

## Wal-Mart's Diversity Commitment Translates into Support for Women at All Levels

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 women and the organizations and issues of importance to them.

Wal-Mart is committed to the women within our organization.

- Wal-Mart is a leading employer of minorities and women in the U.S. and has **more than 869,000 female associates**.
- Our 16-member **board of directors includes three female members**.
- 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**. In 2008, more than 360 Diversity Development Series seminars reached more than 25,000 associates across the U.S. Additionally, live broadcast seminars reached more than 18,000 associates.
- **More than 40 percent of the company's officials and managers are women**.
- **The Women's Resource Council** is one of the Associate Resource Groups (ARGs) in Wal-Mart's Home Office 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.
- Also in 2008, Women of Color Magazine named Wal-Mart among its **"Top 40 Great Organizations for Women of Color to Work."** The National Association for Female Executives named Soeng Ohm, senior vice president, Sam's Club Merchandising, one of the **"Top 15 Women in Business,"** and Diversity MBA Magazine also named Soeng among their **"Top 100 Under 50 Diverse Executive Leaders."** Pam Kohn, senior vice president, General Merchandising for Walmart Stores US, was named as one of the **"Women Worth Watching in 2009"** by Profiles in Diversity Journal in October 2008.
- In April 2009, Wal-Mart was selected as one of the **"Top 10 Best Companies for Women"** by PINK Magazine. Working Mother Media has also named Wal-Mart as one of its **"2009 Top 20 Companies for Multicultural Women,"** and National Association for Female Executives (NAFE) named Wal-Mart as one of its **"2009 Top 50 Companies for Executive Women."**
- Wal-Mart is one of the largest private health benefits providers, covering more than one million associates and their families. We understand that affordable, accessible health care is an important concern for all, particularly women. As part of our efforts to help people save money so they can live better, our associates have **access to more than 50 high-quality, affordable health care plans, along with more than 2,000 generic prescriptions for \$4**. The full prescription list is available at [www.walmart.com/pharmacy](http://www.walmart.com/pharmacy).
- In September 2007, Wal-Mart began **offering \$9 women's medications – including generic birth control and fertility products**. In May 2008, we announced additional women's health offerings to include **osteoporosis and breast cancer medications at \$9 for a 30-day supply and \$24 for 90-day supply**.
- Wal-Mart also offers **"Life with Baby,"** a program providing access to health and wellness programs to our associates during and even prior to pregnancy. The initiative targets pre- and neo-natal health in addition to maternity health. In May 2008, women's health products like Wal-Mart Spring Valley-branded **prenatal vitamins were also lowered to \$4 as part of the OTC program** now available at Wal-Mart Stores and Neighborhood Markets.

## We are committed to helping women succeed in our communities.

- In celebration of Sam's Club 25th anniversary, the Wal-Mart Foundation made a \$580,000 donation to Count Me In, the leading national nonprofit provider of business resources and community support for women entrepreneurs building and growing their businesses. Sam's Club is joining with Count Me In to recognize the innovation and job creation potential of small businesses and heighten women entrepreneurs' role in the nation's economy.
- Sam's Club partnered with the Women President's Organization and the Girl Scouts to host "On the Way To Pay Day" event focusing on Financial Literacy for more than 200 Girl Scouts and their families in 9 cities across the US in October 2008.
- In March 2009, Wal-Mart Stores, Inc. celebrated International Women's Day with an event at the Home Office campus with nearly 2,000 associates in 12 countries participating in person or via video teleconference. The Wal-Mart Foundation presented Dr. Helene Gayle, President & CEO of CARE USA, with a gift for their "Power Within" program which specifically focuses on girls' education and leadership. The program has helped more than 10 million girls, in 20 countries, complete primary school and develop leadership skills.
- October 2008, Wal-Mart sponsored the Hispanic Women's Conference & Latina Youth Leadership Conference entitled "Latina Power: A Call To Action" in Phoenix, AZ.
- 100 associates from across Wal-Mart/Sam's Club Merchandising and Consumer Package Goods Divisions are members of the Network of Executive Women (NEW). NEW offers female leaders an opportunity to network internally and grow through leadership programming, information sharing, and local programs. NEW also serves as a resource for research and discussion on industry trends and for benchmarking opportunities with member companies.
- Wal-Mart associates have been recognized for making a difference within the company and their communities. Some of those honors include Susan Chambers, executive vice president of the Global People Division, being named one of FORTUNE Magazine's "50 Most Powerful Women" for 2008. Wal-Mart International's senior vice president and CFO, Wan Ling Martello, was honored in 2008 with a Corporate Leadership Award from Asian Women in Business, an organization aimed at assisting Asian female entrepreneurs. In 2008, Theresa Barrera, vice president of Supplier Diversity was named "First Lady of Supplier Diversity" by WE Magazine. Theresa Heaney, a 20-year Wal-Mart associate from Tampa, FL, was honored as one of 2009's "Top 30 Working Mothers of the Year" by Working Mother Magazine.
- With more than 2,500 minority and women business suppliers, our supplier diversity program has grown from \$2 million initially spent with minority- and women-owned businesses to a combined direct and second-tier spend of more than \$8 billion through 2008.

## Wal-Mart's commitment to women extends to our female shoppers.

- At Wal-Mart, providing women with opportunities for economic empowerment is a vital priority as we save people money so they can live better. In 2007, an independent study found that Wal-Mart saves families a national average of more than \$2,500 annually.\*

## Wal-Mart demonstrates its enthusiasm for and support of diversity initiatives by partnering with various women's organizations throughout the year. Some of these groups include:

- Asian Women in Business
- American Women in Radio and Television
- Catalyst
- Center for Women's Business Research
- Center for Women's Health Research – Meharry Medical College
- International Women's Forum
- MANA
- National Association for Female Executives
- National Association of Women Business Owners
- Network of Executive Women
- Women's Business Enterprise National Council
- Women Impacting Public Policy
- Women Presidents' Organization
- Working Mother Media

*For more information on Wal-Mart's commitment to diversity, please visit [www.walmartstores.com](http://www.walmartstores.com).*

*\*\*Savings are based on Wal-Mart' impact on the economy and will be realized no matter where consumers shop. Global Insight, The Price Impact of Wal-Mart: An Update Through 2006, 9/4/07."*

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