

Workforce Deck 5 – Job Postings and Compensation analysis



DRAFT

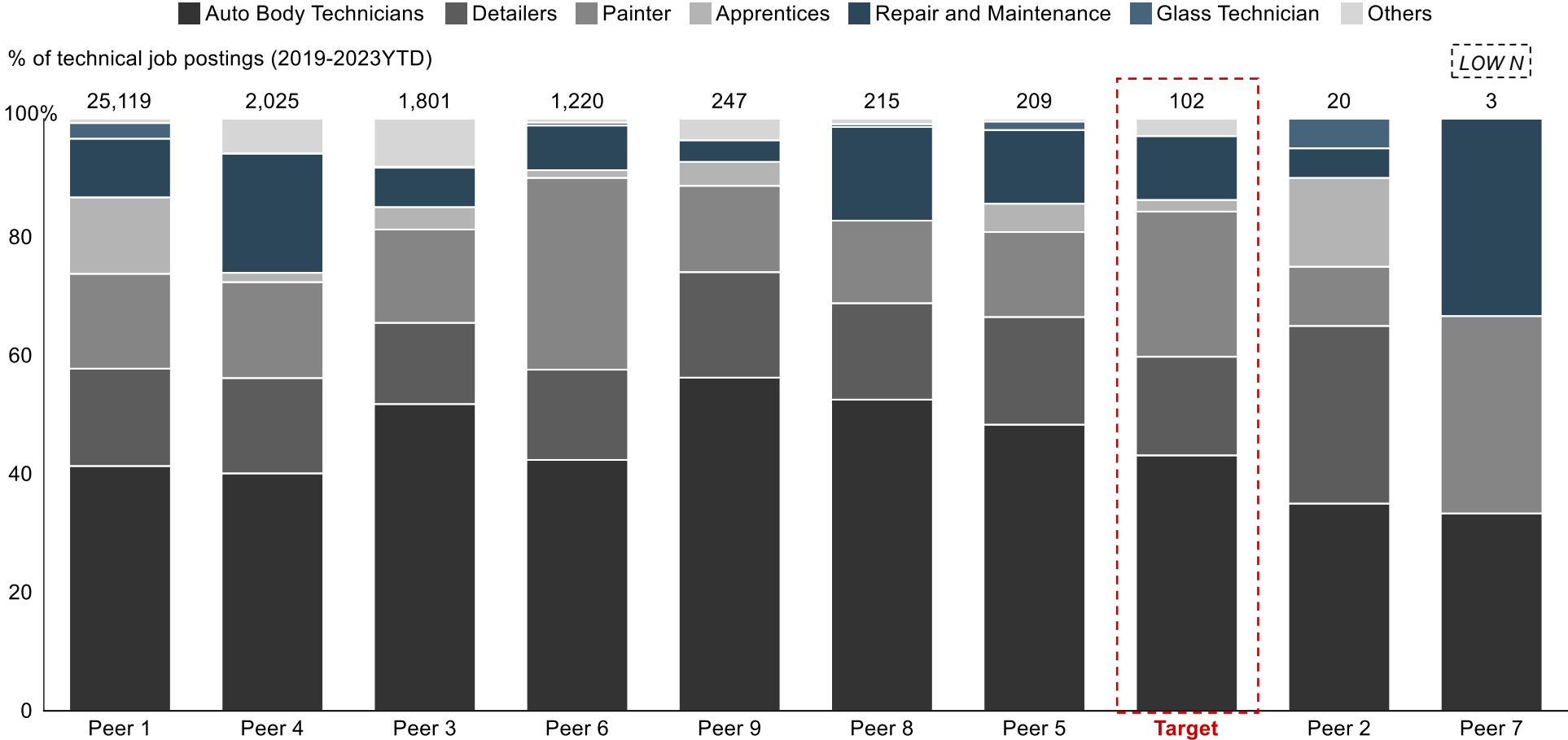
BAIN & COMPANY 

Auto body technician related roles constitute majority of the total technician/ field related job postings across most players followed by detailers and painters

BCN updated
06/08

J O B P O S T I N G S K E Y T I T L E S

/ T E C H N I C I A N O N L Y / D I R



- Glass Technician**
Auto glass technicians, auto glass installers etc.
- Repair & Maint.**
Assemblers, Calibration technicians etc.
- Apprentices**
Apprentice auto body technician, painter apprentice etc.
- Painter**
Painter helper, automotive painter, paint technician etc.
- Detailer**
Collision detailers, lead detailers etc.
- Autobody tech.**
Auto body technician, Body repair technician etc.

