

## Wal-Mart Provides Economic Opportunities for America's Communities

Wal-Mart provides economic opportunities for our customers who shop with us because they like the service our associates provide and because they can buy the products they need at affordable prices in one convenient place. Our associates choose to work at Wal-Mart because they know they can advance as far as their hard work will take them. Additionally, Wal-Mart offers real career opportunities and provides competitive pay and affordable health care.

### Wal-Mart Creates Jobs and Provides Career Opportunities:

- As the country's largest private employer, Wal-Mart employs more than 1.4 million U.S. associates from diverse backgrounds – from seniors who need supplemental income to students who want work experience. Last year alone, Wal-Mart created 33,800 jobs.
- Wal-Mart jobs are good jobs that offer competitive pay and benefits and the opportunity to advance. Just last year, more than 150,000 hourly store associates were promoted to new positions within the company.
- Almost 75 percent of the Walmart store management team started as hourly associates.
- The average, full-time hourly wage for Walmart stores is \$11.24 and is even higher in some states. For example, as of January 2009, the average full-time hourly wage is \$12.29 in Massachusetts, \$11.66 in Illinois, \$11.60 in New York, \$12.22 in New Hampshire and \$11.49 per hour in California.
- One of the reasons our associates choose to work at Wal-Mart is because of our competitive benefits. Both full-time and part-time associates are eligible for customized, affordable health insurance. More than 94 percent of Wal-Mart associates have health care coverage through one of our plans or through another source. Additionally, every child of a Wal-Mart associate can become eligible for health benefits as soon as the parent is eligible.

### Wal-Mart Has a Positive Impact on Local Economies:

- Wal-Mart Stores, Inc. and the Wal-Mart Foundation make the majority of our charitable donations at the local level, where we can have the greatest impact on people's lives. We gave more than \$378 million to U.S. charities in 2008, and we're proud of our customers and associates who raised another \$106 million worldwide for charities through our stores and clubs.
- The Wal-Mart Foundation's State Giving Program was created in 2008 in order to increase the impact of our local giving. In its first year, the program awarded a total of \$24 million to 736 organizations in 52 states (including Puerto Rico and D.C.).
- Our property and sales tax revenue support basic community services like police and fire departments, schools and financial support for vital charities.

### Wal-Mart is Taking the Lead in Sustainability:

- We believe that people should not have to choose between products they can afford and products that are better for the earth, and we are committed to bringing products to market that save money for our customers and help them protect the environment.
- In the U.S., Wal-Mart has committed to eliminating waste to landfills by 2025. Through our super sandwich baling process, we have recycled 18.9 million pounds of plastic hangers, more than 182 million pounds of plastic, 12.4 million pounds of office paper and 1.3 million pounds of aluminum. We have also sent 25.3 billion pounds of cardboard to paper mills to be processed into new products.
- We are committed to working with our roughly 61,000 suppliers to develop mutually beneficial solutions to some of the pressing environmental problems we all face, such as rising energy costs, high volumes of waste and depleted natural resources. Together, we are developing initiatives and goals that help us all reduce our collective impact on the environment and save our companies money.