

# Wal-Mart Stores, Inc. EEO-1 Data

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, 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, 2006.

The EEO-1 report accounts for all full- and part-time 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):

**Officials and Managers:** Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations.

Include only those company officers and managers who are exempt from the minimum wage and overtime provisions of the Fair Labor Standards Act.

**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.

**Office and Clerical:** 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 (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 following 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**

2005 And 2006 Wal-Mart Stores

Vs.

\*2004 EEO-1 All Industries

And

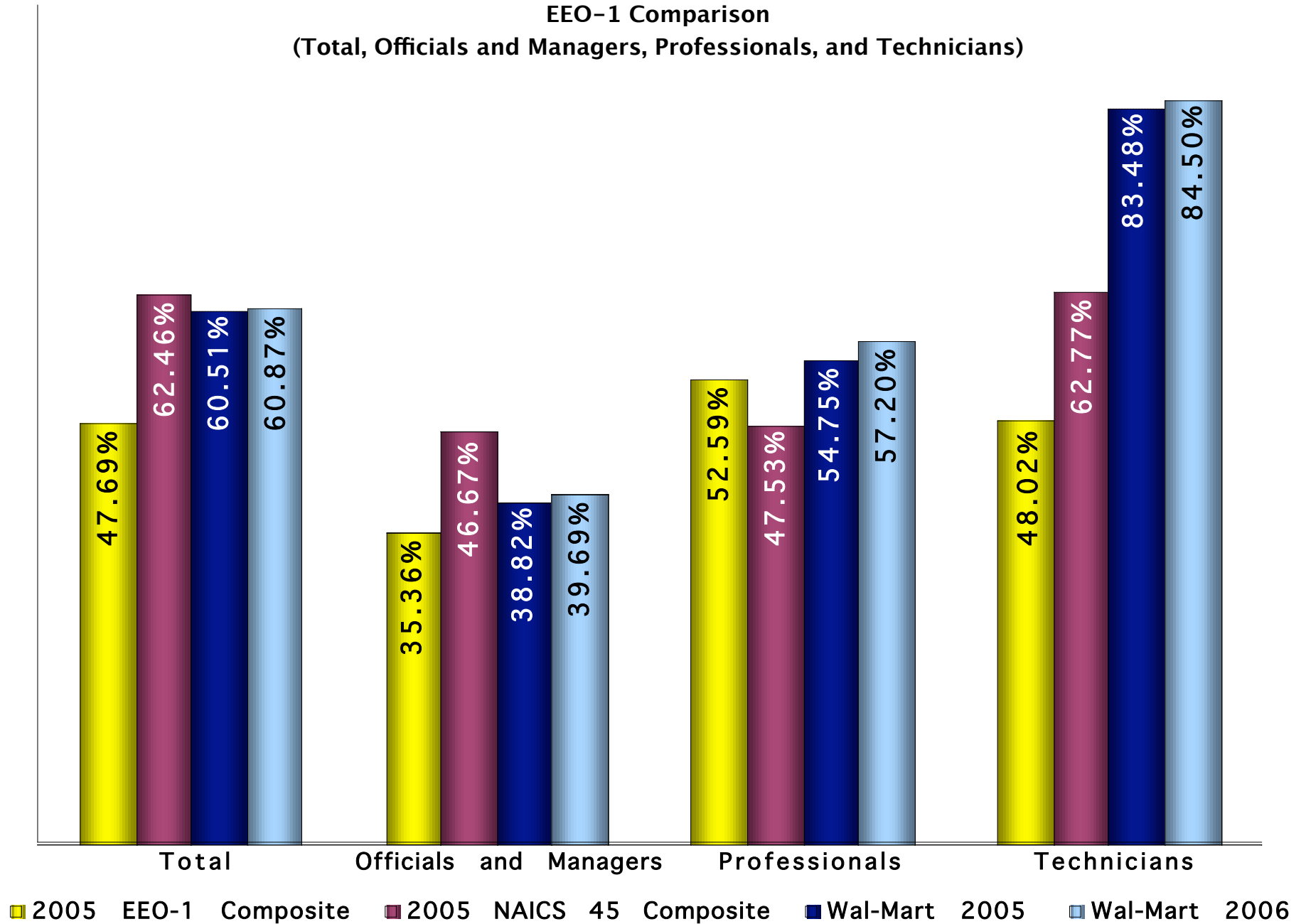
\*2004 NAICS 45 Retail Industry

\*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, 2004. 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

