

# EEO-1 Data

## U.S. Wal-Mart Stores, Inc.

### Changes in 2007 EEO-1 Reporting

- This year, the Government revised the EEO-1 report by making changes to the race/ethnicity categories and job categories.
- A new race/ethnicity category titled "two or more races" has been added to the 2007 EEO-1 report, and the prior category of "Asian or Pacific Islander" has been divided into two separate categories – (1) Asian and (2) Native Hawaiian or Pacific Islander.
- Also, the number of job categories was increased as a result of dividing the Officials and Managers category into two subgroups – Executives/Senior Level and First/Mid Level Officials.
- You will see these new categories in Wal-Mart's 2007 results, but you will not see them in the 2005 national comparative data because the categories did not exist at that time. For this reason, you will notice that Wal-Mart's charts do not contain national comparative data for these categories.
- You will also see that some charts do not contain other historical comparison data because, due to the 2007 changes, such data is no longer appropriate for comparison.
- These and other changes to the EEO-1 are discussed in the Federal Register notice published on November 28, 2005 (70 FR 71294); available on the EEOC's website at <http://www.eeoc.gov/eeo1/index.html>
- All employers were required to use and file the new EEO-1 form this year (2007).
- However, employers were not required to "resurvey" their workforce for the new race/ethnicity categories until next year (2008), but the EEOC did instruct employers to do so "as soon as possible."
- In keeping with the EEOC's guidance, Wal-Mart did resurvey its workforce this year.

# EEO-1 Data

## U.S. Wal-Mart Stores, Inc.

A measure of the representation of Wal-Mart's diverse workforce is attained through the federal government's Employer Information EEO-1 report. The EEO-1 report is a document that provides statistics to the Equal Employment Opportunity Commission (EEOC) on the numbers of women and minorities employed in a company's workforce. The EEO-1 report provides a snapshot of the employer's workforce by sex, race/ethnicity and job category.

The EEO-1 report is generated by a survey conducted each year under the authority of Public Law 88-352, Section 709(c), Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972. Private employers or enterprises with 100 or more employees (excluding primary and secondary school systems and institutions of higher education) are required to submit EEO-1 surveys annually. Employment figures from any pay period from July through September may be used, and the survey must be filed with the EEOC no later than September 30 annually.

The EEO-1 report accounts for all Associates who were employed during the selected pay period. Following the EEOC guidelines, the information is reported by sex and specific race/ethnicity for the following job categories (as defined in the Employer Information Report EEO-1 Instruction Booklet):

**Executive/Senior Level Officials and Managers.** Individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Residing in the highest levels of organizations, these executives plan, direct or coordinate activities with the support of subordinate executives and staff managers.

**First/Mid Level Officials and Managers.** Individuals who serve as managers, other than those who serve as Executive/Senior Level Officials and Managers, including those who oversee and direct the delivery of products, services or functions at group, regional or divisional levels of organizations. These managers receive directions from the Executive/Senior Level management and typically lead major business units. They implement policies, programs and directives of executive/senior management through subordinate managers and within the parameters set by Executive/Senior Level management.

**Professionals:** Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

**Technicians:** Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through on the job training.

**Sales:** Occupations engaged wholly or primarily in direct selling.

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## U.S. Wal-Mart Stores, Inc.

**Administrative Support Workers:** Administrative support occupations, including all clerical-type work regardless of level of difficulty, where the activities are predominately non-manual through some manual work not directly involved with altering or transporting the products is included.

**Craft Workers (skilled):** Manual workers of relatively high level (precision production and repair) having a thorough and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually receive and extensive period of training. Exclude learners and helpers of craft workers.

**Operatives (semi-skilled):** Workers who operate transportation or materials moving equipment, or who operate machine or processing equipment, or who perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. Includes apprentices in such fields as auto mechanics, plumbing, bricklaying, carpentry, building trades, metalworking trades, and printing trades.

**Laborers and Helpers (unskilled):** Handlers, equipment cleaners, helpers and other workers in manual occupations which generally require no special training and who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Farm workers (laborers) are placed here, as well as farming, forestry and fishing occupations not elsewhere covered.

**Service Workers:** Workers in both protective and non-protective service occupations.

Includes non-protective workers in professional and personal service, amusement and recreation, food service, maintenance, and unarmed sentinel occupations. Also includes protective workers in police and detection, fire fighting and fire protection, armed guard and security occupations.

**The North American Industry Classification System (NAICS)** is a taxonomy used by the U.S. Census Bureau and other Federal agencies to classify 20 broad industry sectors of the economy. NAICS code 45 includes the following sub-sectors:

- 451 Sporting Goods, Hobby, Book, and Music Stores
- 452 General Merchandise Stores
- 453 Miscellaneous Store Retailers
- 454 Non-store Retailers

The charts compare Wal-Mart's workforce to nationwide EEO-1 figures and to a composite of the retail trade sector. (The retail trade sector comprises establishments engaged in retailing merchandise and rendering services incidental to the sale of merchandise). Although these are not exact comparisons (because Wal-Mart's business is like no other in the world), they do give a picture of how Wal-Mart's commitment to workforce diversity is being shown company-wide.

# EEO-1 Data

2007 and 2006 Wal-Mart Stores

Vs.

\* 2005 EEO-1 All Industries

And

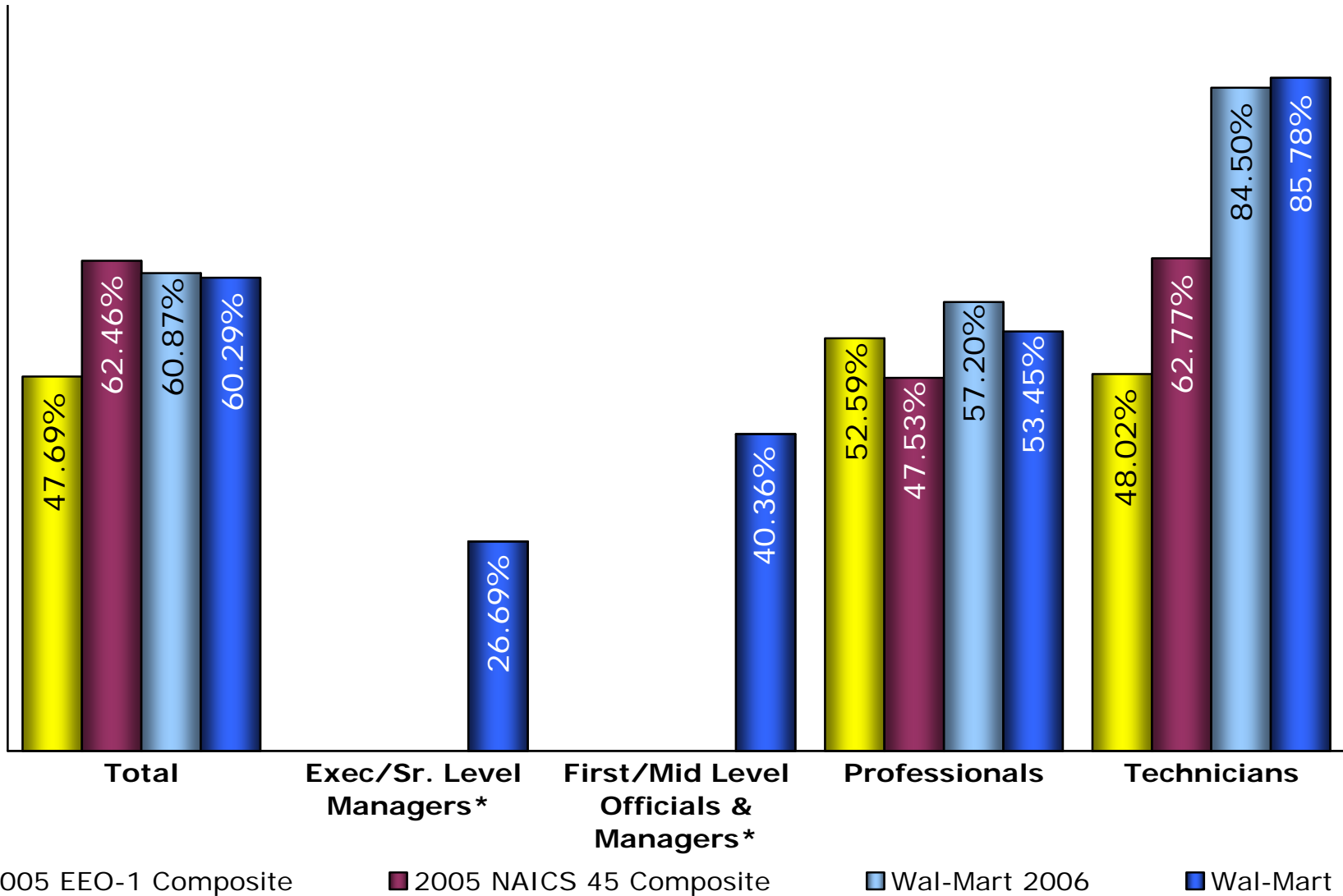
\* 2005 NAICS 45 Retail Industry

\*This statement applies to all slides that follow: Information is taken from the EEOC Report, Job Patterns for Minorities and Women in Private Industry, National Aggregate, 2005. This is the most recent data published by the EEOC. Given the variety of goods, services, and retail formats provided by Wal-Mart, these composites are not a precise reflection of the composition of Wal-Mart's workforce, but are used merely for comparison. These composites were chosen for comparison to illustrate the diversity of Wal-Marts. Workforce as compared to the nation as a whole as represented by the EEO-1 composite, and as compared to other retailers who sell goods and services similar to those Wal-Mart provides.

# FEMALE

## EEO-1 Comparison

(Total, Executive/Senior Level Managers\*, First/Mid Level Officials & Managers\*, Professionals, and Technicians)

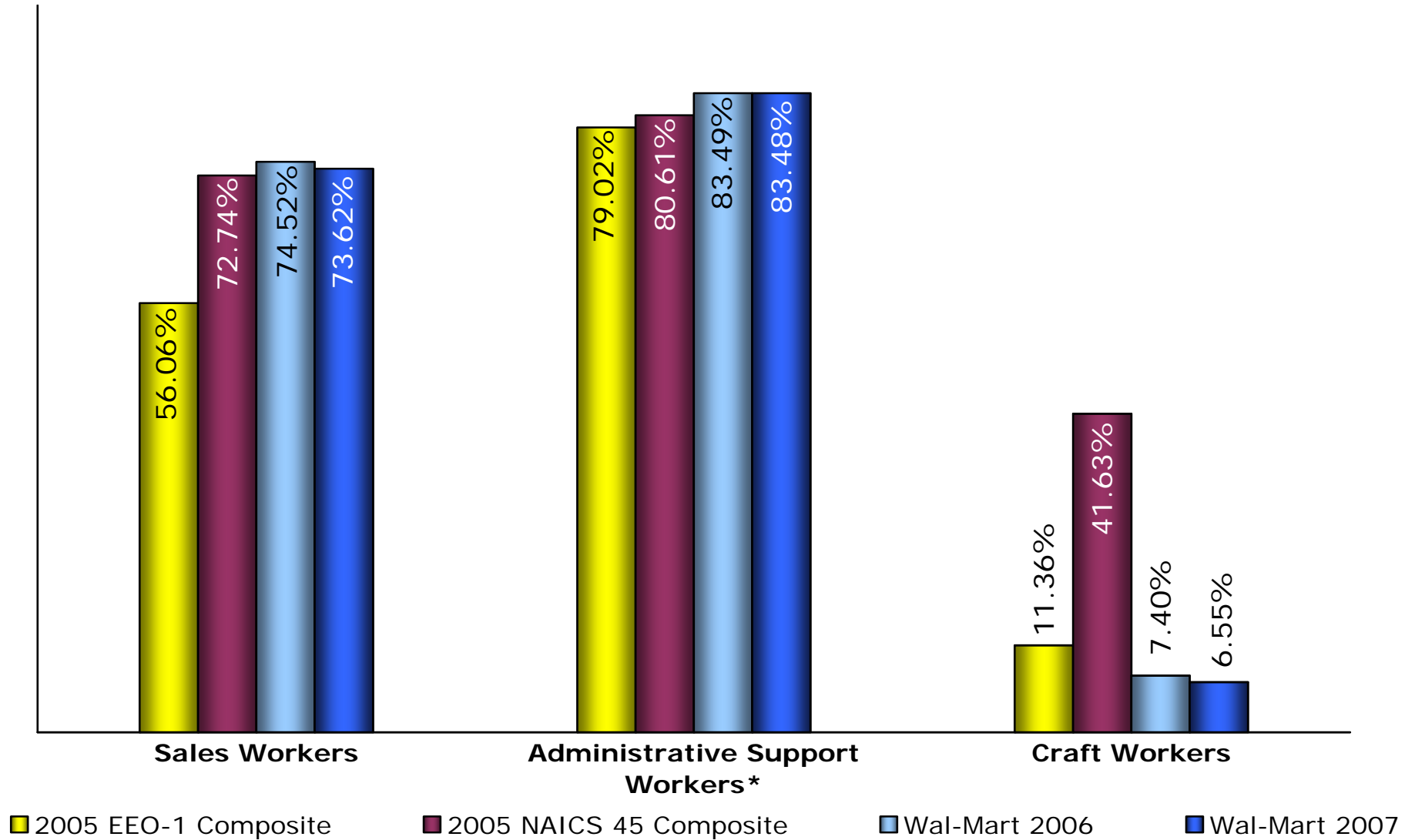


\* Comparisons for Exec/Sr. Level Managers and First/Mid Level Officials and Managers categories will be provided when such data becomes available from the EEOC.

