

Walmart's Diversity Commitment is Demonstrated to Our Associates, Customers, Suppliers and the Communities We Serve

At Walmart, we believe that business wins when everyone matters. As one of the country's largest private employers, our company places a diverse and multicultural workforce—at all levels—among its top priorities. We believe we can better serve our customers and provide a positive working environment for our more than 1.4 million U.S. associates by cultivating respect for their diverse lives and backgrounds through various company initiatives. This commitment is demonstrated to our associates, our customers, our suppliers and to the communities we serve.

Commitment to our Associates

As the nation's largest private employer, Walmart's workforce in the U.S. is comprised of more than 869,000 women associates; more than 430,000 mature associates who are 50 and older; more than 257,000 African-American associates; more than 171,000 Hispanic associates; more than 41,000 Asian and 5,900 Pacific Islander associates; and more than 16,000 American Indian and Alaska Native associates. Our board of directors includes three women, one of whom is Hispanic, and two African American members.

- **In 2008, approximately 93 percent of store and club field management positions were filled by internal candidates**, as tracked in the Career Preference applicant tracking system.
- The Diversity Goals program **ties 15 percent of officer and senior field manager bonuses to their diversity goal achievements**. In 2008, all officers and 99 percent of more than 50,000 management associates reached their Diversity Goals objectives.
- The Mentor Me program and executive Mentoring Circles encourage cross-functional, cross-divisional and cross-cultural mentoring relationships.
- Both Walmart U.S. and Sam's Club presented diversity awards to leaders who champion diversity and inclusion in their regions, markets, stores and clubs.
- **All new associates participate in mandatory diversity and inclusion training.**
- Diversity Development Series seminars and Perspectives on Inclusion programs provide additional opportunities to better understand diverse viewpoints.
- Associate Resource Groups at the Home Office promote cultural awareness and support business efforts, **with more than 2,500 members**.
- Programs such as Effective Leadership in a Diverse and Inclusive Environment (ELDIE) seminars provide a forum that encourages Diversity and Inclusion education, engagement and exploration. Many officers, senior directors, directors and managers have participated in ELDIE seminars.

Commitment to our Customers

- The Good Faith Efforts initiative encourages facility-driven diversity events that enhance the customer experience and increase associate engagement.
- **Through the Store of the Community approach, we provide locally-relevant store designs and a multicultural merchandise mix.** Many of these stores and clubs serve rural or underserved communities where diverse cultures converge.
- Walmart continues to serve multicultural markets in the African-American, Asian-Pacific and Hispanic communities and their constituents, through collaborative marketing campaigns and educational programs.

Commitment to our Suppliers

- Through our Supplier Diversity program, we help bring minority- and women-owned businesses into our vast network of suppliers. **In 2008, direct spending with diverse suppliers increased by more than 25 percent to more than \$6 billion, while 2nd Tier spending increased 30 percent to more than \$2 billion.**
- To help integrate supplier diversity into our procurement practices, Walmart established a Supplier Diversity Internal Steering Committee, comprised of key executives across the largest spending areas. This committee is led by Eduardo Castro Wright, Vice Chairman, Wal-Mart Stores, Inc.
- Minority supplier summits such as the annual Minority Construction Summit and the Minority Carrier Supplier Summit focus on opportunities for diverse suppliers to learn about our business and for current suppliers to develop and increase business with Walmart U.S. and Sam's Club.
- Walmart supports the training and success of diverse suppliers by sponsoring corporate scholarships with the Tuck School of Business at Dartmouth College. Through this intensive entrepreneurial business course, recipients receive world-class business management training with academic and hands-on leadership components. To date, Walmart has sponsored 10 scholarships for Walmart U.S. and Sam's Club minority- and women-owned suppliers.

Commitment to our Community

- **Our Constituent Relations team builds and strengthens relationships with minority, women, and disability service organizations and leaders**, while focusing on environmental sustainability, economic and educational development, health care reform, small business prosperity and associate opportunity.
- The Jobs and Opportunity Zones program provides economic opportunities for people and neighborhoods in cities across the nation, including Chicago, Ill., Decatur, Ga., Cleveland, Ohio, and Richmond, Calif.
- Internship opportunities and focused recruiting efforts include recruitment from Historically Black Colleges and Universities, Hispanic Serving Institutions, and other minority-serving colleges and universities.
- **Walmart senior executives serve on external boards and advisory committees** with organizations that include the Asian Pacific Islander American Scholarship Fund, Catalyst, Hispanic Scholarship Fund, National Council of La Raza, National Urban League, The United Negro College Fund, and Women Impacting Public Policy.

In 2008, Walmart received 37 awards and recognition for diversity and inclusion, including:

Top Companies for Executive Women
National Association for Female Executives

Best Companies for Asian-Pacific Americans
Asian Enterprise magazine

Top Diversity Employers for African-Americans
Black EOE Journal

Top 50 Companies for Disabled People
CAREERS & the disABLED magazine

20 Best Companies for Diverse Graduates
Diversity Edge magazine

Best Supplier Diversity Programs for Hispanics
Hispanic Network magazine

Top 50 Employers
Equal Opportunity Publications, Inc.

Top 20 Best Companies for Multicultural Women,
Working Mother Media

LATINA Style 50 Companies
LatinaStyle magazine

Top 50 Companies for Diverse Managers to Work
Diversity MBA magazine

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