

Wal-Mart's Diversity Commitment Translates into Support for Minority- and Women-Owned Businesses

Wal-Mart Stores, Inc. believes in fostering the inclusion of minority- and women-owned and operated businesses in its network of vendors. Our Supplier Diversity Program allows us to create opportunities for diverse suppliers to provide their goods or services to the nation and the world. This program helps us achieve our business goals to create jobs and bring quality products and services to our customers, allowing them to save money and live better. As part of its diversity commitment, Wal-Mart has made tremendous strides in support of minority- and women-owned businesses.

Diverse suppliers reflect our diverse workforce and customer base.

- Through our Supplier Diversity efforts, Wal-Mart Stores, Inc. **spent a combined total of more than \$8 billion with minority- and women-owned businesses in 2008.**
 - Wal-Mart began its Supplier Diversity Program in 1994 by tracking business with minority- and women-owned companies. **In 2008, Wal-Mart had a direct spend of more than \$6 billion with more than 2,500 diverse suppliers.**
 - More than 150 Wal-Mart prime suppliers reported 2nd tier spend with minority- or women-owned businesses **totaling more than \$2.1 billion in 2008.**

Wal-Mart is committed to increasing and promoting the sourcing of products and services from minority- and women-owned businesses

- To further help minority- and women-owned businesses, Wal-Mart established a Supplier Diversity Internal Steering Committee, comprised of key executives across the largest spending areas to help integrate supplier diversity into our procurement practices.
- Wal-Mart invested \$25 million in the Pinnacle Minority Supplier Development Fund, a private equity co-investment fund that invests solely in minority- and women-owned businesses to further its commitment to increase the number of diverse suppliers and ensure that minority- and women-owned businesses have access to capital.
- Since 2005, the company has provided \$3 million in grants to The Business Consortium Fund (BCF), Inc., a minority business development program created by the National Minority Supplier Development Council (NMSDC). Wal-Mart has been instrumental in the BCF's efforts to provide essential funding to Asian- and Pacific-American, African-American, Hispanic and American- Indian business enterprises, awarding more than \$19 million in loans and helping to create hundreds of new jobs in the last three years. A Wal-Mart executive serves on the Board of Directors of the BCF.
- 2008 marked the 2nd Annual Minority Construction Summit held at Wal-Mart's Home Office that included sessions for minority construction firms interested in working on the construction of new stores, the remodeling of existing stores and conducting facility maintenance programs.
- In 2008, Wal-Mart hosted six Business-to-Business (B2B) Seminars as an extension of the company's Jobs and Opportunity Zones (JOZ) Program. These events were held in areas of the country where economic opportunity is needed most to help small businesses grow and thrive.
- In 2008 Wal-Mart sponsored 10 diverse suppliers to attend the Tuck School of Business Executive Education Program at Dartmouth in Hanover, New Hampshire.
- In July of 2008, Wal-Mart's Carrier Relations Department held the Carrier Relations Minority Summit. Several Wal-Mart executives attended the summit to share information about Wal-Mart's culture, growth and expansion allowing suppliers an opportunity to understand Wal-Mart's initiatives and how they could impact their organization. The "2008 Diverse Carrier of the Year" award was also presented to The Reynolds Group, LLC at the summit.
- In 2008, Sam's Club held two diverse supplier summits at its Home Office in Bentonville Arkansas. Between the two sessions, more than 50 Sam's Club merchandise buyers and 240 minority- and women-owned businesses attended.

Wal-Mart plays an active role in discussing supplier diversity.

- Wal-Mart is a member of the NMSDC, a widely recognized minority supplier accreditation organization. The company is also a member of the Women's Business Enterprise National Council, Inc., the most broadly used women's business accreditations organization.
- The company also participates in the Billion Dollar Roundtable, an organization comprised of public companies that spend more than \$1 billion each with minority- and women-owned enterprises. In August 2008, Wal-Mart shared best practices on global supplier diversity with other companies at the Billion dollar Roundtable's annual summit.
- In 2008, Wal-Mart participated in the Supplier Diversity Showcase and Billion Dollar Roundtable C-Suite Summit, an event that was designed to bring together senior leadership, purchasing decision makers, and key customer representatives from across the BDR to highlight successful efforts to grow diverse suppliers within their organizations and with customers throughout the world.

Our Supplier Diversity program has garnered multiple accolades. In 2008, Wal-Mart's recognitions included:

- For the second year in a row, Wal-Mart was named "America's Top Organizations for Multicultural Business Opportunities" by DiversityBusiness.com.
- Wal-Mart was presented the "Multiethnic Supplier Partners Award" by The American Advertising Federation.
- Theresa Barrera, vice president of supplier diversity for Wal-Mart Stores, Inc., was chosen as one of the "First Ladies of Supplier Diversity" by *WE Magazine*.
- "Top Supplier Diversity Programs" by Black EOE Journal
- "Best Supplier Diversity Programs for Hispanics" by Hispanic Network.
- Wal-Mart was presented the "Outstanding Corporate Supplier Diversity Award" by the National Minority Business Council.

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

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