# FEMALE

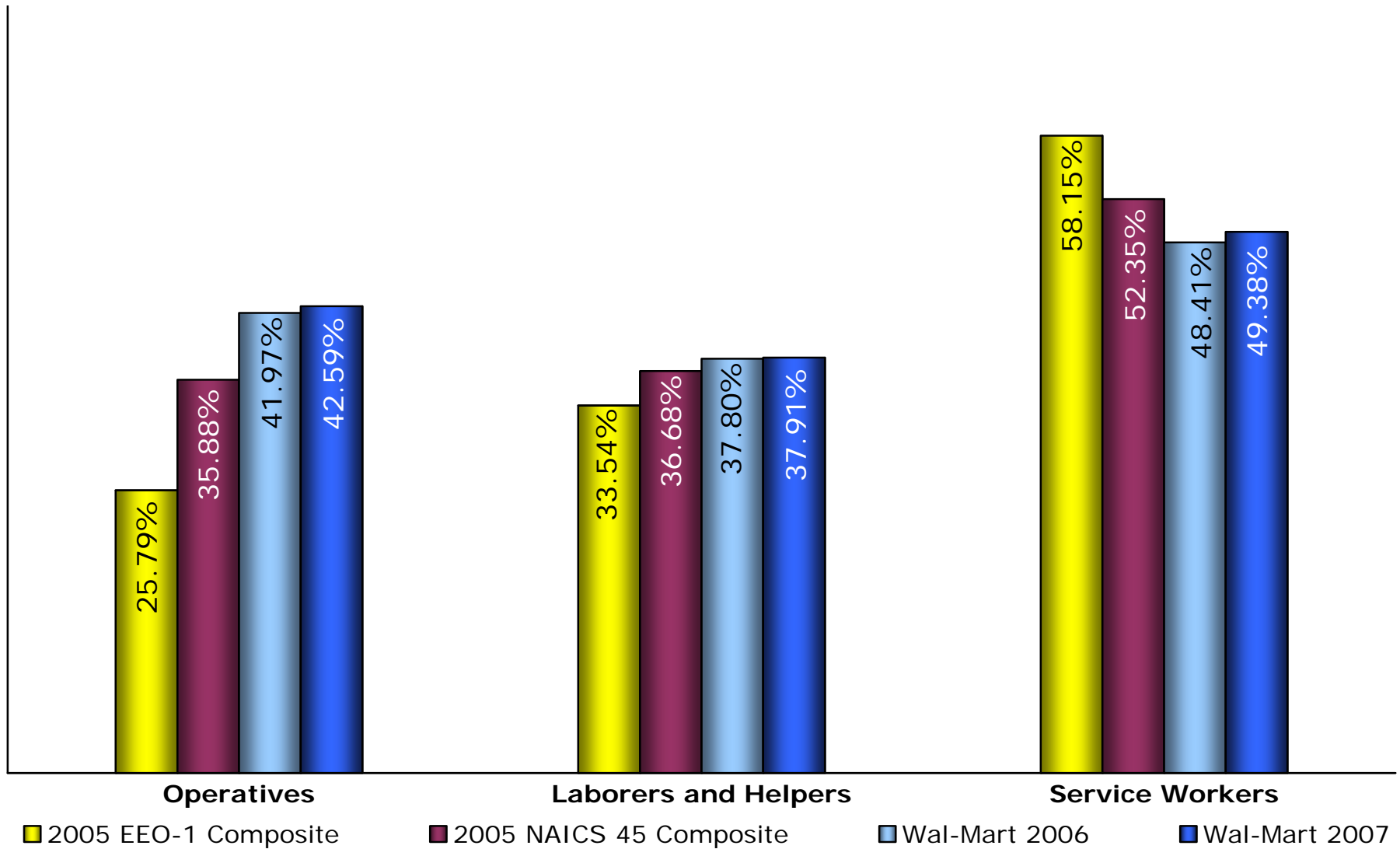
## EEO-1 Comparison

(Sales Workers, Administrative Support Workers\*, and Craft Workers)



\* "Administrative Support Workers" were previously classified as "Office and Clerical Workers".

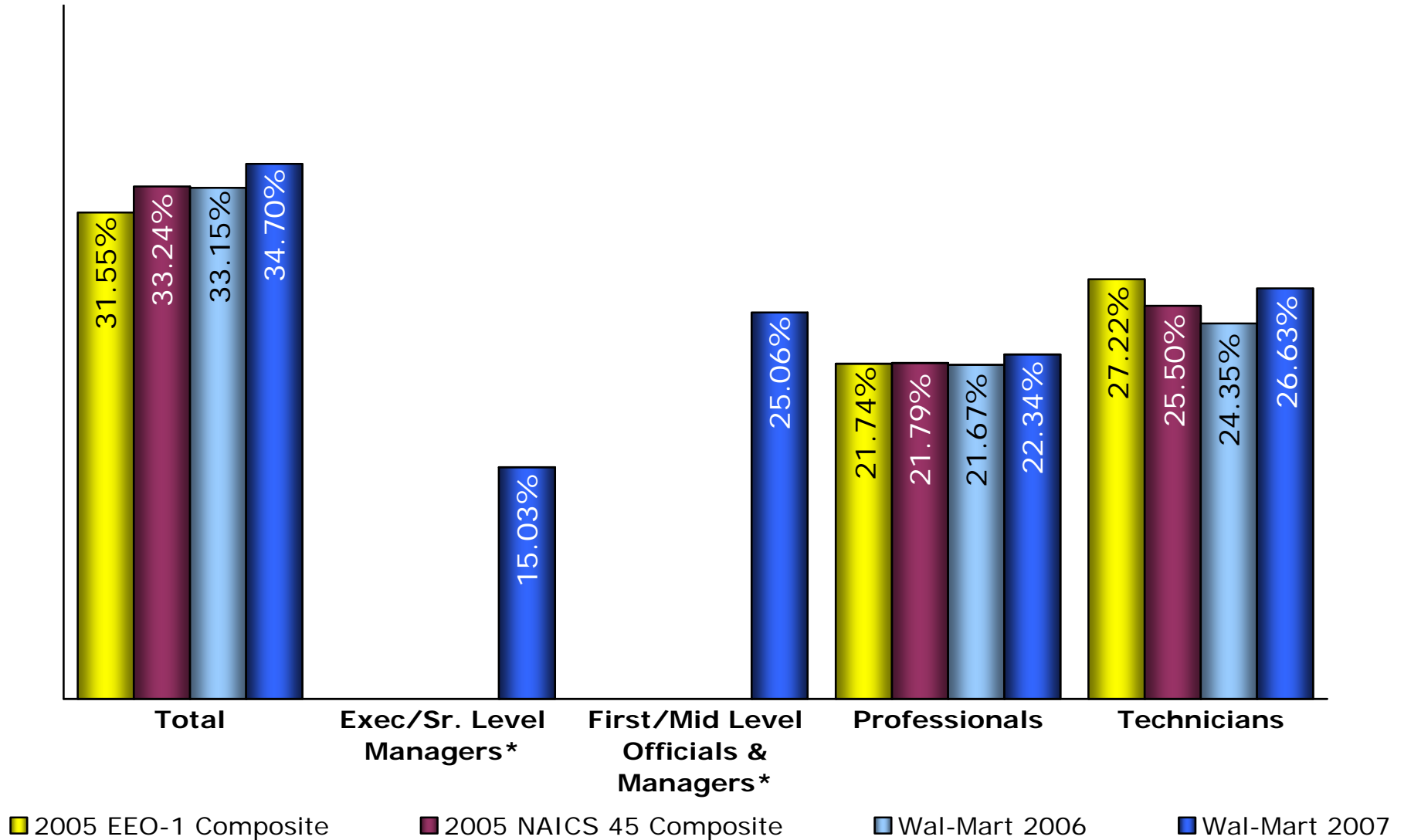
**FEMALE**  
**EEO-1 Comparison**  
**(Operatives, Laborers and Helpers, and Service Workers)**



# MINORITY

## EEO-1 Comparison

(Total, Executive/Senior Level Managers\*, First/Mid Level Officials & Managers\*, Professionals, and Technicians)

