



May 24, 2018

Councilwoman Lena Gonzalez, District 1
Chair of Tidelands and Harbor Committee
333 West Ocean Blvd, 14th Floor
Long Beach, CA 90802

Dear Councilwoman Gonzalez:

Target appreciates the opportunity to provide input on proposals to address the labor practices by some drayage trucking companies at the ports of Los Angeles and Long Beach that were raised in recent news articles and shared by drivers who have testified about their personal experiences at the state capitol.

As global supply chains grow even more complex, Target has a longstanding commitment to driving transparency and accountability in our business to help advance workers' well-being. The drayage trucking industry in California is no exception, and Target does not tolerate mistreatment of workers within our team, suppliers, subcontractors or anyone that does business with our company. We are committed to responsible business conduct and expect our suppliers to comply with our supplier standards and all applicable laws and regulations including those involving federal labor law, wage and hour requirements, and proper worker classification. These are not just expectations, but contractual obligations made clear in our contracts, supplier code of conduct, and supplier engagement standards. We encourage the Port authorities and other stakeholders to explore appropriate measures aimed at extending similar protections at the Port's operations.

Target is proud of our presence in California and our support for the local economy and communities. In the Long Beach and Los Angeles markets alone we have 69 stores and more than 12,000 team members. Additionally, Target recognizes that our suppliers and subcontractors are our guests as well, and our commitment to deliver an exceptional guest experience extends to those individuals who contribute to our supply chain and operations.

Target is committed to continuous improvement and will utilize enterprise and industry benchmarking and best practices to consider if additional measures are needed to drive for more accountability and efficiency. We look forward to working with stakeholders to find reasonable solutions to improve the working conditions of port drayage drivers and balance the needs of

businesses that continue to drive the goods movement industry at the Port of Long Beach. Thank you for this opportunity to weigh in on this important issue.

Sincerely,

A handwritten signature in black ink, appearing to read "David Davis". The signature is fluid and cursive, with the first name "David" being more prominent than the last name "Davis".

David Davis
Senior Director, Global Inventory Management
Target