

Benefits

Our benefits support the holistic well-being of our team members and their families — from their financial security to their mental and physical health.

Programs, resources and benefit eligibility varies based on position, average hours worked, and length of service. For detailed benefits info, please visit targetpayandbenefits.com.



We care about our team

At Target, we foster a culture where we can care, grow and win together. We invest in our team by giving them opportunities to grow professionally, take care of themselves, each other and their families and make a difference for Target guests and their communities.

Our vision is to attract and retain top talent by providing an inclusive, differentiated total rewards package designed to meet the unique and evolving needs of our team members.

Physical health

Target offers eligible team members comprehensive health benefits and programs, which may include medical, vision, dental and more, to help you and your family take care of your whole selves.

Plus, all U.S.-based team members get access to 24/7 virtual health care visits via the CirrusMD app and access to Grokker, a free fitness and well-being platform.

[Learn more about our health benefits ▶](#)

Time-off, life & family

At Target, we value well-being and encourage work-life balance. We offer a suite of family-centric benefits to eligible team members that help you balance the needs of your family and career, while encouraging you to enjoy activities and interests outside of work.

Our time-off plan provides eligible team members with company paid national holidays and accrued vacation (based on hours worked and years of service). Other family support benefits include paid family leave, reimbursement to help cover adoption or surrogacy fees, and programs to help you secure quality back-up or reliable primary care, extra academic support, pet sitters and more.

[Learn more about our time-off, life and family benefits ▶](#)

Mental health

We invest in and prioritize the mental health and well-being of our team by providing resources, space and support for your entire well-being journey. We provide all team members and members of their household with free, confidential, 24/7 access to trained clinicians through our employee assistance program, Team Member Life Resources. Additionally, we offer access to a substance use helpline, tobacco cessation program and digital apps for those enrolled in a Target-sponsored medical plan to help manage sleep and anxiety.

[Learn more about our mental health benefits ▶](#)

Education assistance

Target offers industry-leading education assistance benefits to support your continuous learning as you build skills for a lifetime. Through our Dream to Be program, in partnership with Guild, team members have access to debt-free options from 250 business-aligned programs across more than 40 schools, in addition to tuition reimbursement, educational institution discounts and more.

[Learn more about our education benefits ▶](#)

Financial well-being

We offer benefits and tools to help you and your family make good financial decisions today and for the future.

We provide access to a full banking institution through our credit union membership, help you save for your retirement through the TGT 401(k) plan with matching contributions up to 5% of eligible earnings and offer a 10% team member discount on merchandise, with an additional 20% discount on wellness items at Target.

[Learn more about our financial benefits ▶](#)

Pay

We're market-competitive to ensure we recruit and retain a highly engaged and diverse team. In addition to competitive base pay, we offer variable pay programs to eligible team members to reward both corporate and individual performance.

[Learn more about our pay programs ▶](#)

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