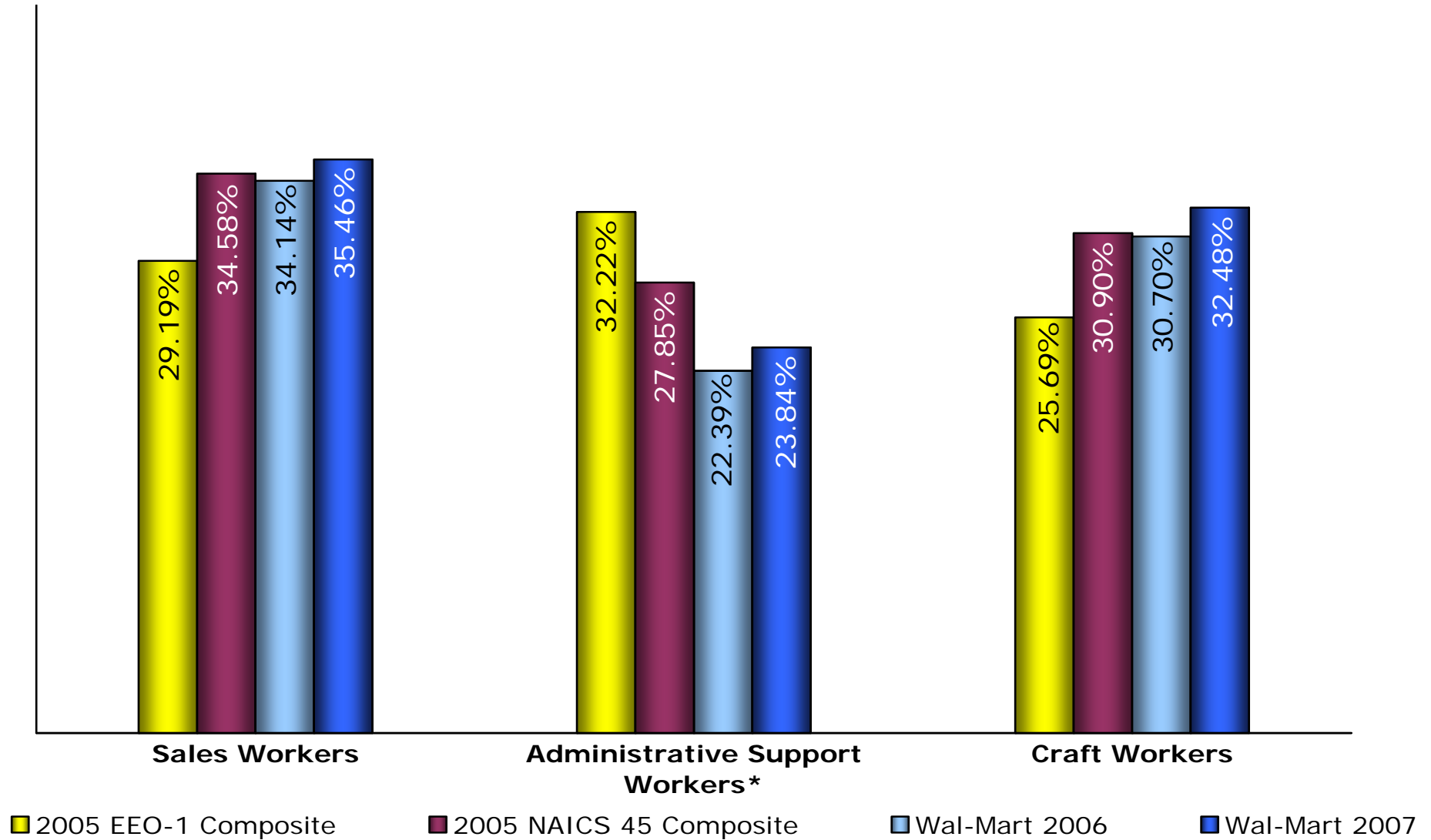


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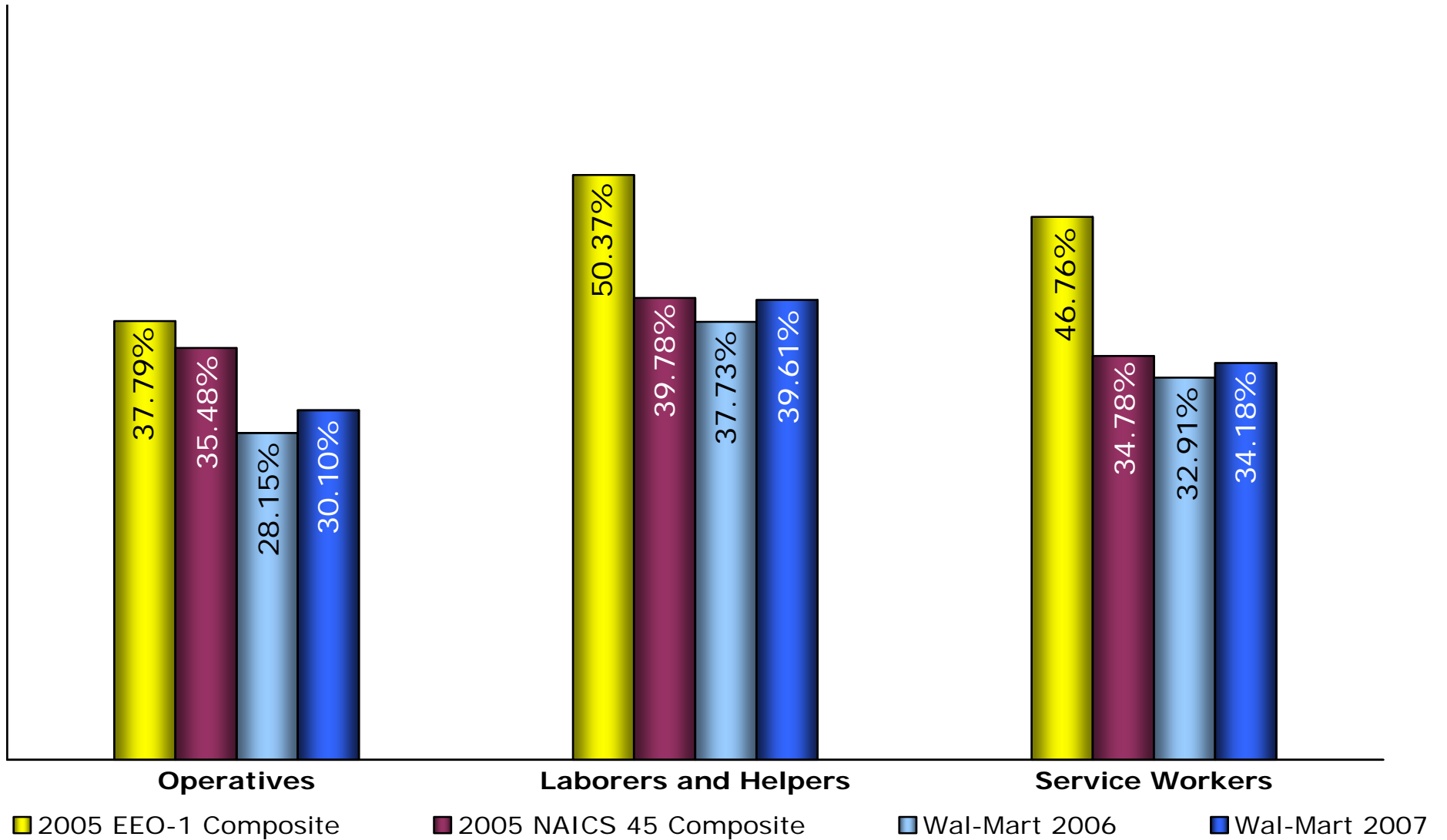


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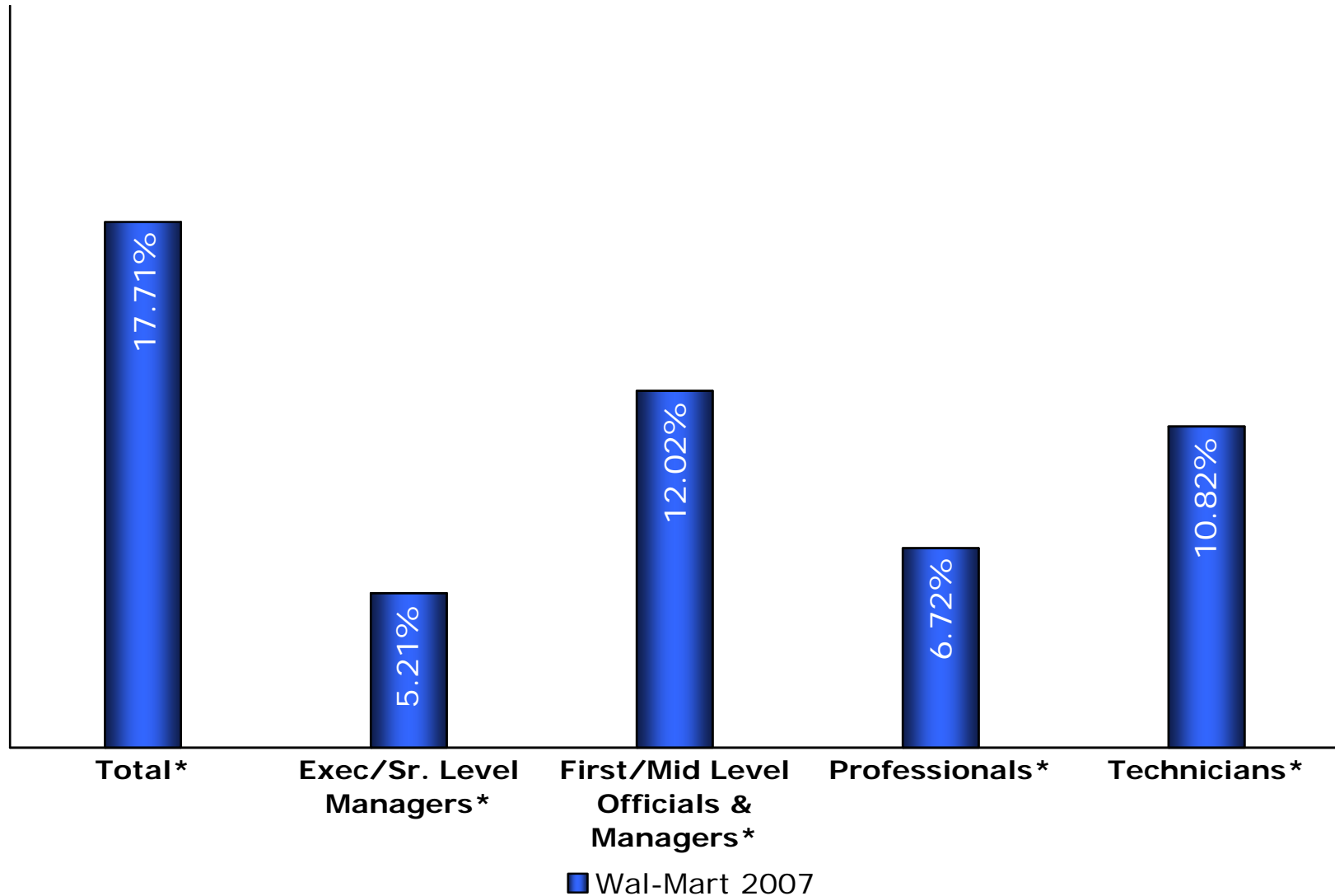
(Operatives, Laborers and Helpers, and Service Workers)



# BLACK OR AFRICAN AMERICAN

## EEO-1 Comparison

(Total\*, Executive/Senior Level Managers\*, First/Mid Level Officials & Managers\*, Professionals\*, and Technicians\*)

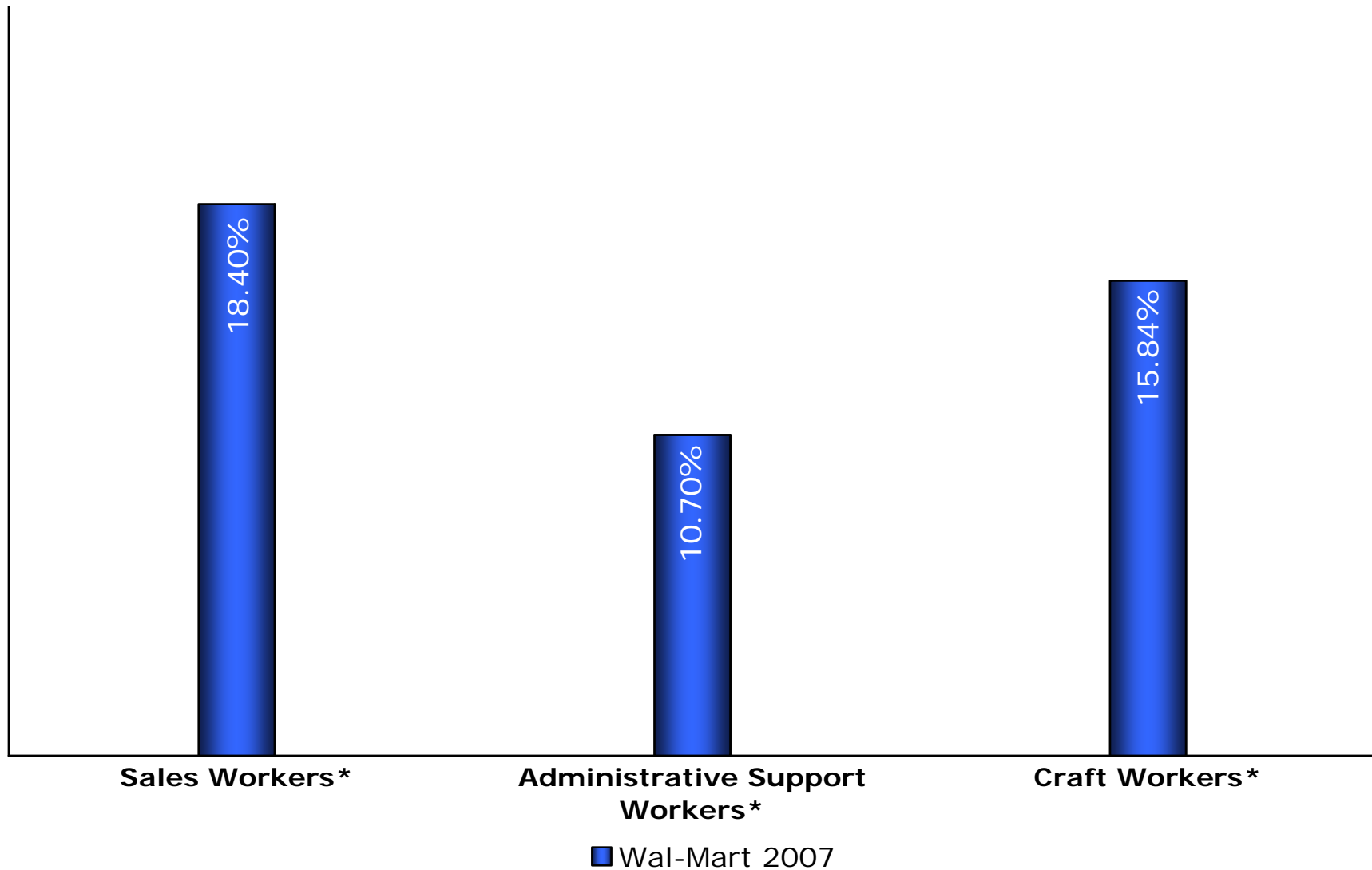


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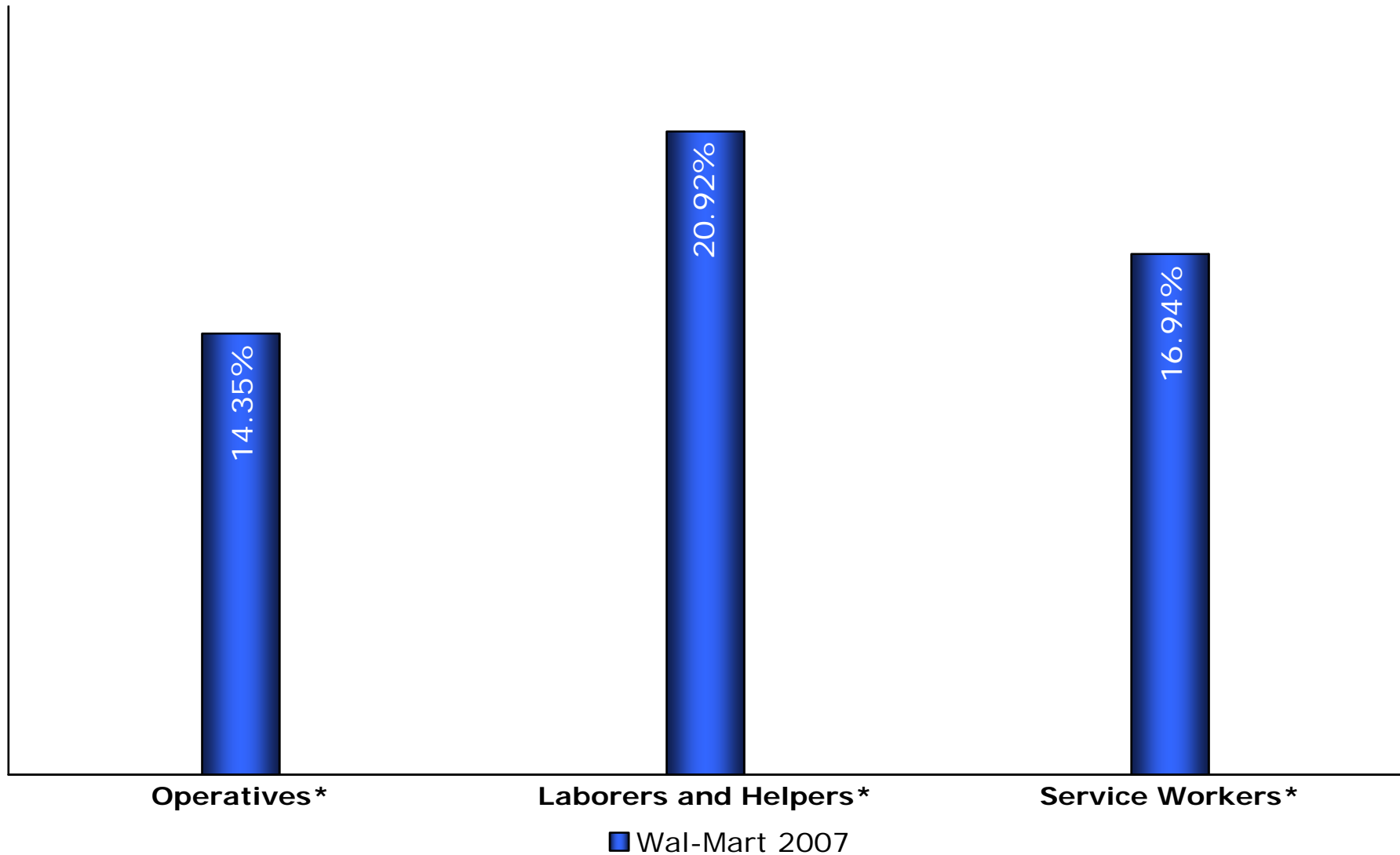