Note: Others include generic titles such as car washers, technical assistants etc.
Source: Aura, Bain analysis

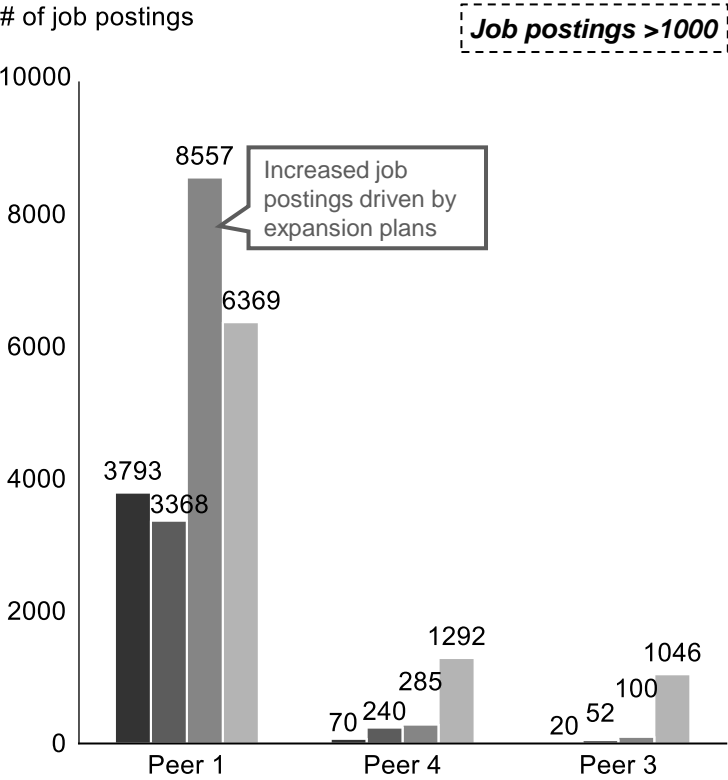
Target witnessed an increasing trend in number of job postings for technical/ field related roles between 2019-22