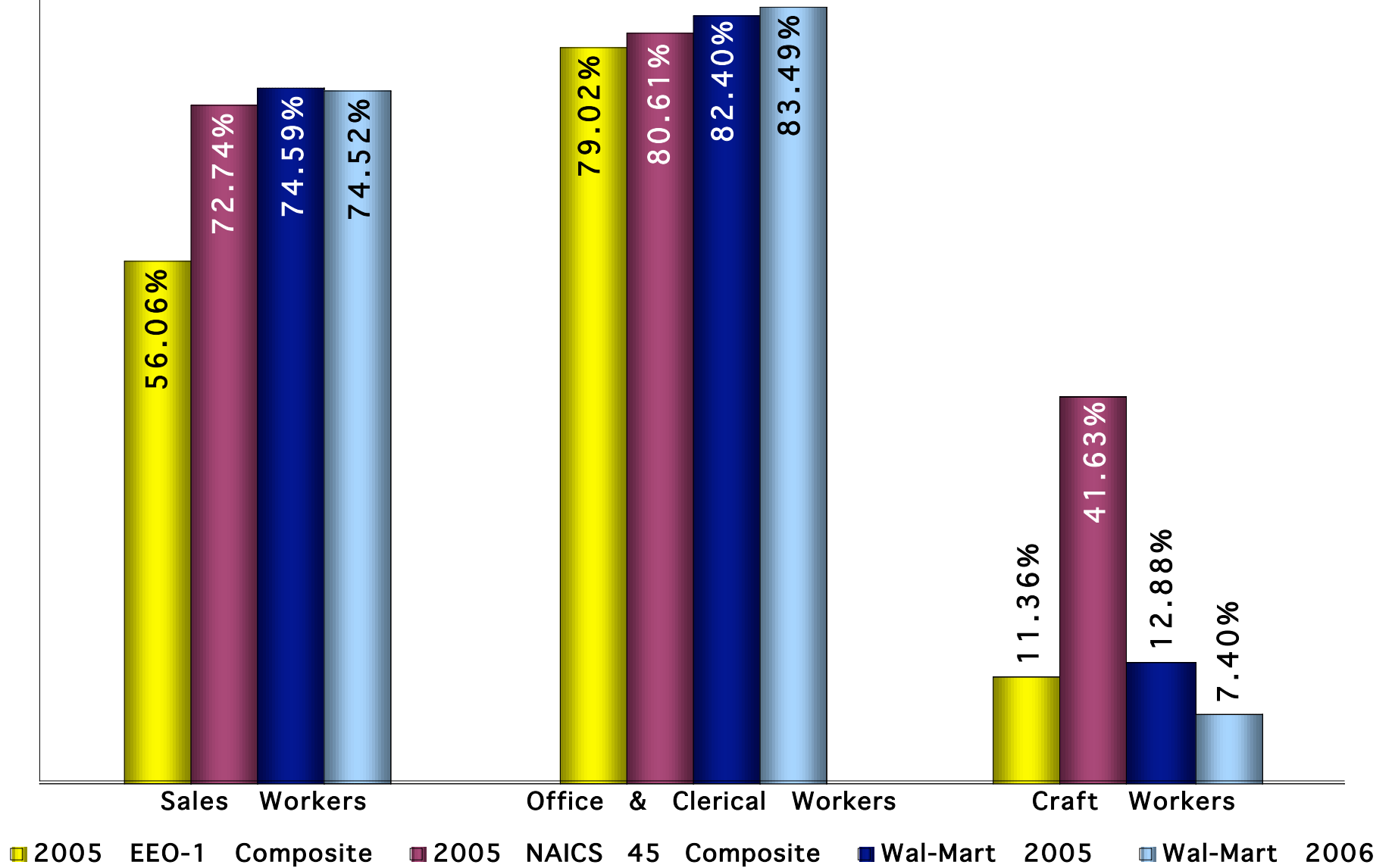
(Total, Officials and Managers, Professionals, and Technicians)