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(Operatives\*, Laborers and Helpers\*, and Service Workers\*)

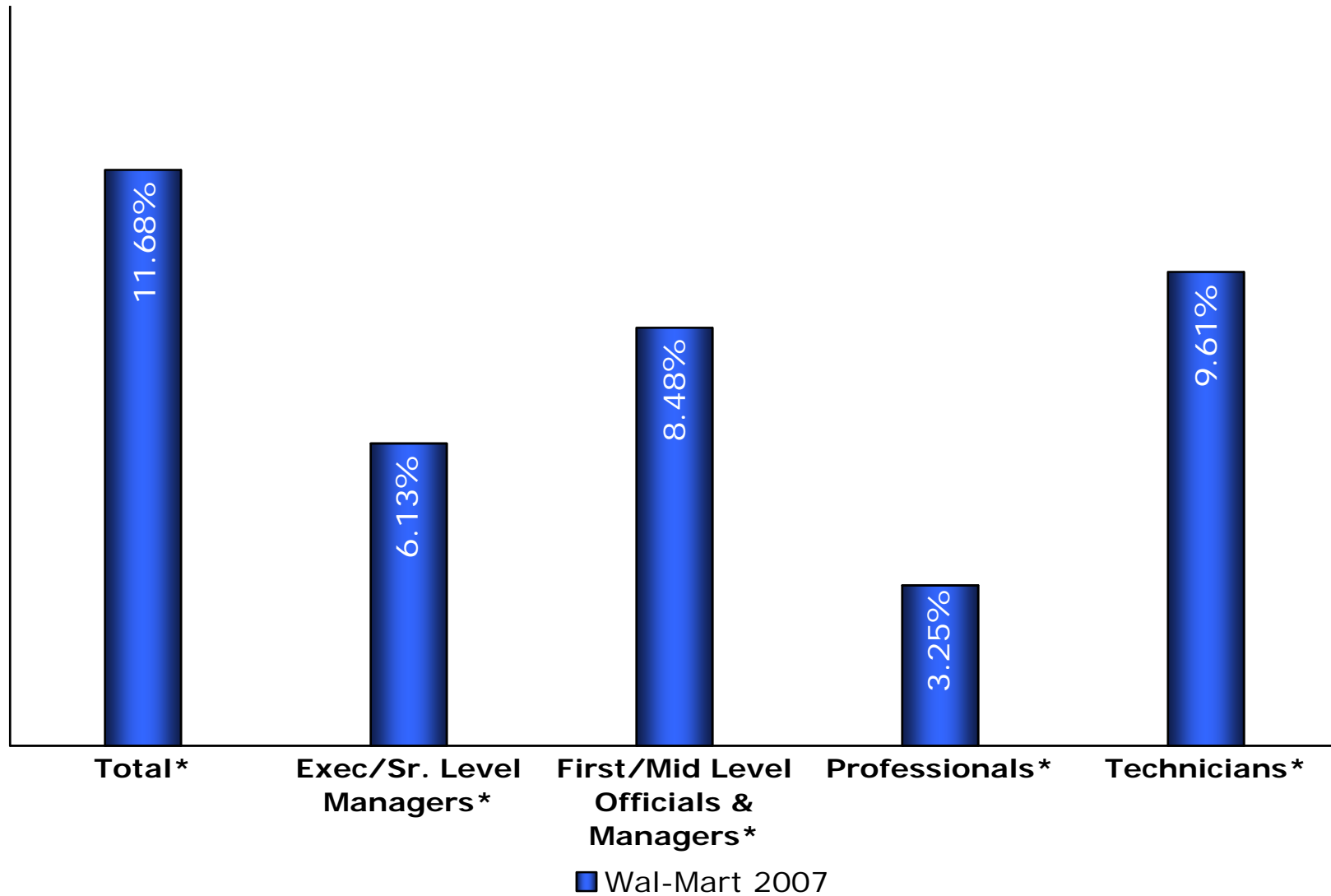


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# HISPANIC OR LATINO

## EEO-1 Comparison

(Total\*, Executive/Senior Level Managers\*, First/Mid Level Officials & Managers\*, Professionals\*, and Technicians\*)

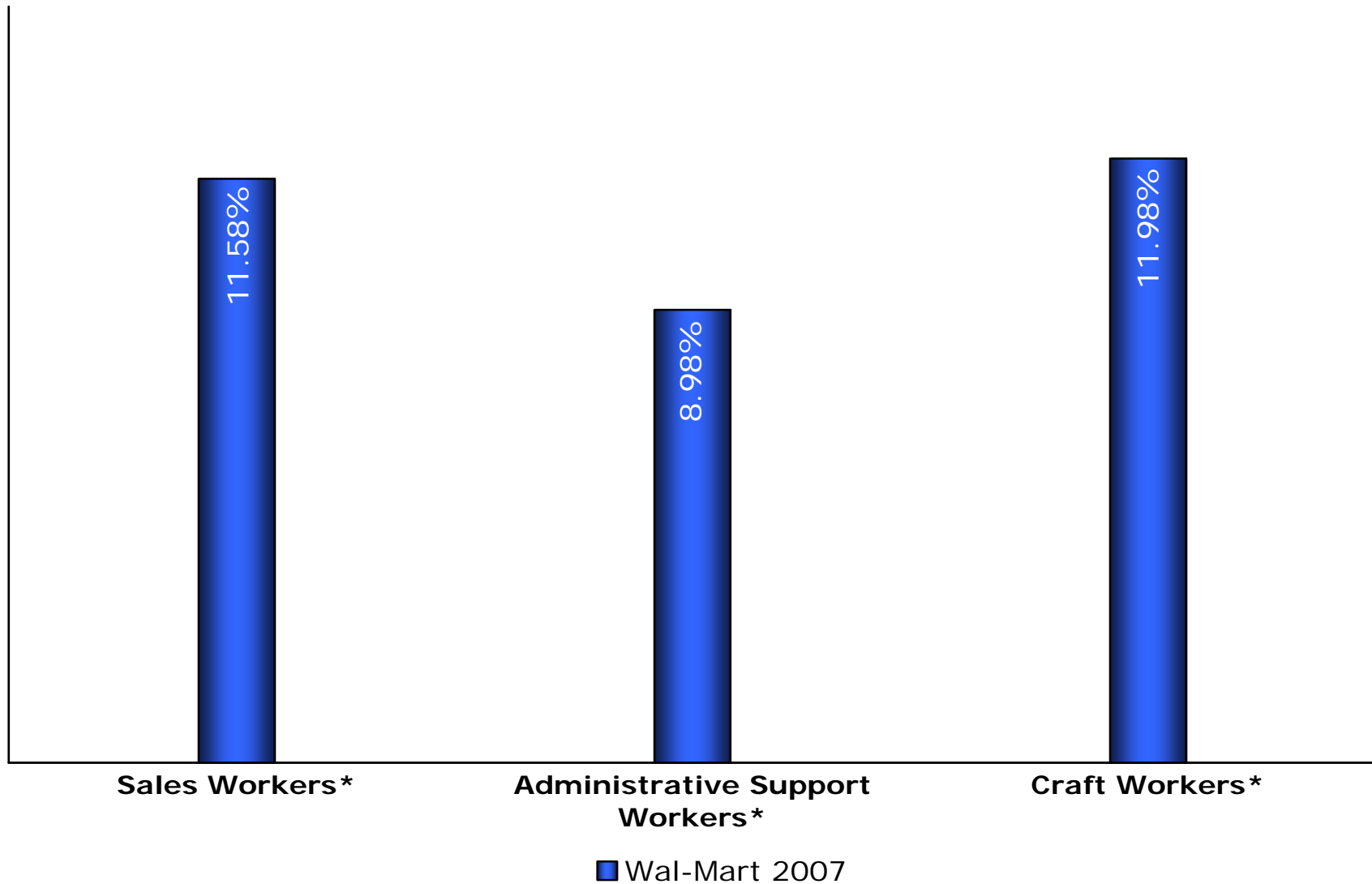


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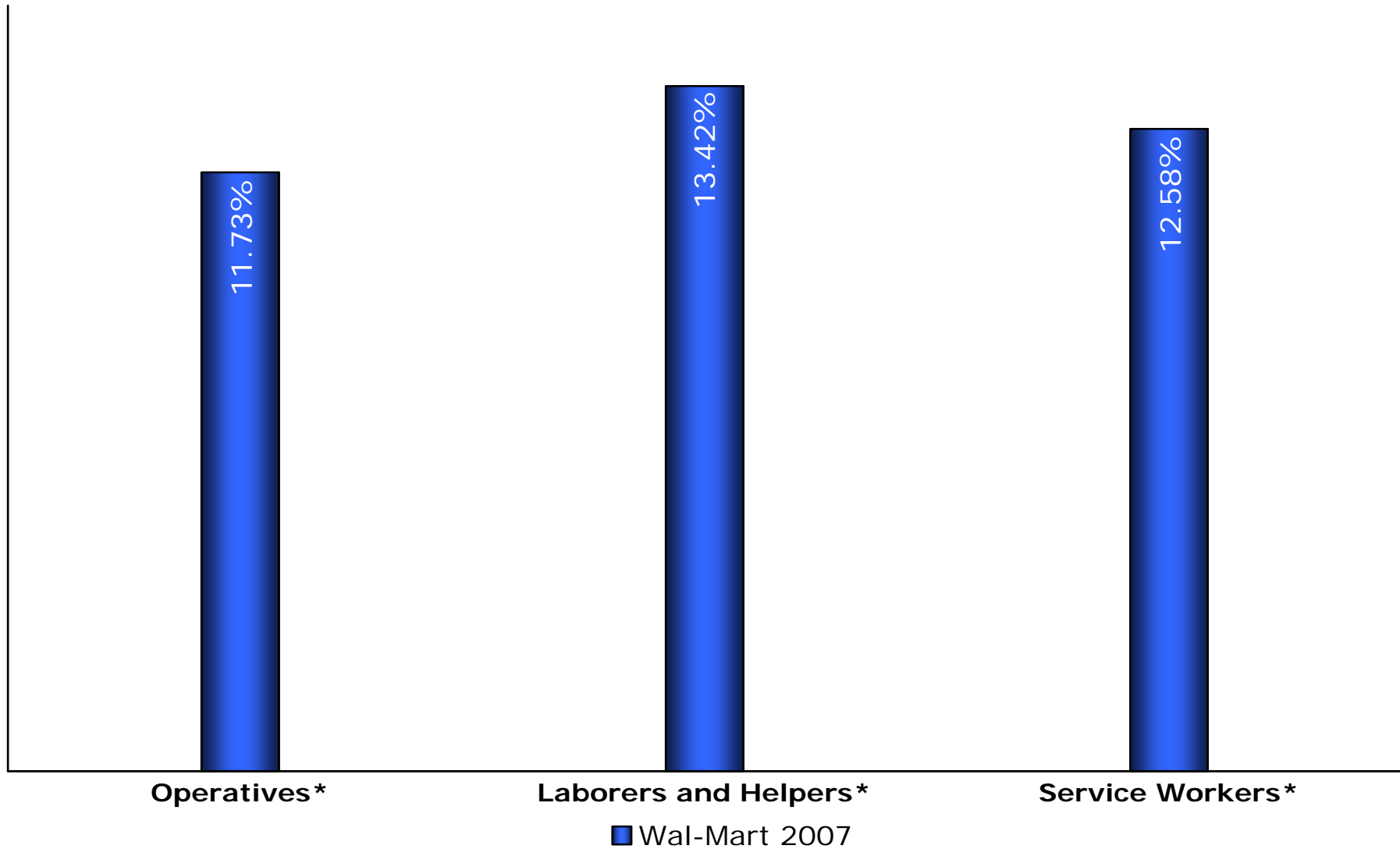


