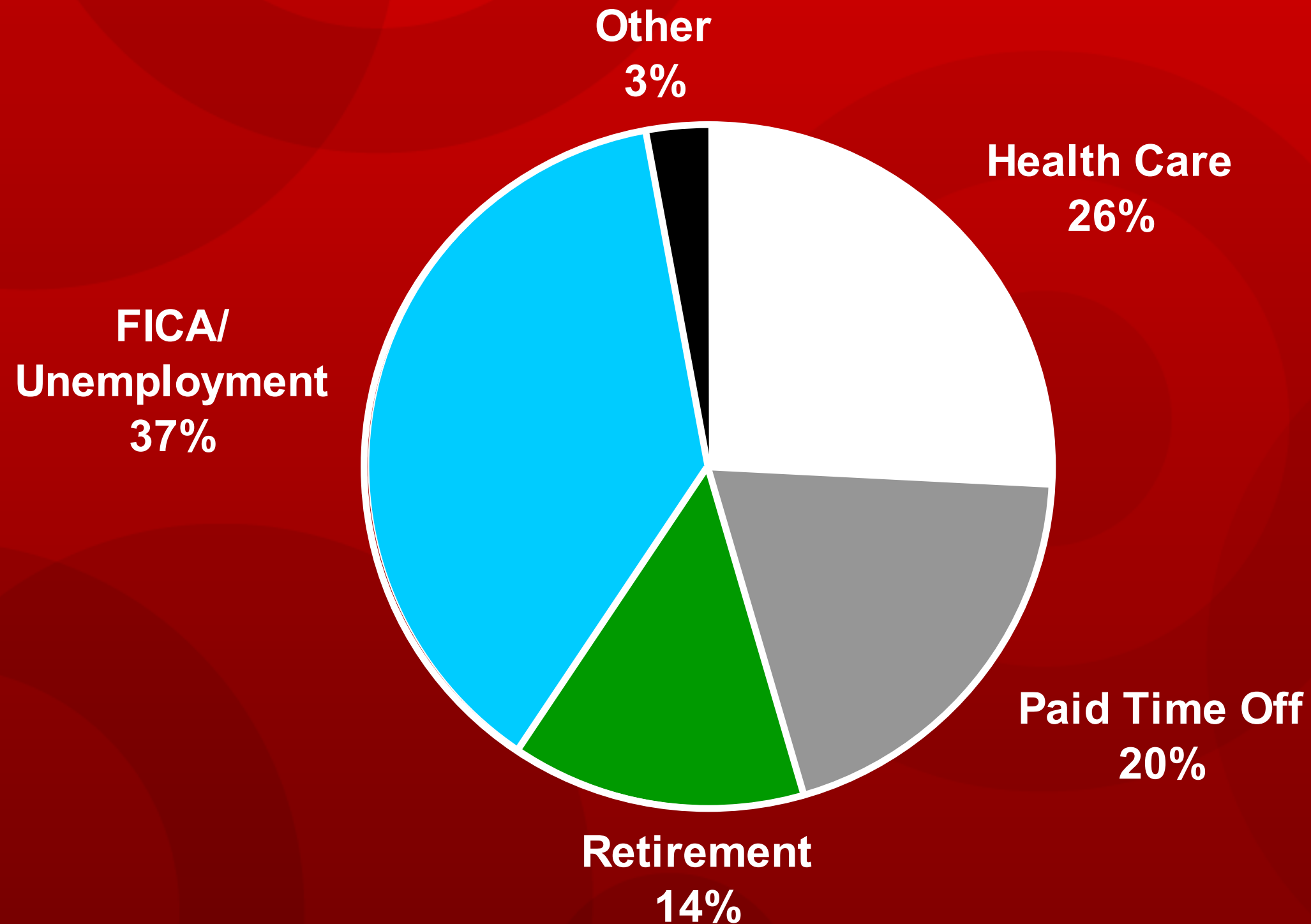
2007 PAYOUTS BASED ON FINANCIAL PERFORMANCE