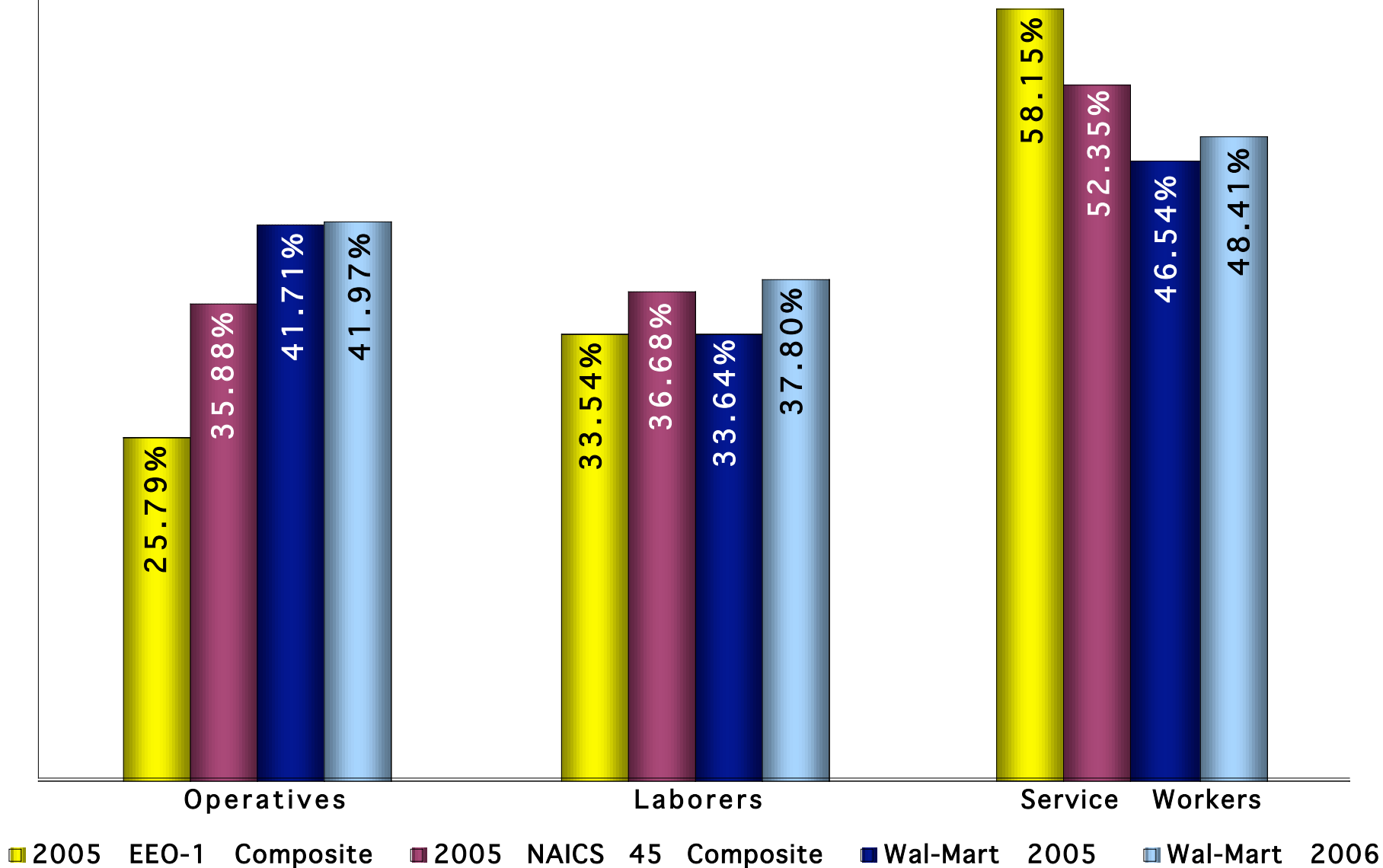
# FEMALE

## EEO-1 Comparison

(Sales Workers, Office and Clerical Workers, and Craft Workers)



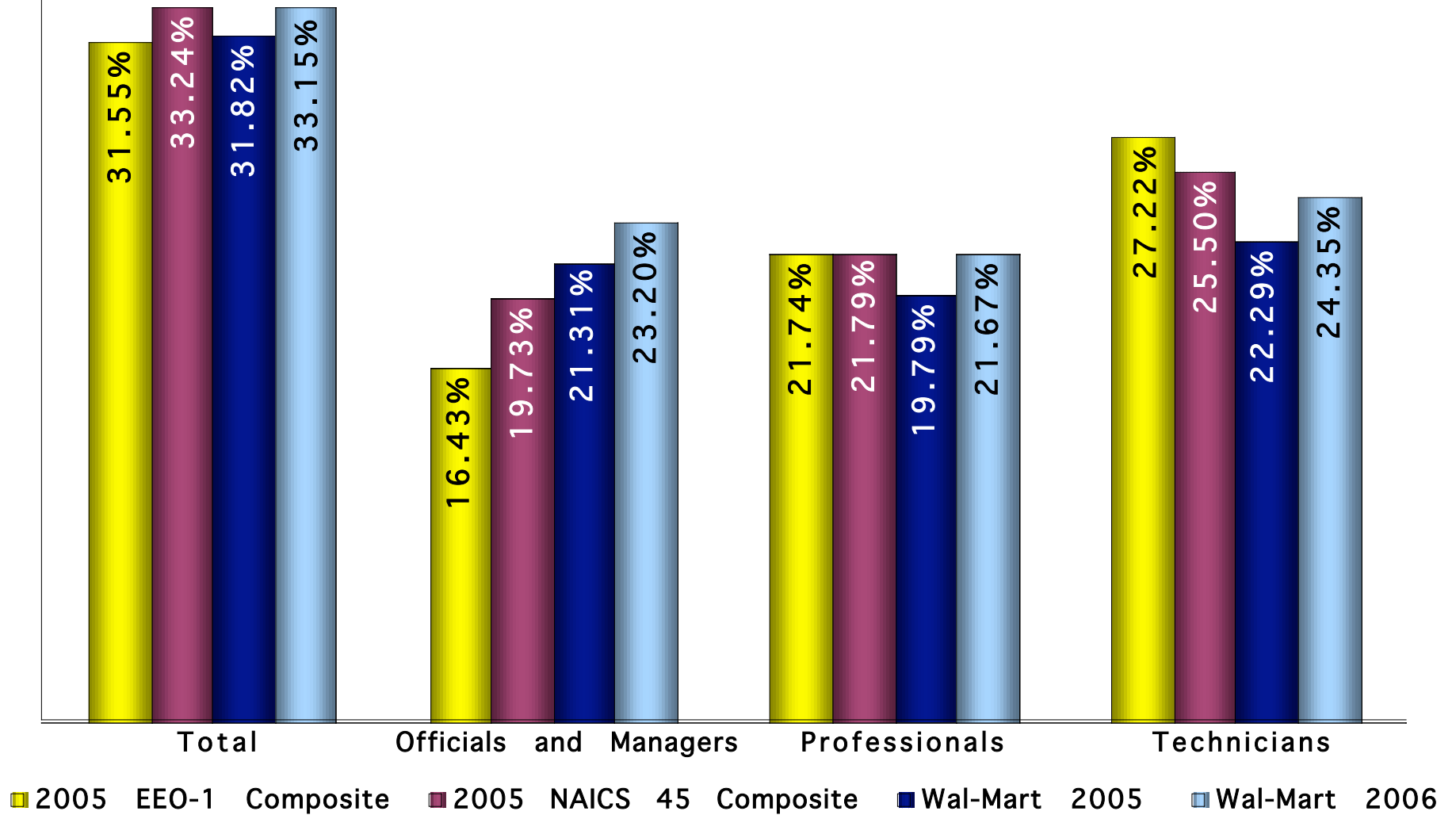
**FEMALE**  
**EEO-1 Comparison**  
**(Operatives, Laborers, and Service Workers)**