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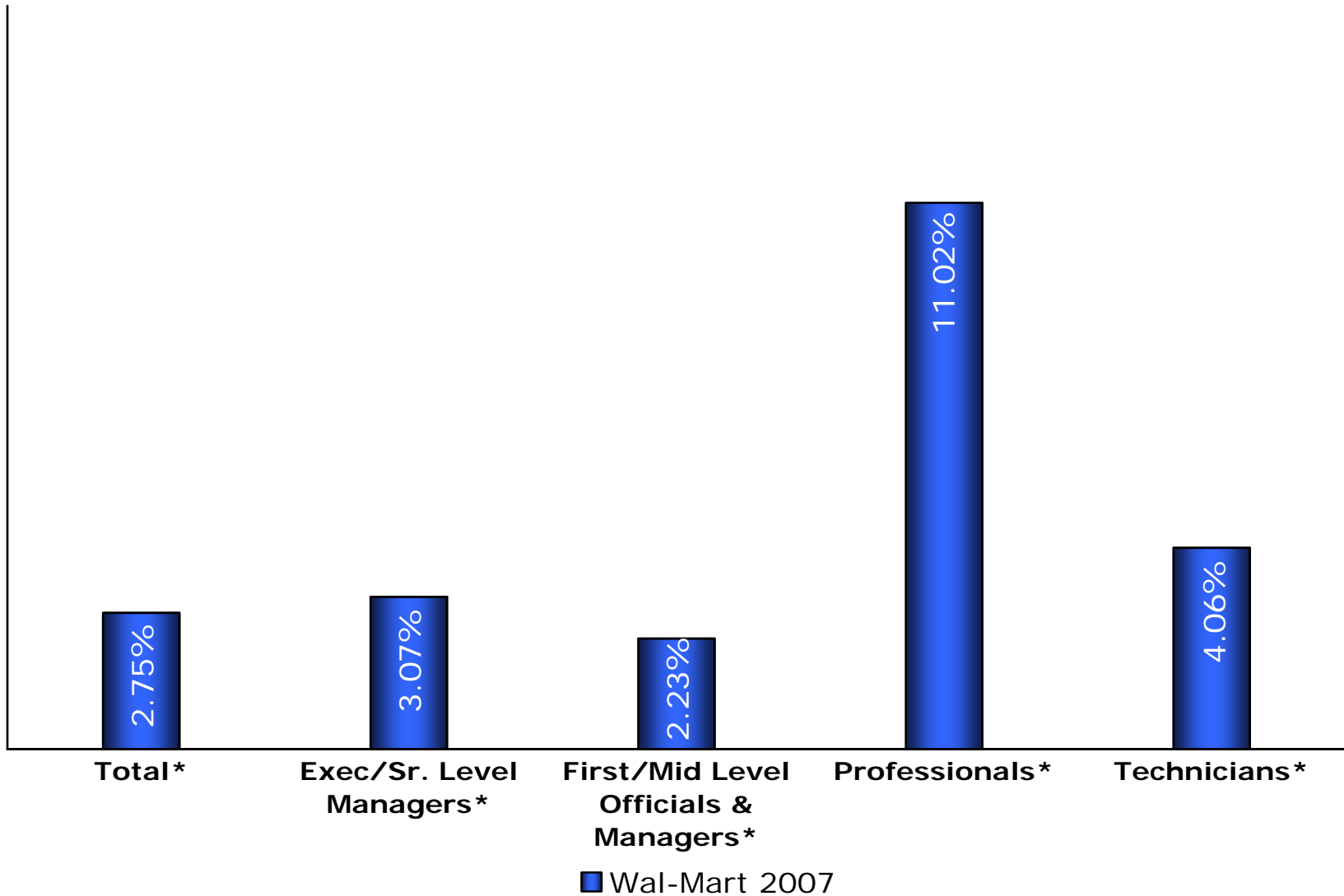


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# ASIAN

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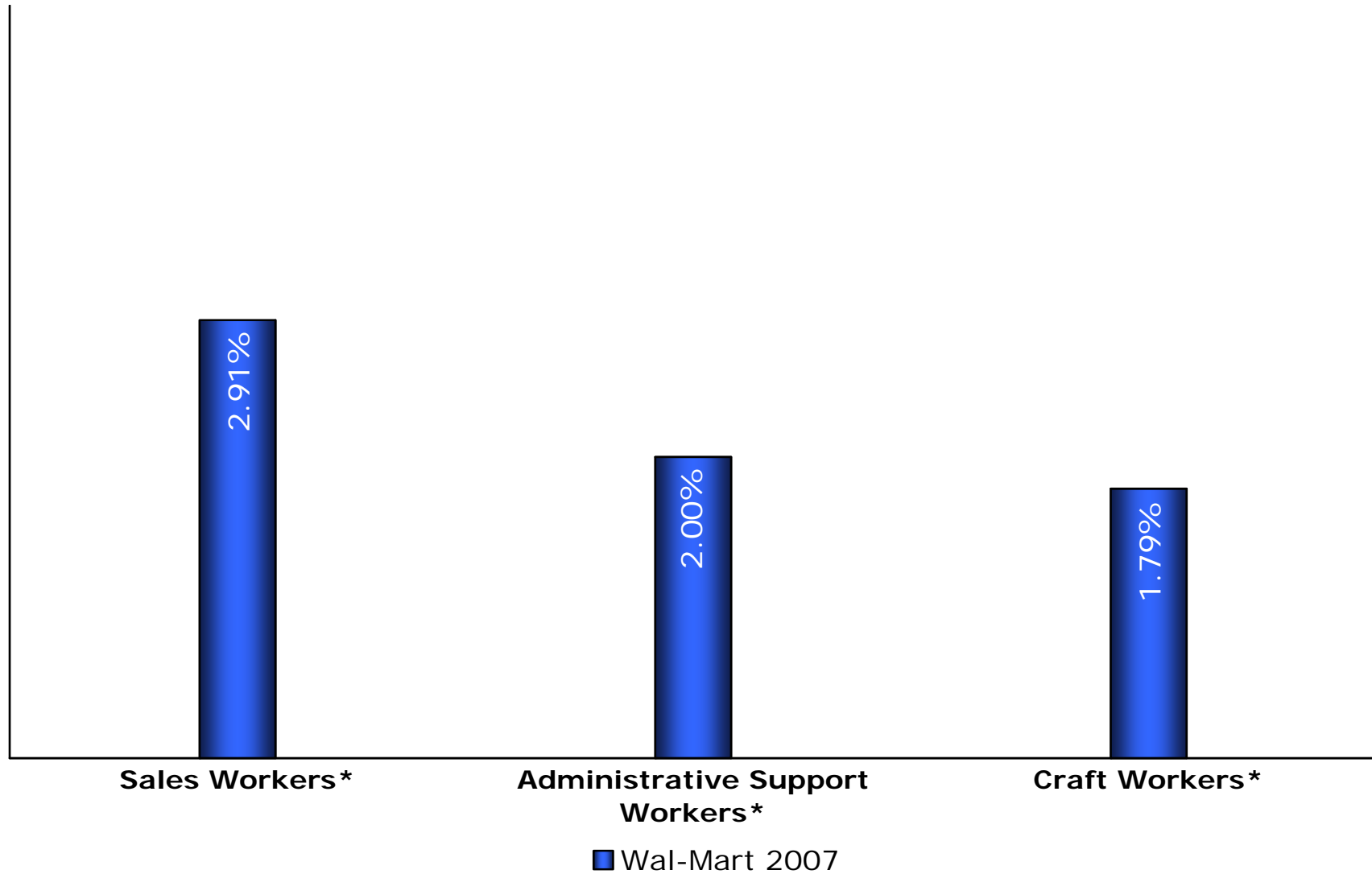


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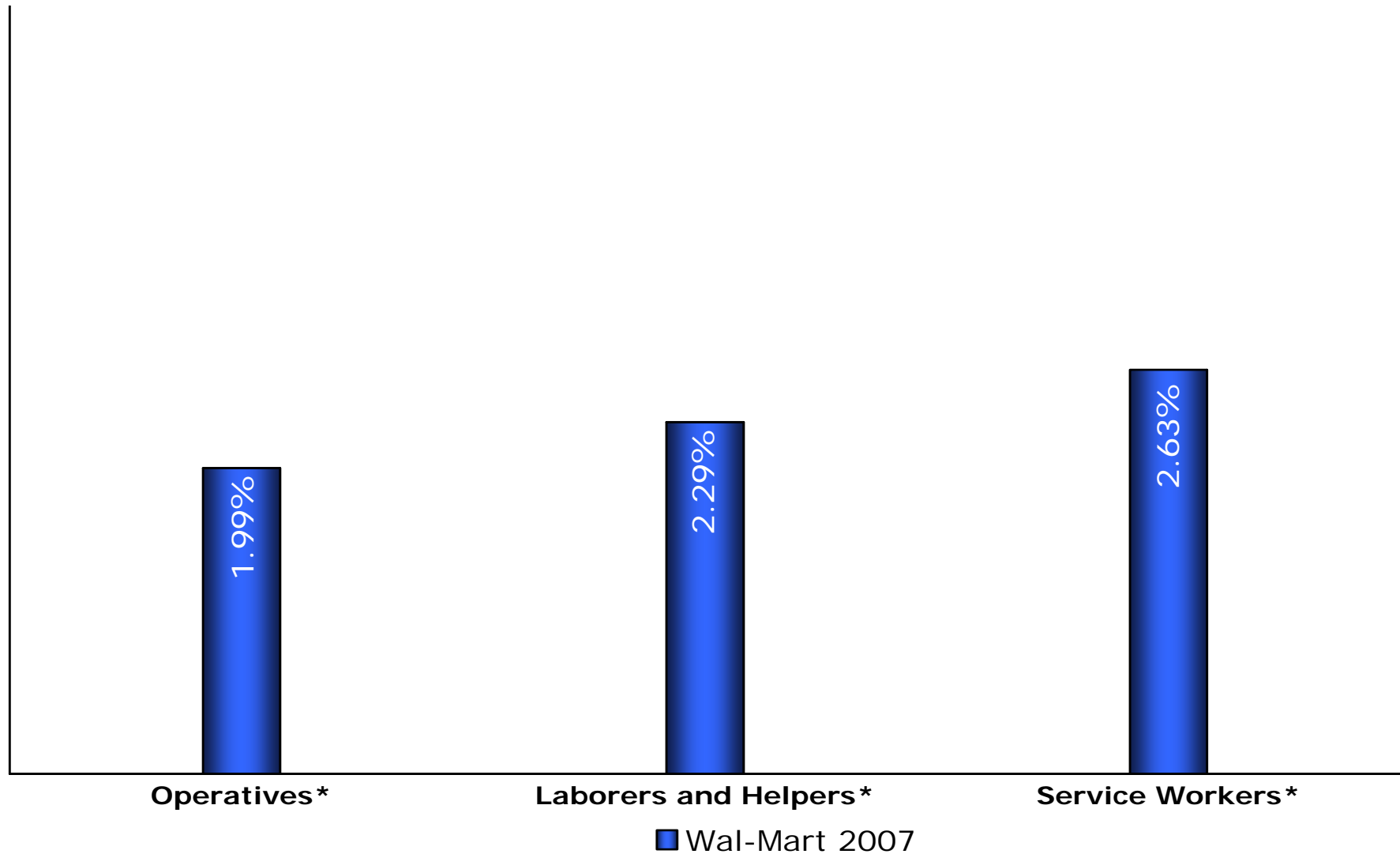