- Short-term incentives declined 80%
- Expected decline in long-term incentives



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2008 BENEFITS EXPENSE

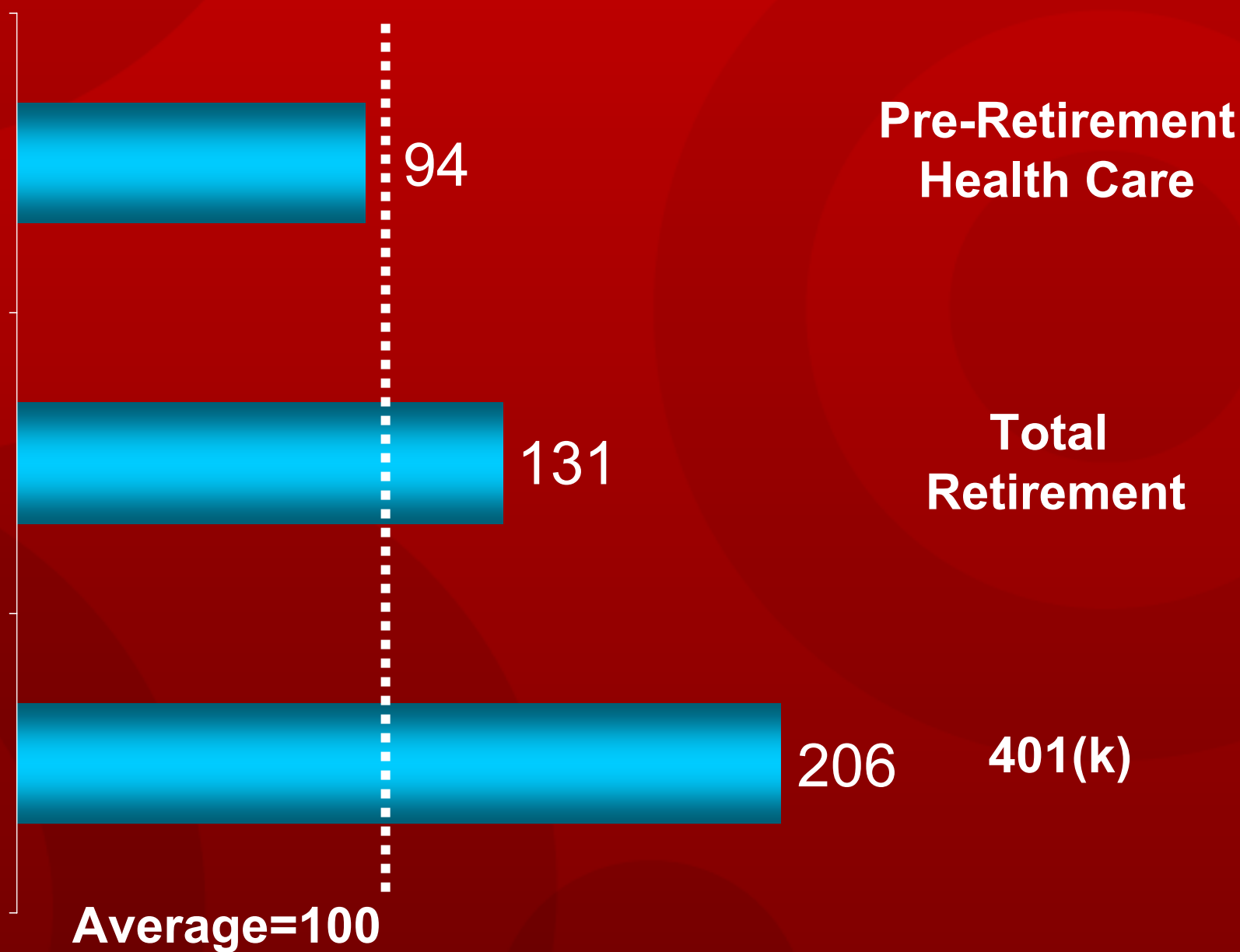


**Total Expense:
\$1.7 Billion**