# MINORITY

## EEO-1 Comparison

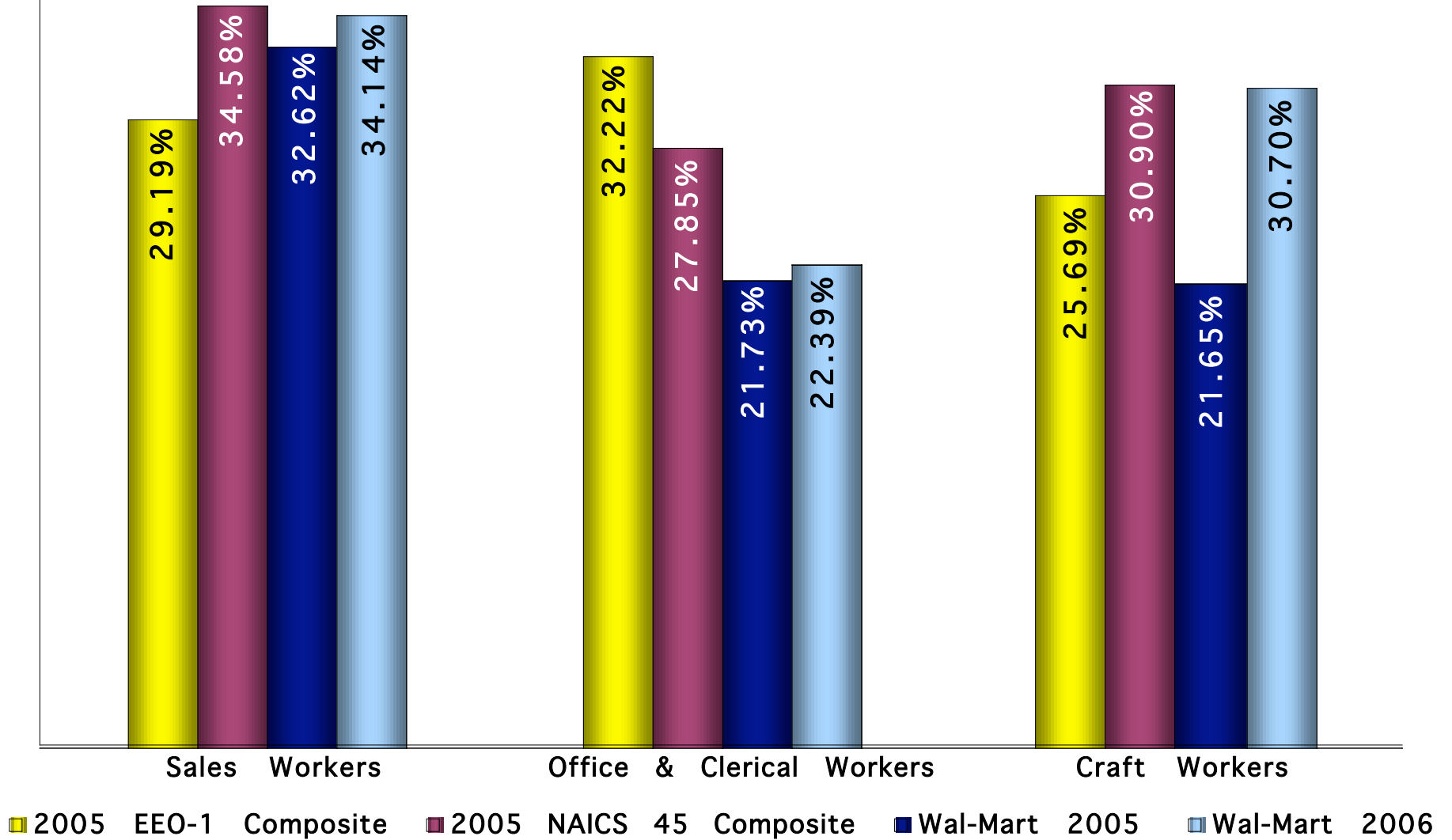
(Total, Officials and Managers, Professionals, and Technicians)



