

Wal-Mart's Diversity Commitment Translates into Support for Asian and Pacific Islander-American Communities

As one of the country's largest private employers, Wal-Mart Stores, Inc. places a diverse and multicultural workforce—at all levels—among its top priorities. And our commitment to diversity is not just something we talk about, it's who we are. We believe we can better serve our customers and provide a positive work environment for our more than 1.4 million U.S. associates by cultivating respect for their diverse lives and backgrounds through various company initiatives. As part of this commitment, Wal-Mart has made tremendous strides to support the Asian and Pacific Islander-American community and the organizations and issues of importance to it.

Wal-Mart's commitment to Asian and Pacific Islander-American communities extends throughout the organization.

- The company offers its **Diversity Development Series** seminars to assist our associates in their understanding of diversity trends and challenges. **These sessions help to provide key information, tips and skills to empower associates to use their unique talents and ideas to contribute to their professional growth.** As a result of such initiatives, **more than 25 percent of the company's officials and managers are minorities, including Asian and Pacific Islander Americans.**
- **The Asian Pacific Islander Associate Resource Group (ARG) in Wal-Mart's Home Office was created to build a sense of community among associates sharing similar backgrounds and interests.** ARGs focus on five key areas, including recruitment and retention, diversity best practices insight, business support, associate development and community involvement.
- Additionally, **Wal-Mart links officer compensation to diversity goals to attract, hire and retain qualified associates**—bonuses are reduced by as much as 15 percent if goals are not met. In fiscal year 2008, 100 percent of Wal-Mart officers and select company managers achieved their Home Office and/or Field Management Placement Diversity Goals by ensuring equal representation of women and minorities in the applicant pools for management positions. In addition, 100 percent of our officers and select company managers achieved their "Good Faith Efforts Diversity Goals" by participating in diversity events and mentoring at least three associates, including persons of diverse race, gender or background.
- Wal-Mart has been named by Asian Enterprise Magazine as one of the **"Top 10 companies for Asian Americans"** for five years in a row, from 2004-2008.

Wal-Mart continues to serve the Asian and Pacific Islander-American community through the shopping experience.

- In an effort to improve the shopping experience for Asian and Pacific Islander Americans, Wal-Mart operates several "Stores of the Community," which use locally relevant store designs and a merchandise mix that reflects our respect for our diverse customers. Today, we have "Stores of the Community" in areas with large populations of Asian and Pacific Islander Americans. These stores carry essential products and brands that are staples of the traditional Asian diet and lifestyle.
- As part of our commitment to diversity, we have increased the sourcing of merchandise and services from minority- and women-owned businesses, including those owned by Asian and Pacific Islander Americans. Today, Wal-Mart works with more than 3,300 diverse suppliers. **Our supplier diversity program has grown from \$2 million spent with minority- and women-owned businesses to more than \$4.8 billion through 2007.**

Wal-Mart is committed to serving Asian and Pacific Islander Americans as a good neighbor.

In 2008 our support included the following initiatives:

- The Asian Leadership Summit, which brought together leaders from industry, policy, and academia to highlight new, innovative thinking and best practices; fostering insightful discussions; and encouraging collaborative efforts. The focus of the summit was on market growth opportunities and how Asian talents could be leveraged as a business imperative for sustainable globalization.
- Wal-Mart co-led the first South Asian Excellence Awards. The event provided a unique platform for recognition of South Asian achievement in the United States. It was televised to 7 countries with more than one billion viewers.
- The Filipino American Library launched its Children's Reading Program with Wal-Mart support.

- Wal-Mart's relationship with the OCA resulted in supporting its College Affiliate Program, dedicated to develop and support various Asian Student Associations on college campuses.
- Wal-Mart Foundation supported the establishment of the Asian and Pacific Islander American Scholarship Fund (APIASF) and continues to provide funding to the organization annually. In 2009, the Wal-Mart Foundation will continue its commitment to the APIASF with a \$150,000 donation.

Wal-Mart demonstrates its enthusiasm for and belief in diversity by partnering with Asian and Pacific Islander-American organizations throughout the year. Some partners include:

- Asian American Voice, Inc.
- Asian and Pacific Islander American Scholarship Fund
- Asian and Pacific Islander American Health Forum
- Asian American Justice Center
- Asian Enterprise magazine
- Asian Pacific American Institute for Congressional Studies
- Asian Rehabilitation Services, Inc.
- Asia Society
- Asian Women in Business
- Center for Asian Americans United for Self Empowerment
- Committee of 100
- Filipino American Library
- Korean American Coalition
- Leadership Education for Asian Pacifics, Inc.
- OCA
- Searching to Involve Philipino Americans
- U.S. Pan Asian American Chamber of Commerce

*For more information on Wal-Mart's commitment to diversity, please visit www.walmartfacts.com.
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