

Benefits Eligibility

At Target, eligibility for benefits is based on position, average hours, length of service and program requirements.

This chart outlines general benefits eligibility and timing for this role. Inclusion of a benefit offering on this list does not guarantee eligibility for that benefit.

Visit targetpayandbenefits.com for additional details on the benefits outlined in this chart.

Eligibility timing	Offering		
	Seasonal team members	Team members working less than 20 average hours per week	Team members working 20+ hours per week
Eligible at date of hire	Team Member/Wellness Discount PerkSpot Discounts Spring Health (mental health support) CirrusMD (virtual health care) DailyPay (pay advance) Grokker (well-being platform) Target Credit Union Prescription Discount Card Family Support Benefits	Team Member/Wellness Discount PerkSpot Discounts Spring Health (mental health support) Dream to Be Education Assistance CirrusMD (virtual health care) DailyPay (pay advance) Grokker (well-being platform) Target Credit Union Prescription Discount Card Family Support Benefits Pet Insurance	Team Member/Wellness Discount PerkSpot Discounts Spring Health (mental health support) Dream to Be Education Assistance CirrusMD (virtual health care) DailyPay (pay advance) Grokker (well-being platform) Target Credit Union Prescription Discount Card Family Support Benefits Pet Insurance
Eligible first full pay period from date of hire unless hire date is the first day of the pay period			Medical Supplemental Medical (Accident, Hospital Indemnity, Critical Illness) Dental Vision Life Insurance Flexible Spending Accounts (Health Care, Dependent Care) Vacation - accrue up to 112 hours of vacation per year Sick Plan - May vary by state Jury Duty Pay 7 Company Paid National Holidays Bereavement (Funeral) Pay Long-term Disability Identity Theft Protection Group Legal Plan Adoption/Surrogacy Reimbursement
Eligible first full pay period following 4 consecutive weeks of 20+ hours per week	Medical (Hawaii team members only)		
Eligible first day of the pay period which includes the 90th day of service from the date of hire			Short-term Disability*
Eligible at 90 days of service and 18+ years old	TGT 401(k)	TGT 401(k)	TGT 401(k)
Eligible after 1 year of service			Paid Family Leave

* Team members may also have disability insurance through a state disability program.

Team members may also be eligible for state/local-specific accrued time-off (includes sick plans and legislated time-off).

Additional Compensation Offerings

Competitive salary with bonus potential, including short term incentive and long term incentive, for eligible positions.