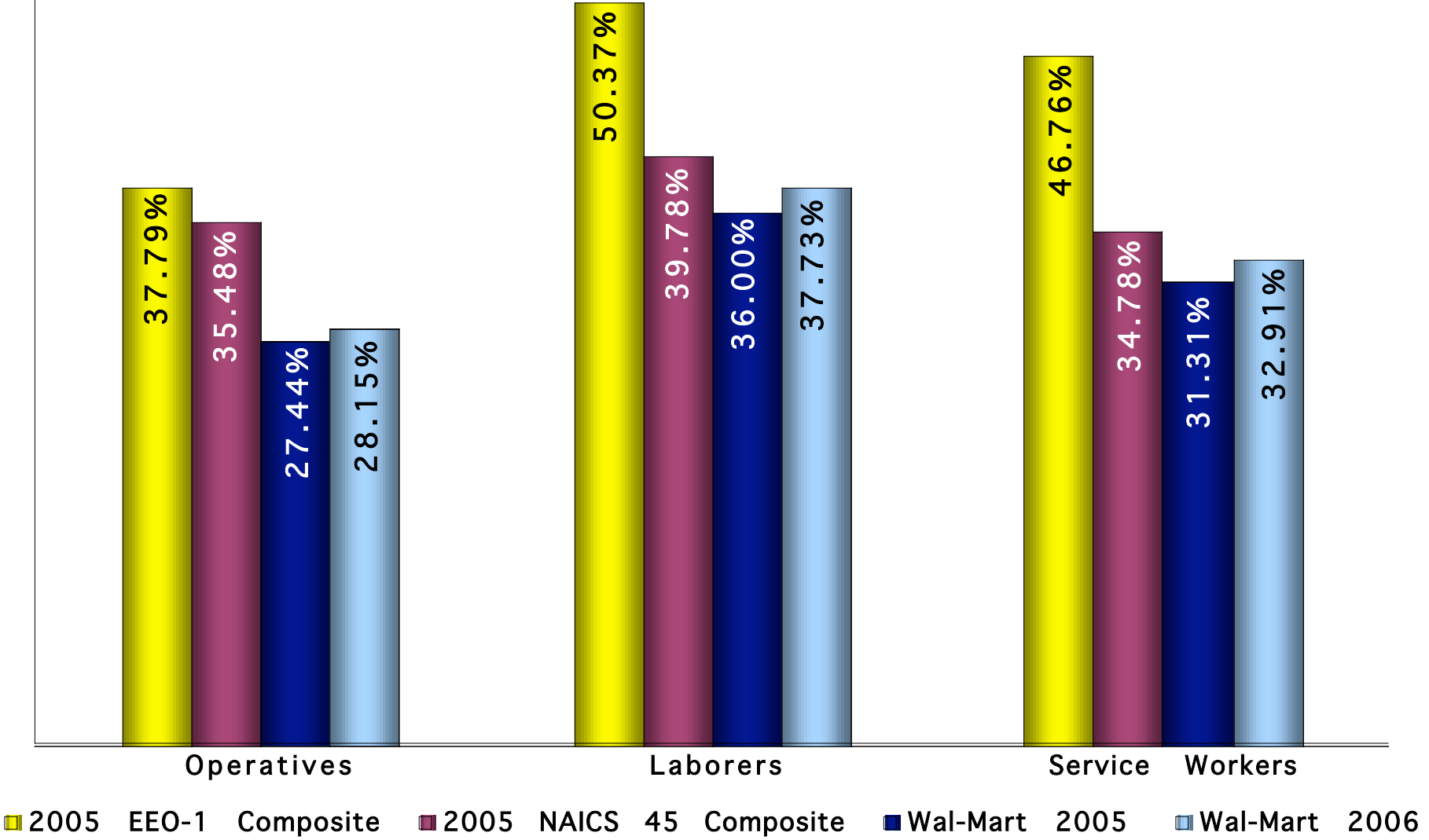
# MINORITY

## EEO-1 Comparison

(Sales Workers, Office and Clerical Workers, and Craft Workers)