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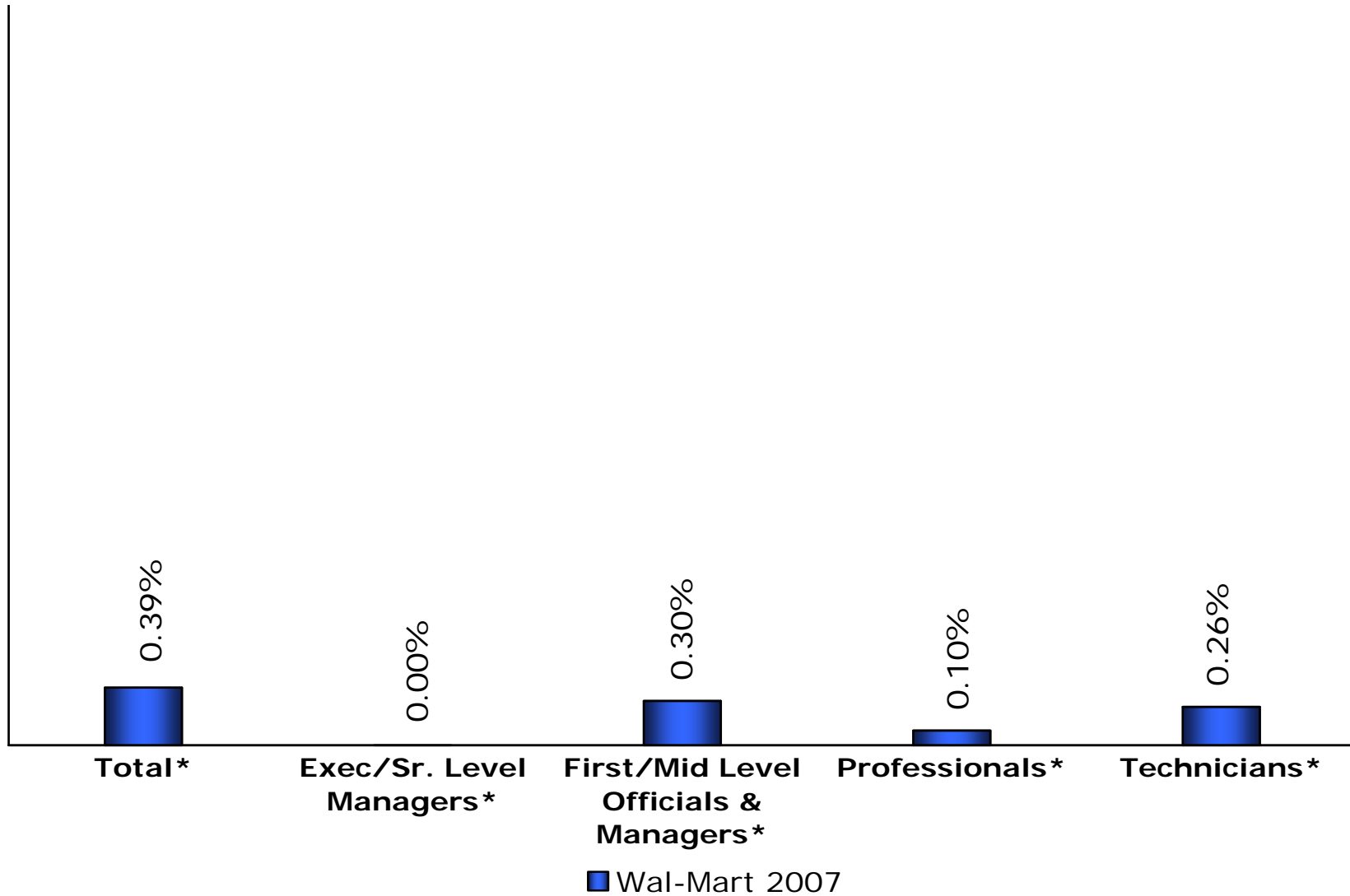


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# NATIVE HAWAIIAN OR PACIFIC ISLANDER

## EEO-1 Comparison

(Total\*, Executive/Senior Level Managers\*, First/Mid Level Officials & Managers\*, Professionals\*, and Technicians\*)

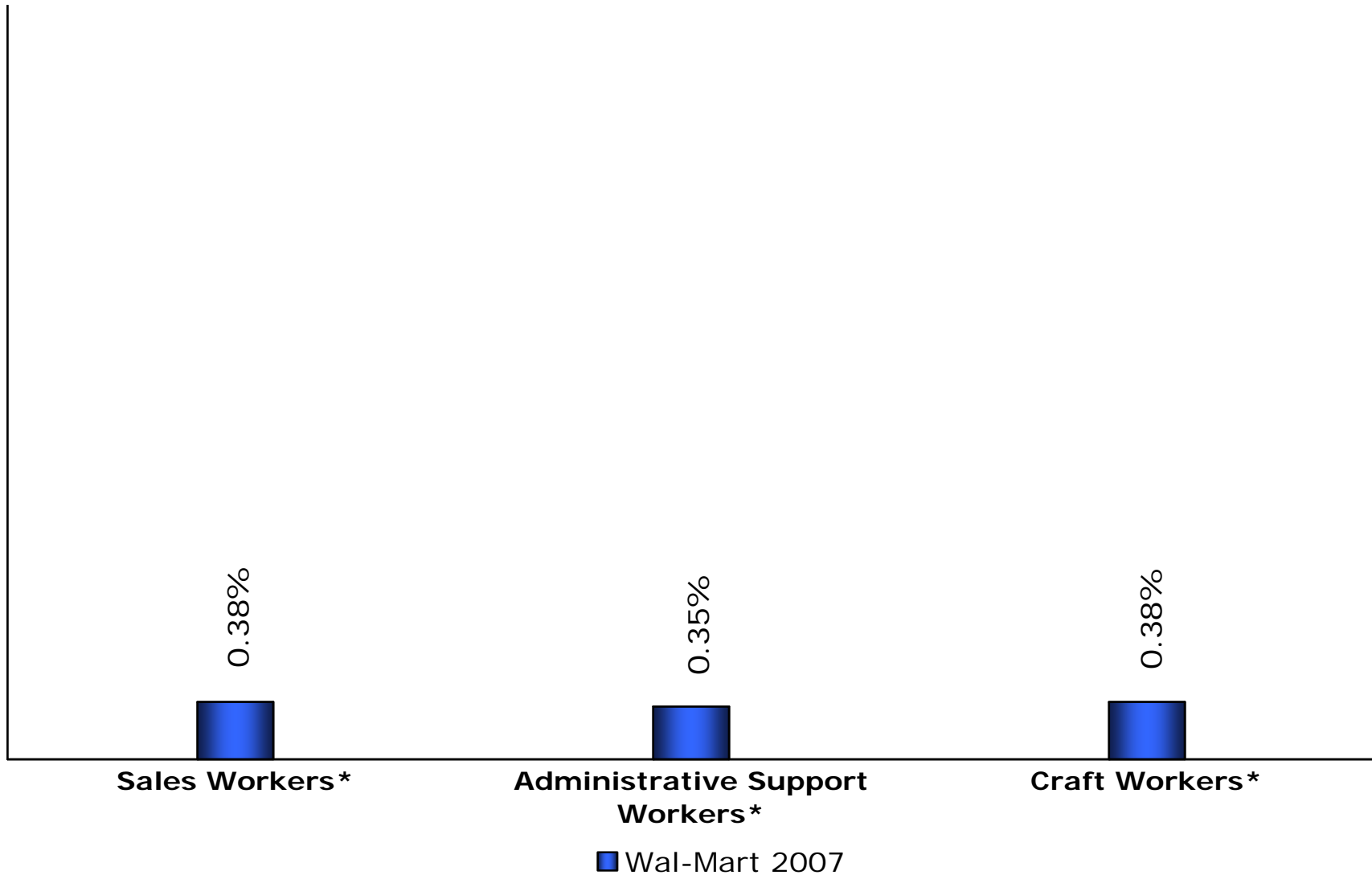


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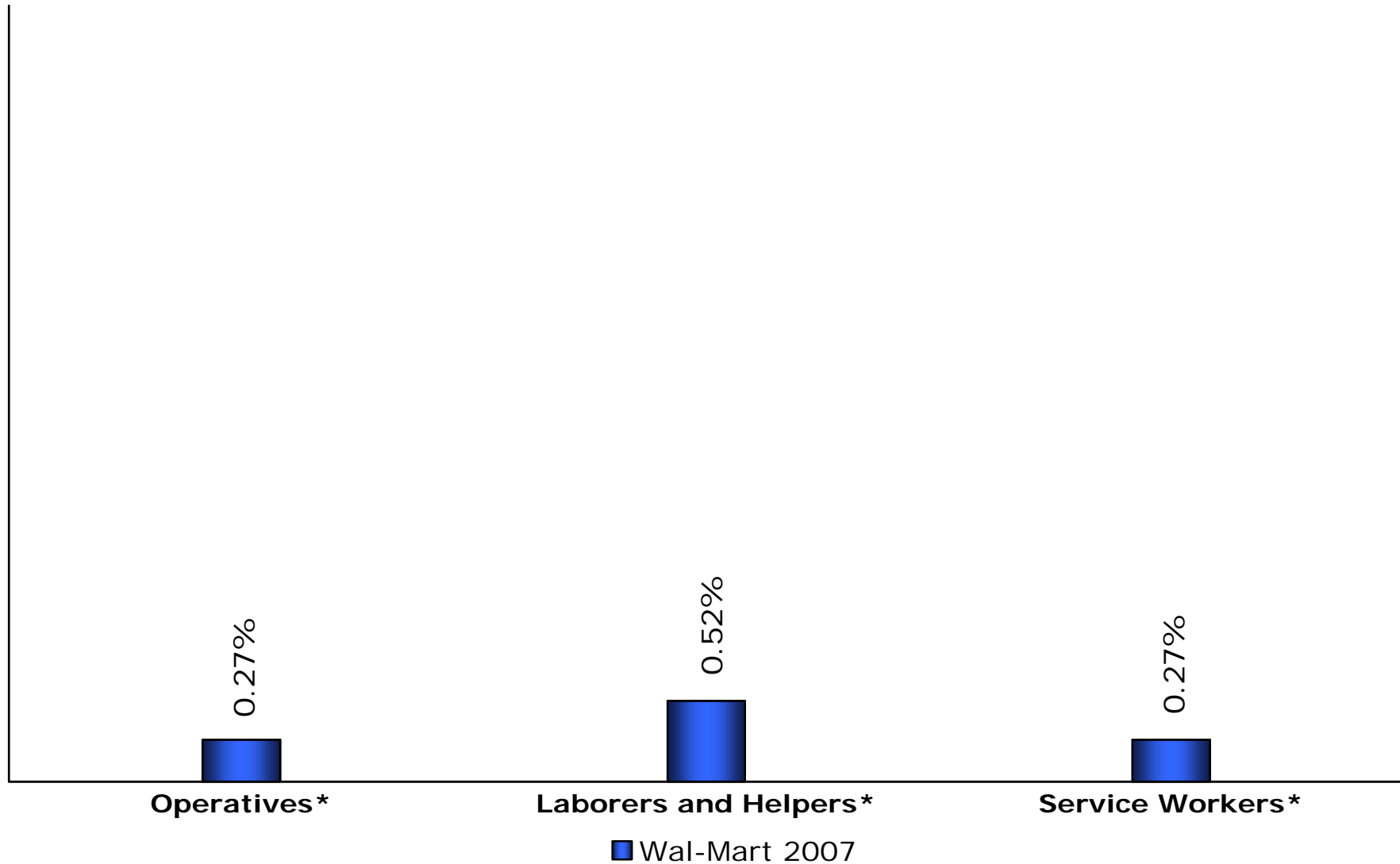


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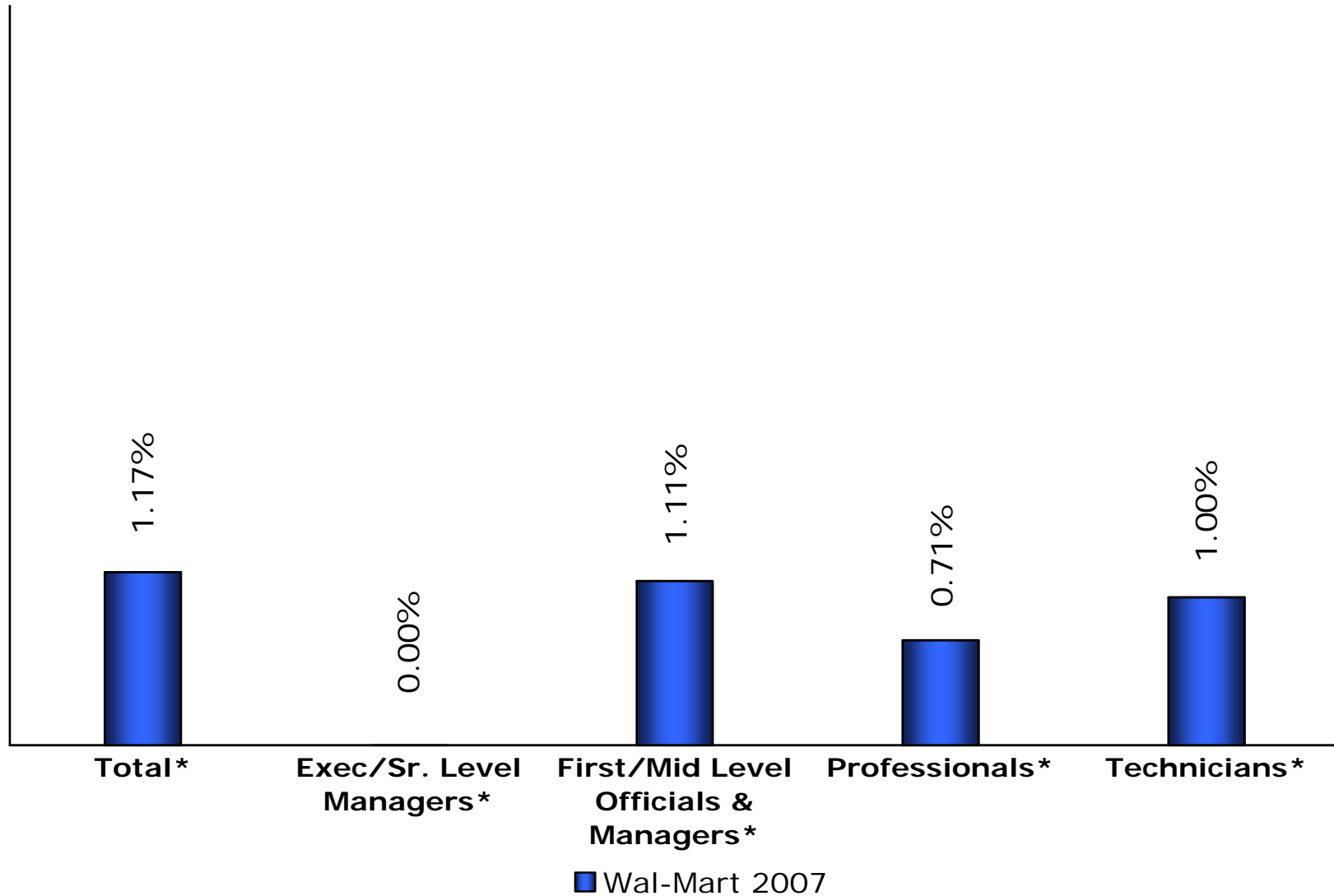