BCN updated
06/08

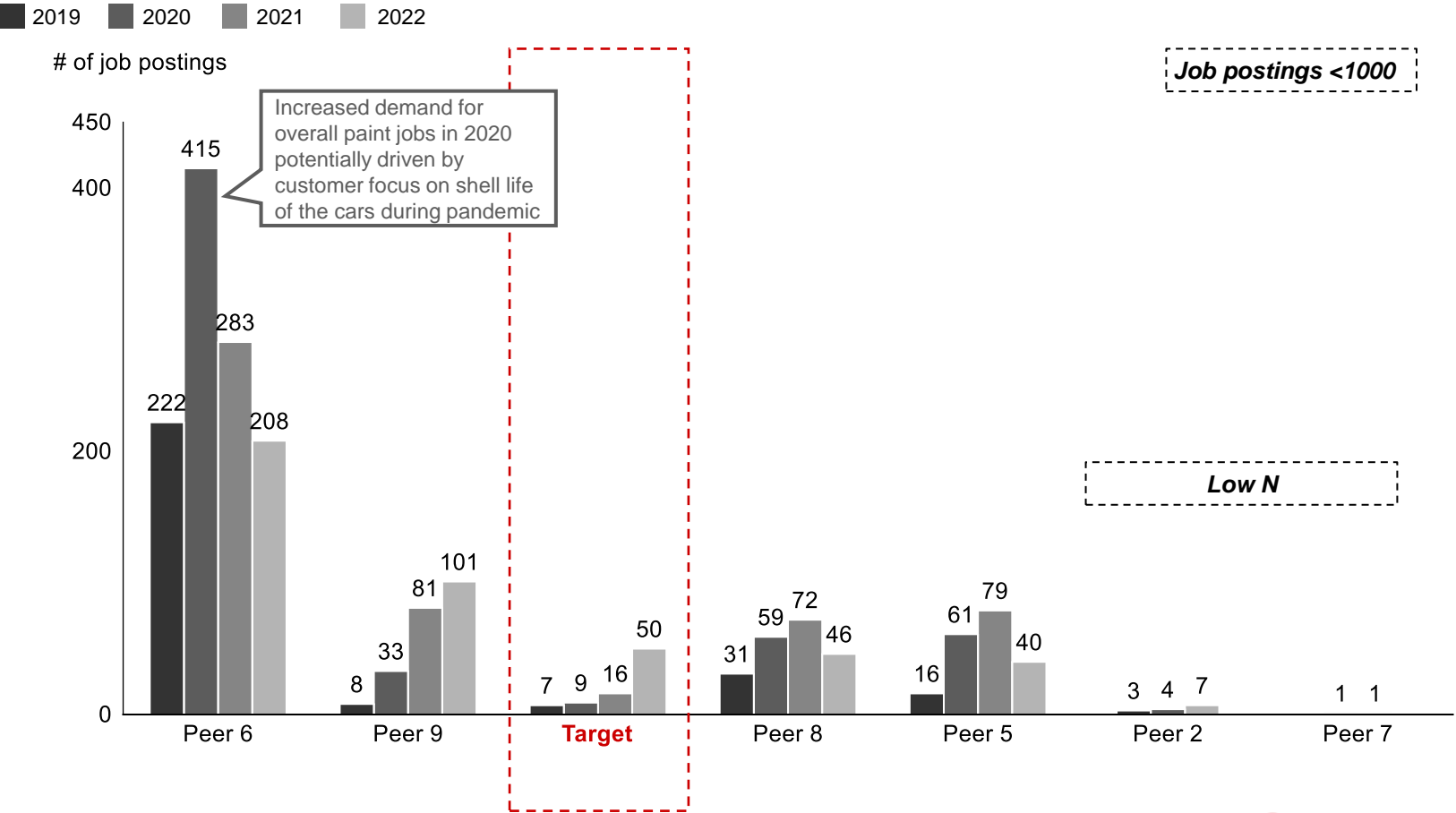
J O B P O S T I N G S O V E R T I M E

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Peer 4 and Peer 3 increased job postings YoY



Target and Peer 9 increased job postings in L4Y; Peer 6 witnessed high growth in job postings in 2020



Note: Bars hidden for years with no job postings data
Source: Aura, Bain analysis



Target has majority of job postings for technical/ field roles in New York and Massachusetts regions; Competitors hire technicians across MSAs in US