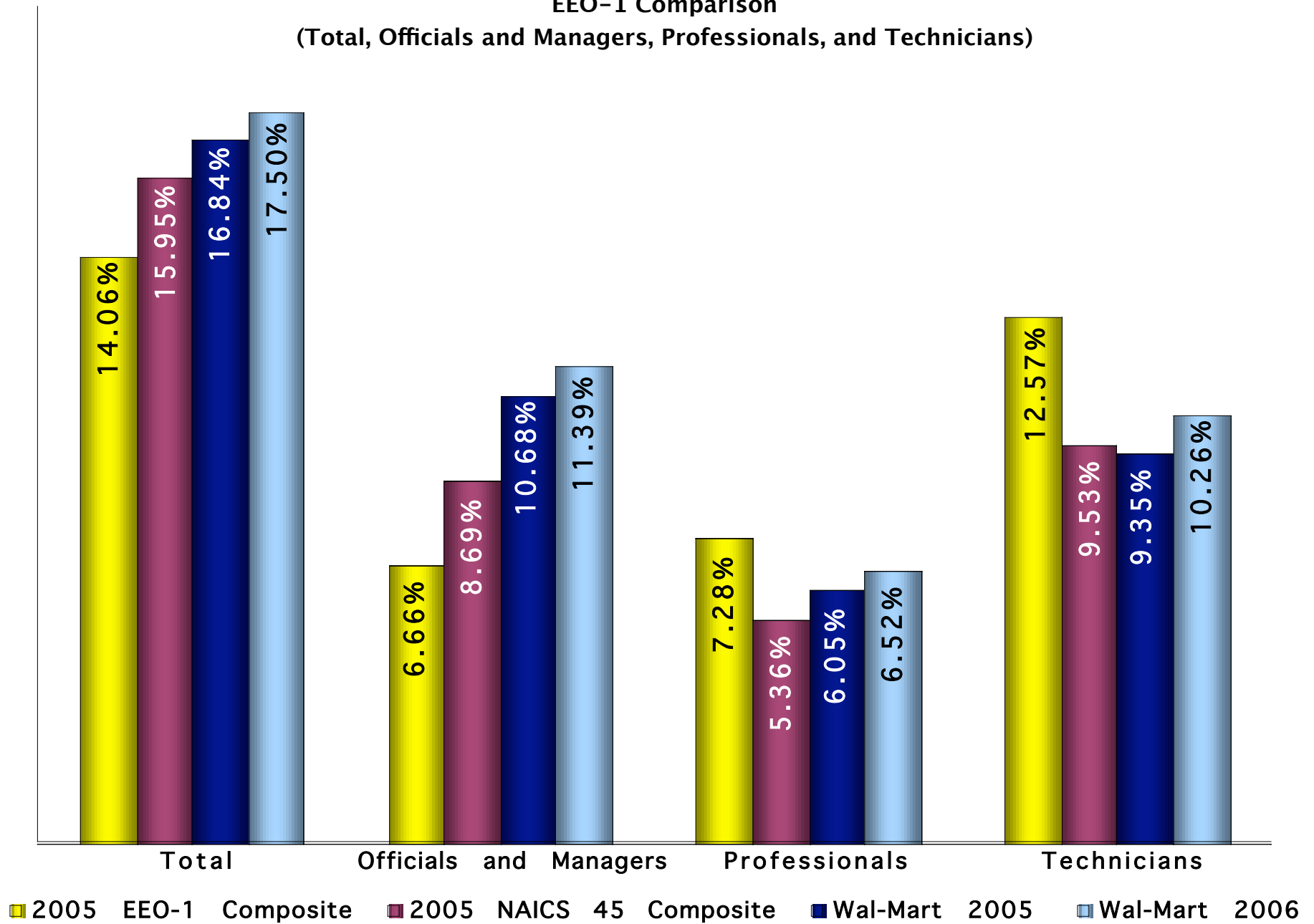
**MINORITY**  
**EEO-1 Comparison**  
**(Operatives, Laborers, and Service Workers)**