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# AMERICAN INDIAN OR ALASKAN NATIVE

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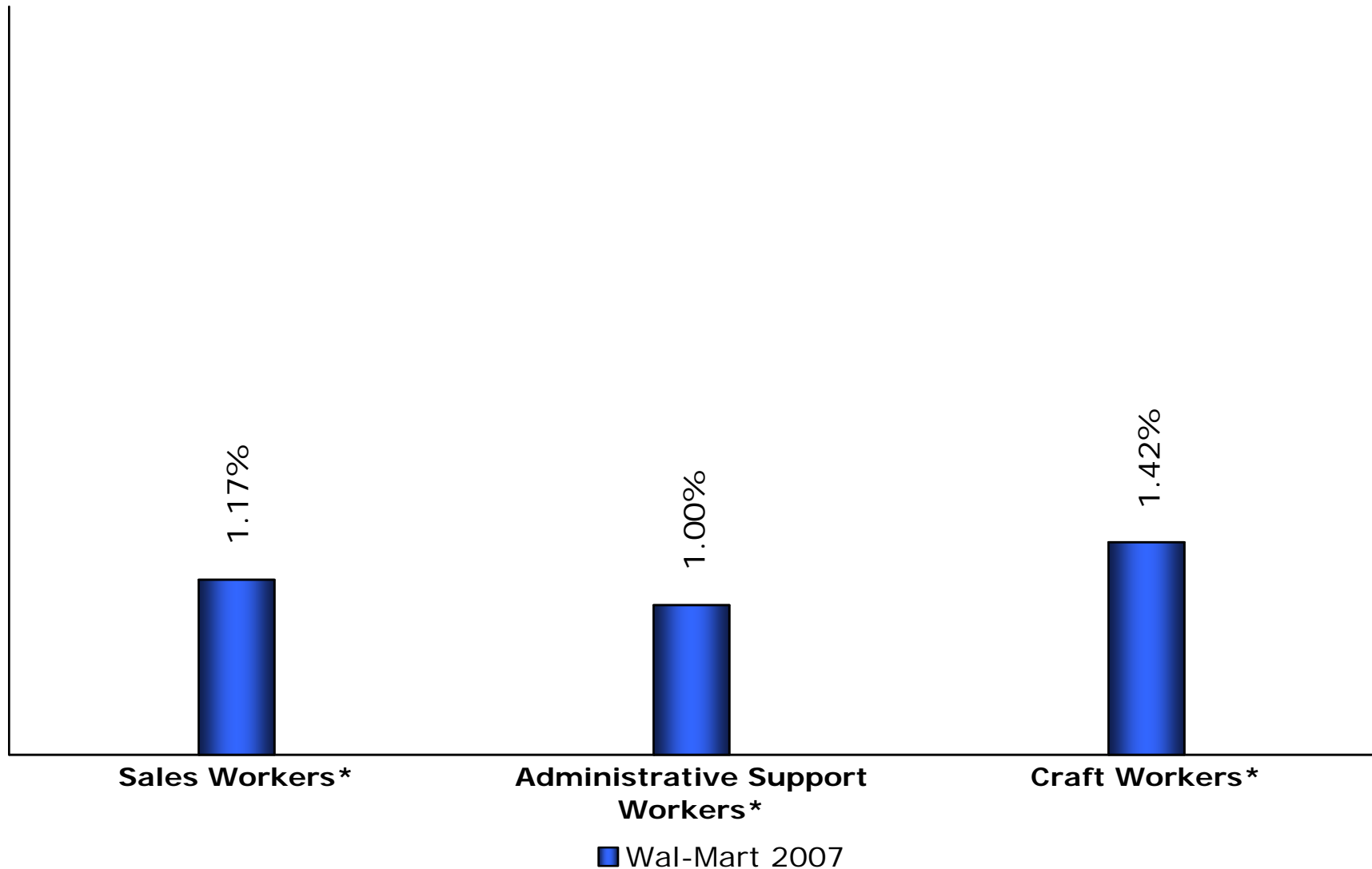


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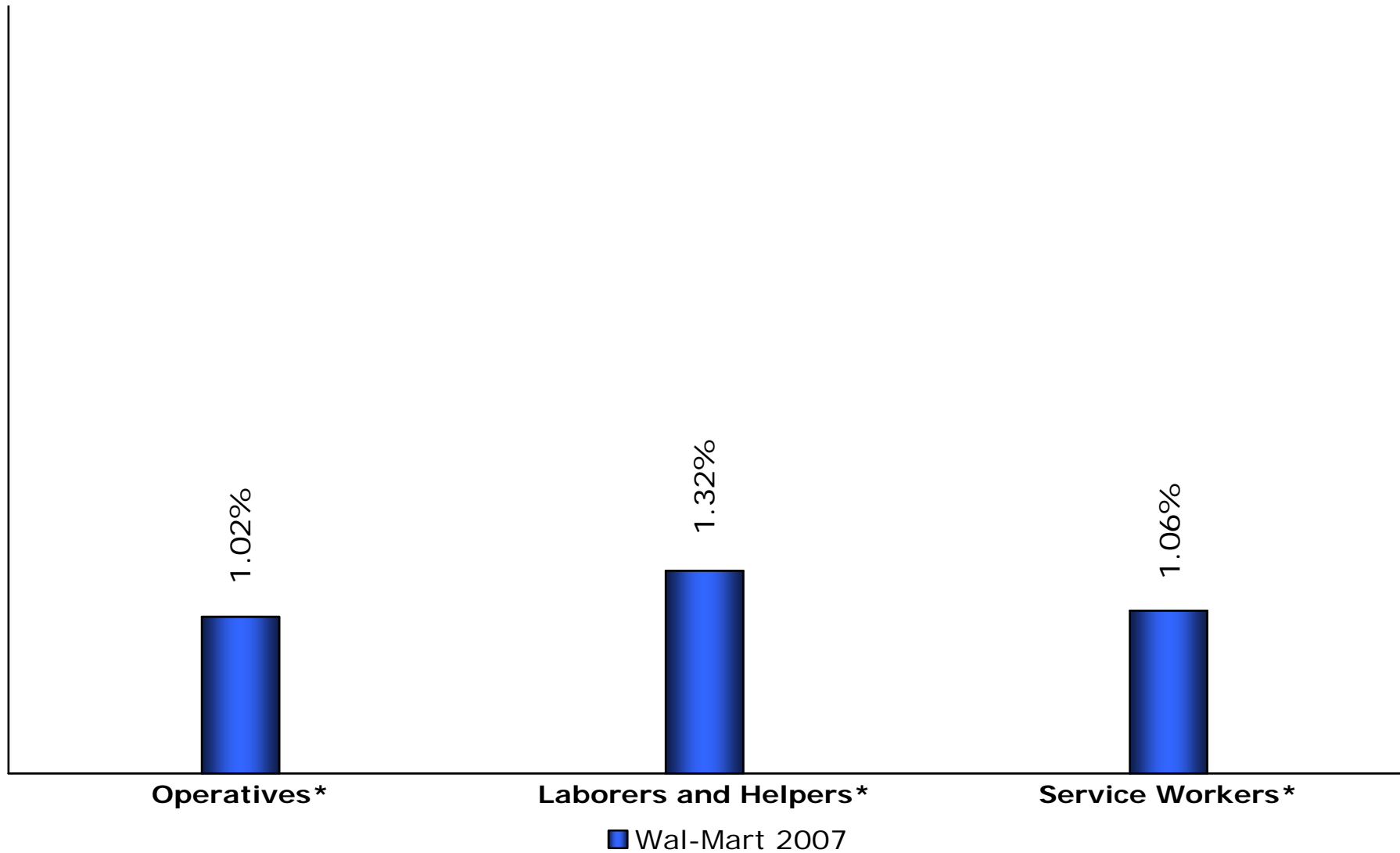


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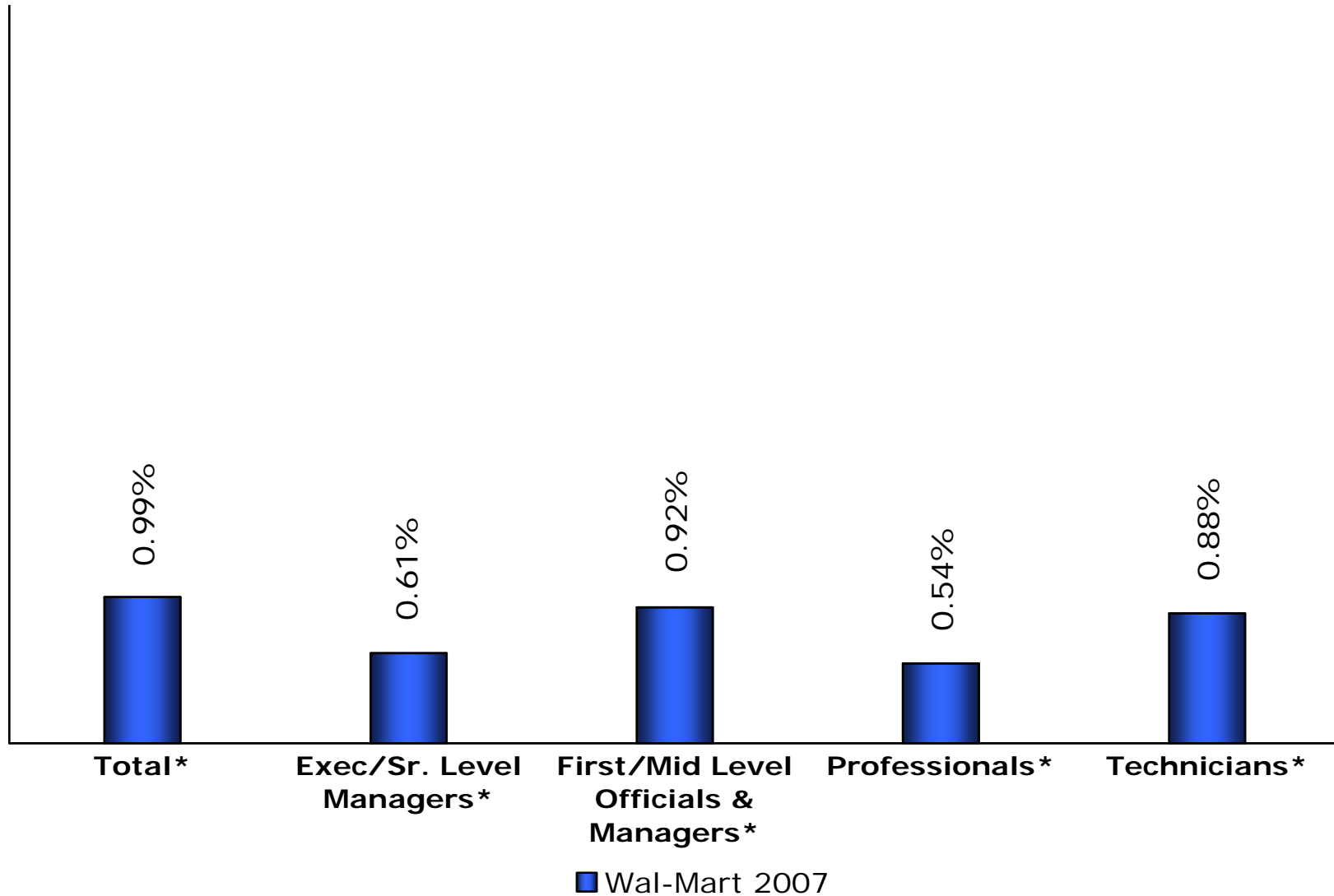