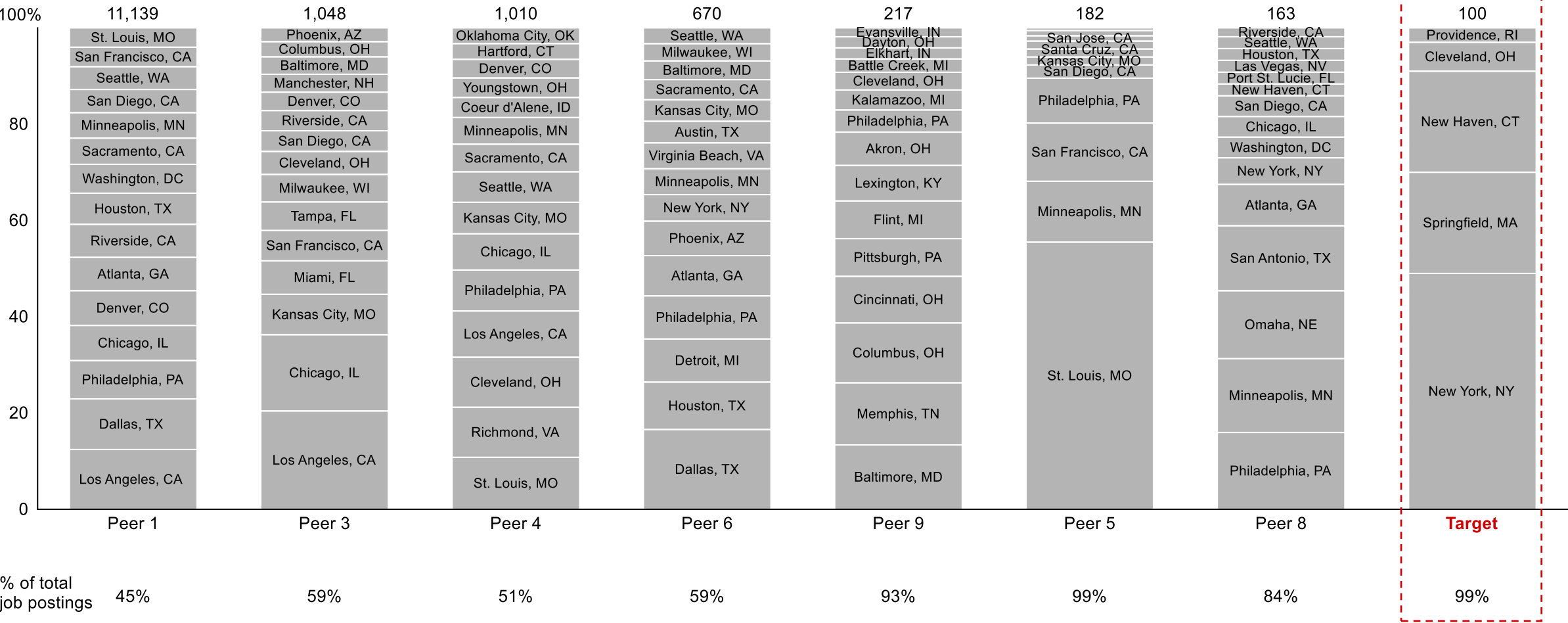
BCN updated
06/08

JOB POSTINGS

GEOGRAPHY

/TECHNICIAN ONLY /DIR

% of job postings in top 15 MSAs (2019-2023YTD)



Note: Bars represent job postings in top 15 MSAs by # of job postings across players; Players with N<15 hidden from the chart; series represents respective MSA regions, for e.g. 'Los Angeles, CA' represent MSA region - Los Angeles-Long Beach-Anaheim, CA, USA'; top lines across slides may not match since job postings location is not available for all postings | Source: Aura, Bain analysis



Across players, majority of job postings for technical/ field related roles are published in NY-NJ-PA MSA; Target is hiring across regions incl. New Haven, Springfield etc.

