

## Wal-Mart's Diversity Commitment Translates into Support for the Disability Community

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 disability community and the organizations and issues of importance to it.

### Wal-Mart provides a positive working environment for individuals with disabilities.

- As one of the country's largest private employers, Wal-Mart encourages and empowers our associates at all levels by providing job opportunities for associates with disabilities to participate fully in the workplace.
- Wal-Mart's efforts to recruit a diverse workforce include partnering with organizations such as Career Opportunities for Students with Disabilities, the National Business and Disability Council, RecruitABILITY and the American Association of People with Disabilities.
- **Leading and Empowering Associates with Disabilities (LEAD)** is the Associate Resource Group (ARG) 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 development.
- Wal-Mart policy allows for job aids for associates with medical conditions not currently recognized by law under the ADA. Wal-Mart will continue to work to be a leader in support of our associates with disabilities.
- In 2008, Wal-Mart was recognized for the fifth year in a row as one of the "Top 50 Employers" for providing a positive working environment for people with disabilities according to a poll sponsored by *CAREERS and the disABLED* magazine.
- In 2008, Wal-Mart was recognized by the National Governor's Committee on People with Disabilities, as an Outstanding Employer for People with Disabilities.
- In 2008, Wal-Mart and Sam's Club received local recognition as the employer of the year in Memphis, Tennessee; Vinita, Oklahoma; Seaford, Delaware; and Medford, Oregon. Several of our associates with disabilities have been honored with both regional and national awards for their amazing work and career excellence.
- Wal-Mart also received special recognition for its efforts to support associates with disabilities from the Work Enhancement Employment Team (WEET). WEET reaches out to federal, state and local governments and private companies to educate employers in training and employing workers with disabilities.

### Wal-Mart continues to tailor the shopping experience for all customers.

- As a retailer of choice, Wal-Mart tailors its stores to the specific needs and wants of its customers, including those with disabilities.
- One of Wal-Mart's most exciting programs that continually benefits our customers with disabilities is the **\$4 generic prescription program**. Through the everyday low pricing of nearly 350 generic prescriptions and more than 1,000 over-the-counter drugs, it is estimated that Wal-Mart, Sam's Club and Neighborhood Market pharmacy customers have saved more than \$1 billion since the inception of the program in 2006. The full prescription list is available at [www.walmart.com/pharmacy](http://www.walmart.com/pharmacy).
- In an effort to **continually represent the diversity of our associates**, Wal-Mart featured images of individuals with visual disabilities in its \$4 prescription program promotions campaign, Store of the Community campaign, and back-to-school ads.

- Wal-Mart provides **unique check-out machines designed specifically for blind and visually impaired customers** in all stores and Sam's Clubs. These machines have raised telephone-like buttons and signature lines to help protect the financial privacy of visually impaired customers.

**Wal-Mart supports members of the disability community through sponsorship, service and advocacy. In 2008, that support included the following initiatives:**

- Wal-Mart Stores, Inc. gave \$100,000 to sponsor the National Organization on Disability's Emergency Preparedness Initiative to provide technical assistance training that educates both first-responders and people with disabilities how to best prepare for disability related issues during times of emergency or disasters.
- **The Wal-Mart Foundation donated \$1.6 million to the Special Olympics to further its efforts for the World Games to be held in Boise, Idaho, in 2009.**
- Wal-Mart partnered with the Office of Disability Employment Policy and a number of other disability organizations to highlight the importance of hiring and employing people with disabilities. During October, for Disability Employment Awareness Month, two public service announcements were shown in all Wal-Mart stores throughout the country. The first features Jim Abbott, a disability advocate and former Major League Baseball player. The second PSA provided by a partnership with TASH, a leading disability organization, focused on the need for respect and inclusion for all people.
- Wal-Mart partnered with the American Association of People with Disabilities (AAPD) to make Disability Mentoring Day a success throughout the entire company. There were 40 participants at the corporate offices and hundreds of participants in stores across the country. Wal-Mart looks forward to the opportunity to broaden the outreach and success of the program in 2009.
- Wal-Mart proudly supported the Americans with Disabilities Amendment Act by issuing a letter to members of the U.S. Congress, prior to its passing in the House of Representatives. Wal-Mart was the only major retailer to step out in support of the act at that time.

**Wal-Mart demonstrates its enthusiasm for and belief in valuing diversity by partnering with organizations dedicated to disability communities throughout the year. Some partners include:**

- American Association of People with Disabilities
- Arkansas Registry for Interpreters for the Deaf
- Career Opportunities for Students with Disabilities
- Goodwill Industries of Chicago
- Independent Living Services, Inc.
- National Business and Disability Council Emerging Scholars
- National Council on Independent Living
- National Federation of the Blind
- National Organization on Disability
- Special Olympics
- TASH, Opportunities for Individuals with Disabilities
- World Institute on Disability
- The U.S. Business Leaders Network

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