

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 our eligible team members comprehensive health benefits and programs, which may include medical, vision, dental and more, to help them and their families take care of their whole selves.

Plus, all of our U.S.-based team members get access to 24/7 virtual health care visits and access to 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 our eligible team members that help them build and balance the needs of their families and careers, while encouraging enjoyment of activities and interests outside of work.

Our time off plan provides eligible team members with company paid national holidays and paid time off (based on position, 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 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 members by providing resources, space and support through their 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 self-paced cognitive based therapy program available through Team Member Life Resources, at no cost, to cover concerns such as anxiety, sleep and substance misuse.

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

Education assistance

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

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

Financial well-being

We offer benefits and tools to help our team members and their families make good financial decisions today and for the future.

We provide access to a full banking institution through our credit union membership, help to save for 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 our eligible team members to reward both corporate and individual performance.

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

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