# AFRICAN AMERICAN

## EEO-1 Comparison

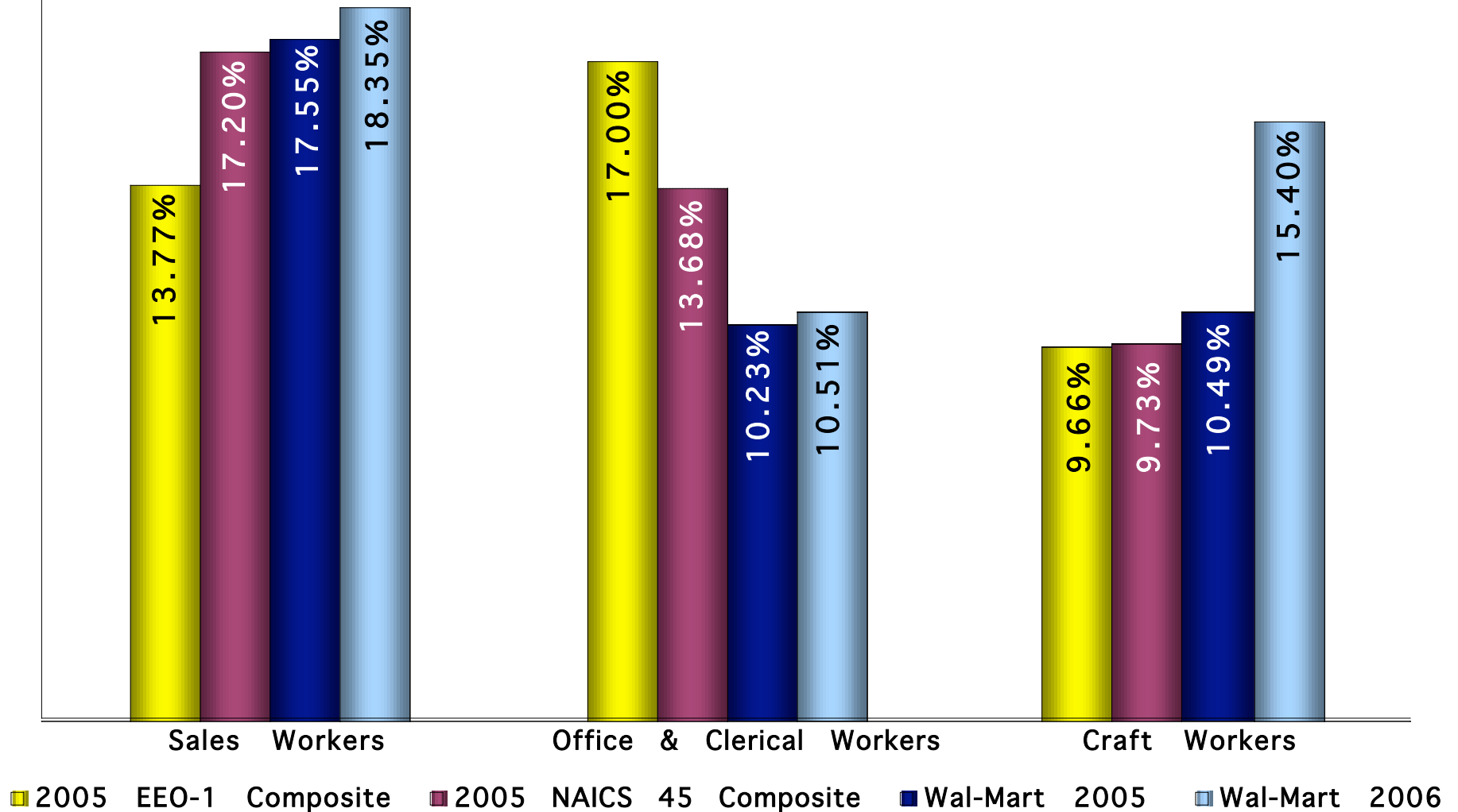
(Total, Officials and Managers, Professionals, and Technicians)



# AFRICAN AMERICAN

## EEO-1 Comparison

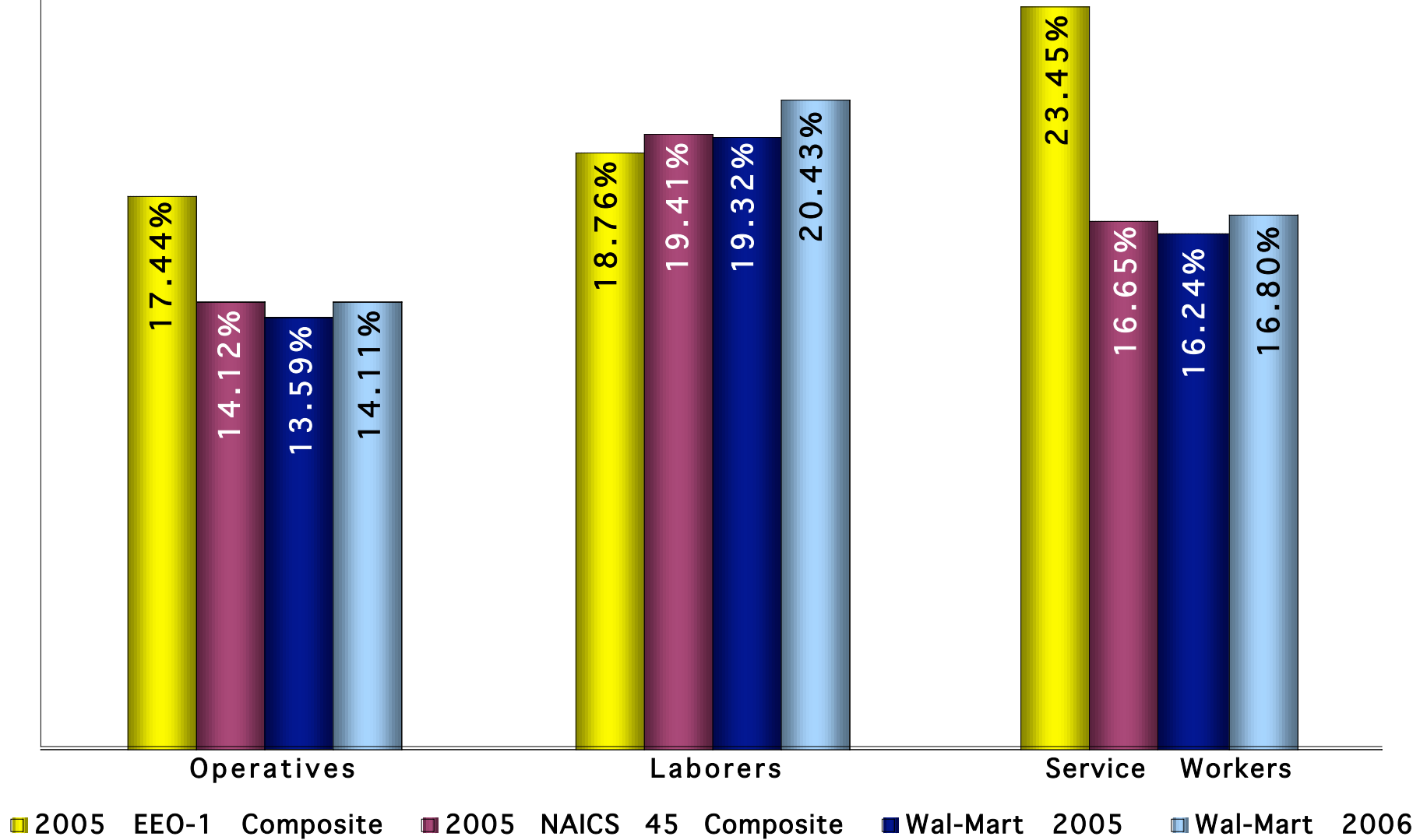
(Sales Workers, Office and Clerical Workers, and Craft Workers)