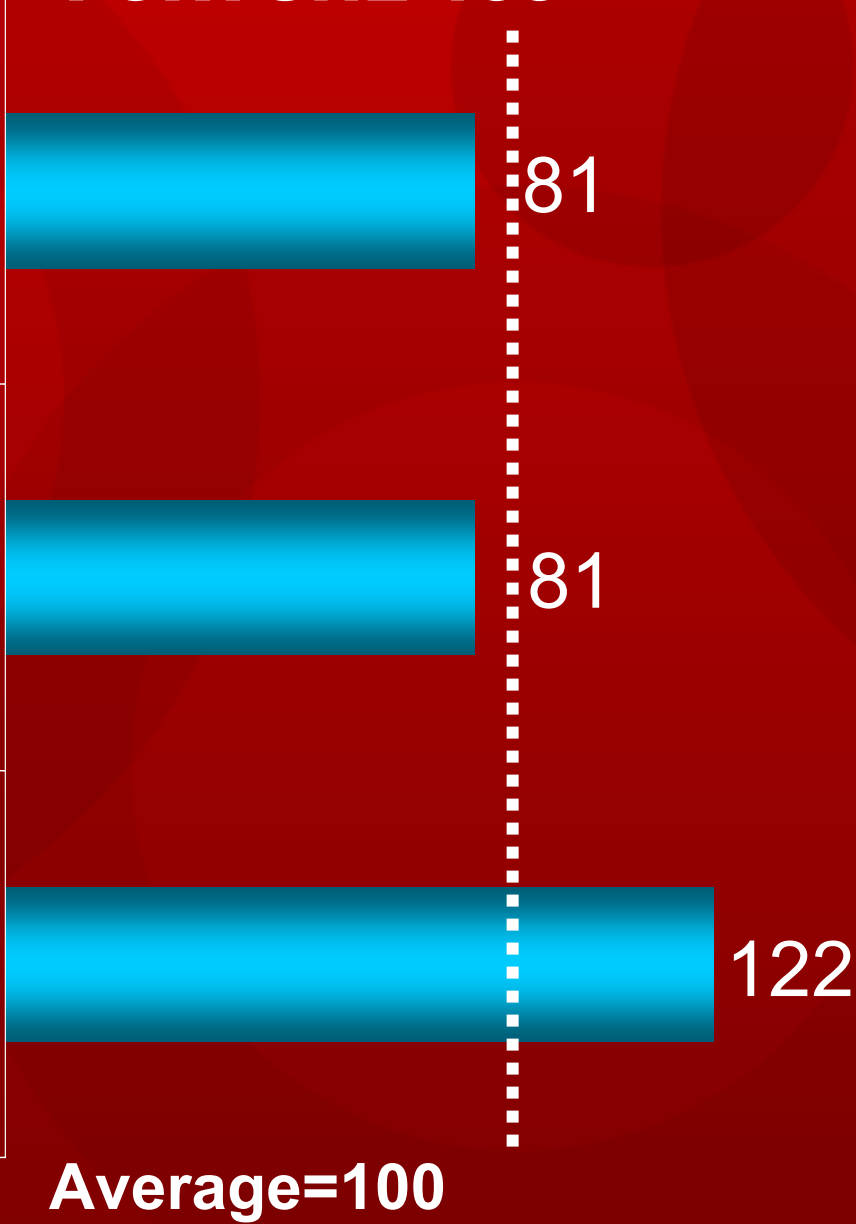


HOW TARGET'S KEY BENEFITS COMPARE

AGAINST OUR RETAIL COMPETITORS

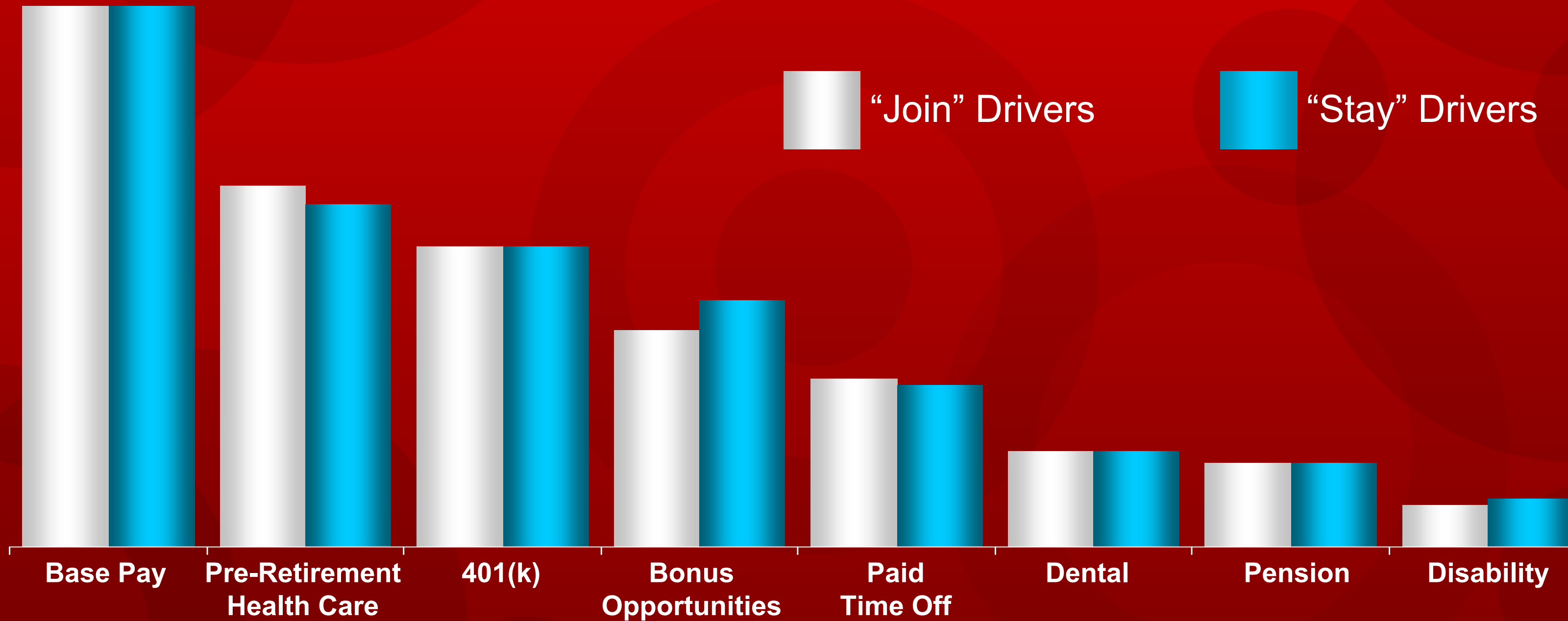


AGAINST FORTUNE 100

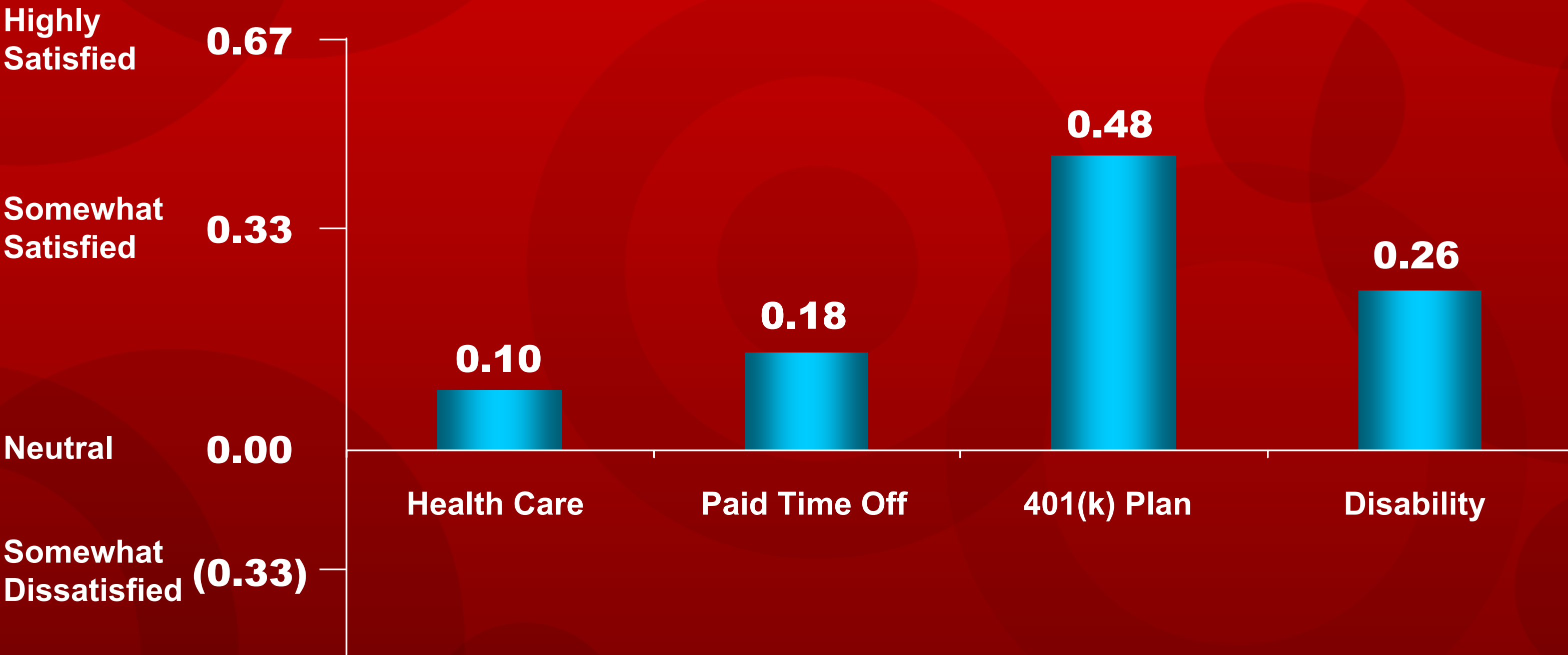




TEAM MEMBER VALUE STUDY



TEAM MEMBER VALUE STUDY



BENEFITS

- Evaluate coverage and eligibility
- Allocate existing dollars effectively
- Pilot health and wellness program





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