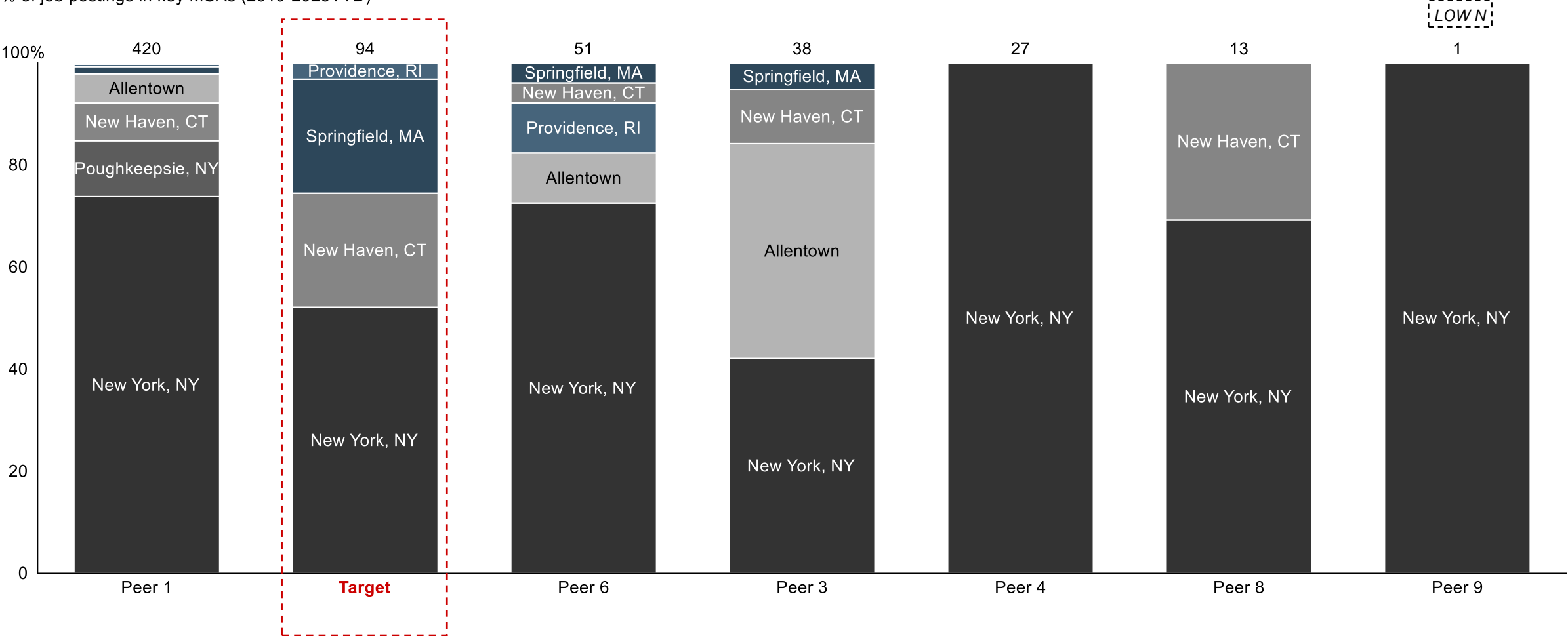
J O B P O S T I N G S

K E Y R E G I O N S

/ T E C H N I C I A N O N L Y / D I R

BCN updated
06/08

% of job postings in key MSAs (2019-2023YTD)



Note: Series shown for key cities with # of job postings across players; Players with N<15 hidden from the chart; series represents respective MSA regions, for e.g. 'New York, NY' represent MSA region – New York-Northern New Jersey-Long Island, NY-NJ-PA MSA | Source: Aura, Bain analysis

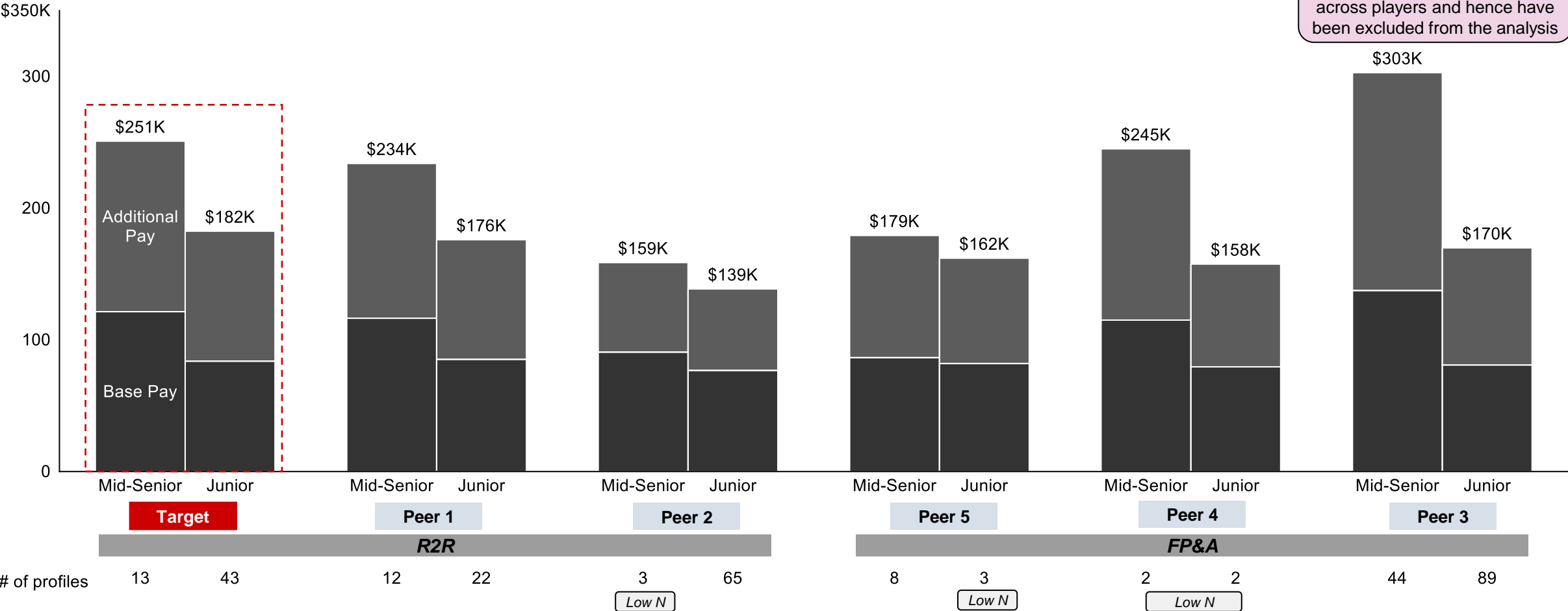


Target has relatively higher average compensation for both Mid-Senior and Junior level roles compared to most peers

