

**HARRINGTON**  
INVESTMENTS, INC.

November 14, 2012

Gregg W. Steinhafel, CEO  
1000 Nicollet Mall  
Minneapolis, MN 55403

RE: Black Friday

Dear Mr. Steinhafel,

Harrington Investments, Inc. (HII) is a registered investment advisor managing assets for individuals and institutions concerned with a social and environmental as well as financial return. As the beneficial owners of 16,635 shares of Target stock, HII clients have a significant stake in the success of our company. We also share a concern for the human rights of workers. HII's strategy is to blend these two objectives by making financially prudent investments that minimize regulatory, legal, and market risk.

We were shocked to discover that our company plans to open Thursday at 9 p.m. on Thanksgiving Day. This will inevitably put our employees in a situation where they must chose between keeping their jobs or spending quality time with their families. Thanksgiving Day is one of only three days most retail workers get off during the entire year.

I don't think we are alone in our dismay for such a callous disregard for the most important of our stakeholders: our employees. Almost 192,000 people as of 3:30 p.m. on Tuesday, November 13 have signed a petition on Change.org calling on Target to "save Thanksgiving" and stick to a Friday opening time. In the past week, more than 40 new petitions have been created on Change.org calling on retailers to allow families to spend Thanksgiving together and open on Friday—many of them focused on Target.

We urge you to reconsider the decision to open on Thanksgiving Day for "Black Friday" and instead honor our employees and their families by giving them back an important national holiday.

Thank you for your consideration of this serious matter. I would appreciate a written response and look forward to hearing from you soon.

Sincerely,  
  
John C. Harrington  
President