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# TWO OR MORE RACES

## EEO-1 Comparison

(Total\*, Executive/Senior Level Managers\*, First/Mid Level Officials & Managers\*, Professionals\*, and Technicians\*)

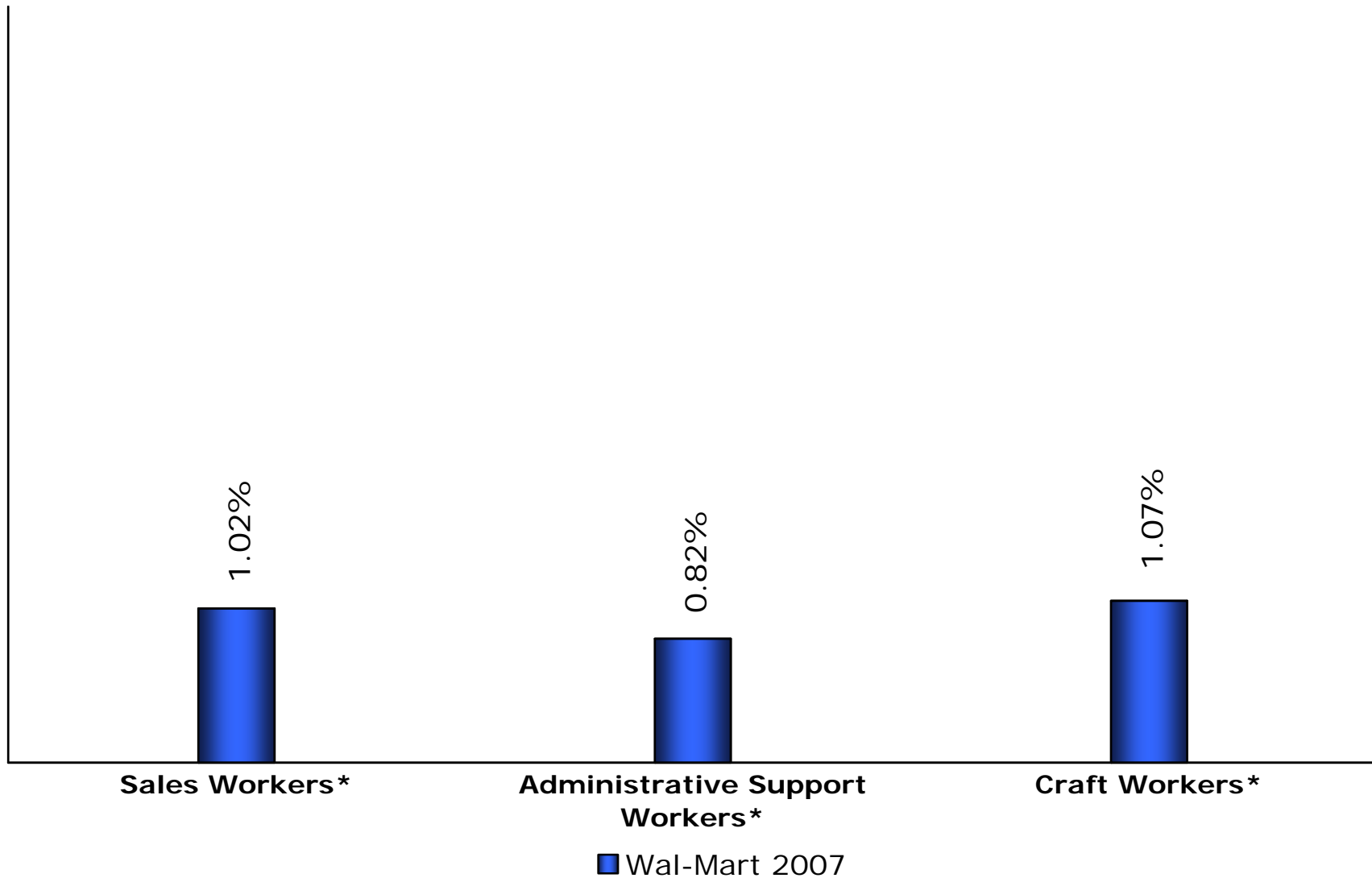


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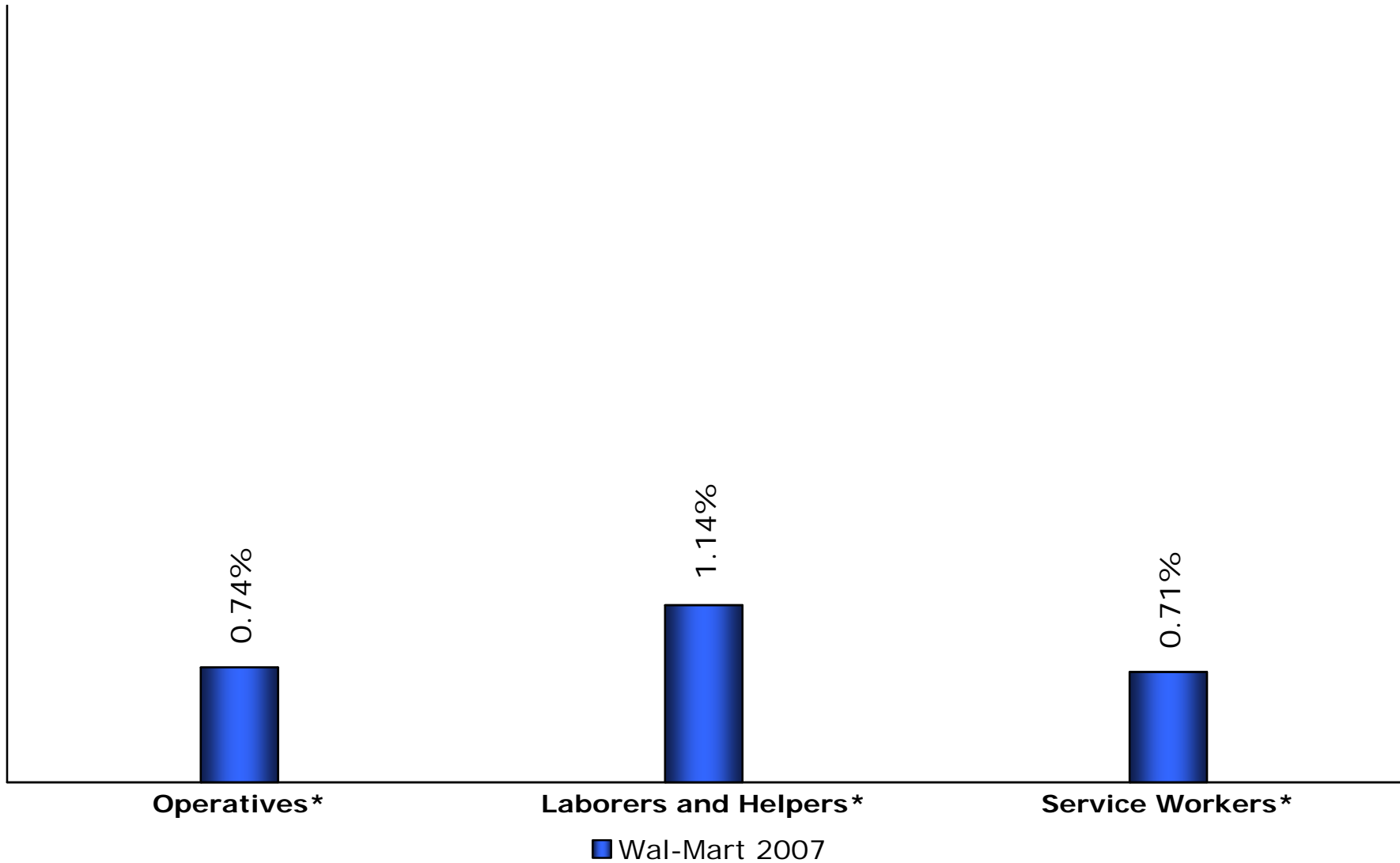


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**2007 EEO-1 Survey Results - Wal-Mart Stores, Inc. US**

		***** MALE *****									***** FEMALE *****								
		Total	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Two or More Races	Total Male	White	Black or African American	Hispanic or Latino	Asian	American Indian or Alaskan Native	Native Hawaiian or Pacific Islander	Two or More Races	Total Female	Total Minority
<b>1.1 Executive /Senior Level Managers</b>	Headcount	326	208	6	17	7	0	0	1	239	69	11	3	3	0	0	1	87	49
	% of Ttl	100.00%	63.80%	1.84%	5.21%	2.15%	0.00%	0.00%	0.31%	73.31%	21.17%	3.37%	0.92%	0.92%	0.00%	0.00%	0.31%	26.69%	15.03%
<b>1.2 First/Mid-Level Officials &amp; Managers</b>	Headcount	65,247	29,616	4,201	3,379	880	408	89	338	38,911	19,279	3,639	2,155	578	313	110	262	26,336	16,352
	% of Ttl	100.00%	45.39%	6.44%	5.18%	1.35%	0.63%	0.14%	0.52%	59.64%	29.55%	5.58%	3.30%	0.89%	0.48%	0.17%	0.40%	40.36%	25.06%
<b>2. Professionals</b>	Headcount	18,285	6,737	482	288	887	60	5	52	8,511	7,463	747	307	1,128	69	13	47	9,774	4,085
	% of Ttl	100.00%	36.84%	2.64%	1.58%	4.85%	0.33%	0.03%	0.28%	46.55%	40.81%	4.09%	1.68%	6.17%	0.38%	0.07%	0.26%	53.45%	22.34%
<b>3. Technicians</b>	Headcount	27,978	2,692	391	496	287	36	19	57	3,978	17,835	2,635	2,193	850	243	55	189	24,000	7,451
	% of Ttl	100.00%	9.62%	1.40%	1.77%	1.03%	0.13%	0.07%	0.20%	14.22%	63.75%	9.42%	7.84%	3.04%	0.87%	0.20%	0.68%	85.78%	26.63%
<b>4. Sales Workers</b>	Headcount	742,037	127,636	32,547	24,111	6,129	2,153	690	2,514	195,780	351,249	103,991	61,849	15,450	6,526	2,116	5,076	546,257	263,152
	% of Ttl	100.00%	17.20%	4.39%	3.25%	0.83%	0.29%	0.09%	0.34%	26.38%	47.34%	14.01%	8.34%	2.08%	0.88%	0.29%	0.68%	73.62%	35.46%
<b>5. Administrative Support Workers</b>	Headcount	61,012	7,446	1,074	1,045	274	102	29	112	10,082	39,018	5,455	4,432	946	506	183	390	50,930	14,548
	% of Ttl	100.00%	12.20%	1.76%	1.71%	0.45%	0.17%	0.05%	0.18%	16.52%	63.95%	8.94%	7.26%	1.55%	0.83%	0.30%	0.64%	83.48%	23.84%
<b>6. Craft Workers</b>	Headcount	26,828	16,853	4,032	3,040	453	343	88	262	25,071	1,260	218	174	28	39	14	24	1,757	8,715
	% of Ttl	100.00%	62.82%	15.03%	11.33%	1.69%	1.28%	0.33%	0.98%	93.45%	4.70%	0.81%	0.65%	0.10%	0.15%	0.05%	0.09%	6.55%	32.48%
<b>7. Operatives</b>	Headcount	50,072	20,805	3,776	3,222	471	246	53	173	28,746	14,193	3,407	2,653	526	265	82	200	21,326	15,074
	% of Ttl	100.00%	41.55%	7.54%	6.43%	0.94%	0.49%	0.11%	0.35%	57.41%	28.35%	6.80%	5.30%	1.05%	0.53%	0.16%	0.40%	42.59%	30.10%
<b>8. Laborers &amp; Helpers</b>	Headcount	311,229	115,318	42,591	25,338	4,277	2,371	954	2,394	193,243	72,628	22,521	16,427	2,853	1,736	653	1,168	117,986	123,283
	% of Ttl	100.00%	37.05%	13.68%	8.14%	1.37%	0.76%	0.31%	0.77%	62.09%	23.34%	7.24%	5.28%	0.92%	0.56%	0.21%	0.38%	37.91%	39.61%
<b>9. Service Workers</b>	Headcount	117,716	39,159	10,338	7,116	1,749	608	172	441	59,583	38,321	9,600	7,688	1,344	641	150	389	58,133	40,236
	% of Ttl	100.00%	33.27%	8.78%	6.05%	1.49%	0.52%	0.15%	0.37%	50.62%	32.55%	8.16%	6.53%	1.14%	0.54%	0.13%	0.33%	49.38%	34.18%
<b>Total</b>	Headcount	1,420,730	366,470	99,438	68,052	15,414	6,327	2,099	6,344	564,144	561,315	152,224	97,881	23,706	10,338	3,376	7,746	856,586	492,945
	% of Ttl	100.00%	25.79%	7.00%	4.79%	1.08%	0.45%	0.15%	0.45%	39.71%	39.51%	10.71%	6.89%	1.67%	0.73%	0.24%	0.55%	60.29%	34.70%

Note: When adding percentages, differences are due to rounding.