WORKFORCE COMPENSATION BY SENIORITY

/ SALES ONLY / DIRECTIONAL

Employee avg. annual compensation (\$K)



Note: Each data point is an avg. salary data point for sample titles (e.g., VPs, Director of Sales/Marketing, Sales/Marketing Manager for Mid-Senior level; Acc. Specialist/ Acc. Exec. for junior level); # of profiles <=5 defined as low N
Source: Glassdoor; Bain analysis

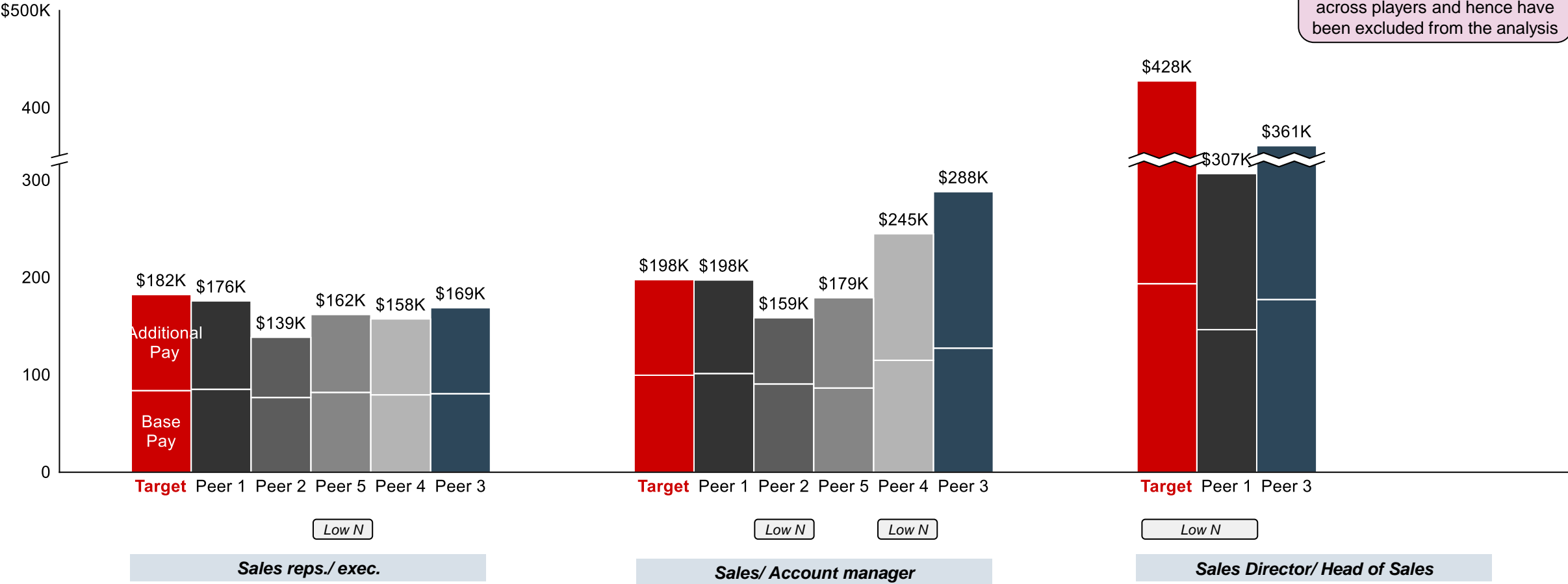
Target offers competitive compensation across different sales roles compared to other players

WORKFORCE

COMPENSATION BY ROLES

/ SALES ONLY / DIRECTIONAL

Employee avg. annual compensation (\$K)



Note: Each data point is an avg. salary data point for sample titles; # of profiles <=5 defined as low N
Source: Glassdoor, Bain analysis