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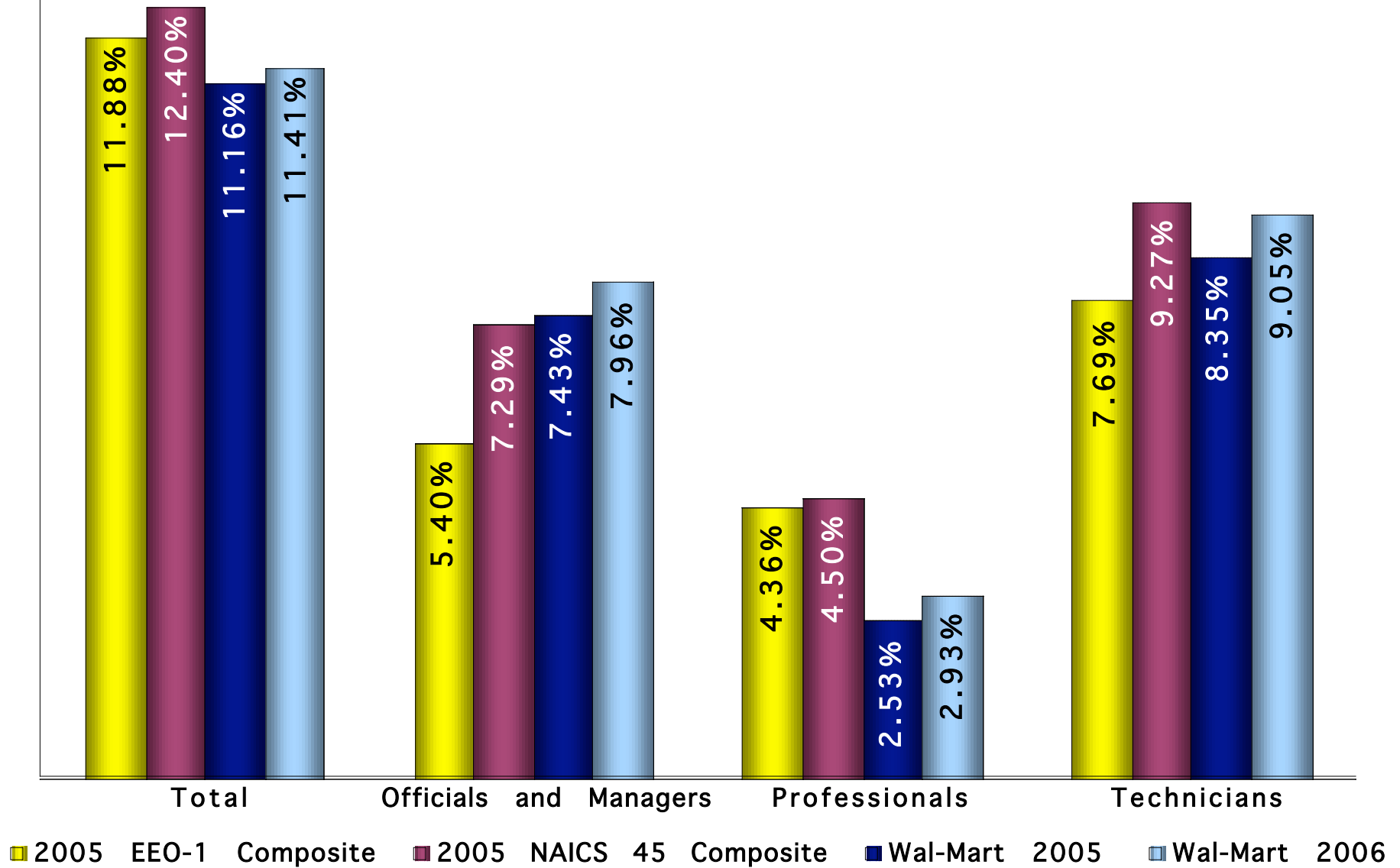
(Operatives, Laborers, and Service Workers)



# HISPANIC

## EEO-1 Comparison

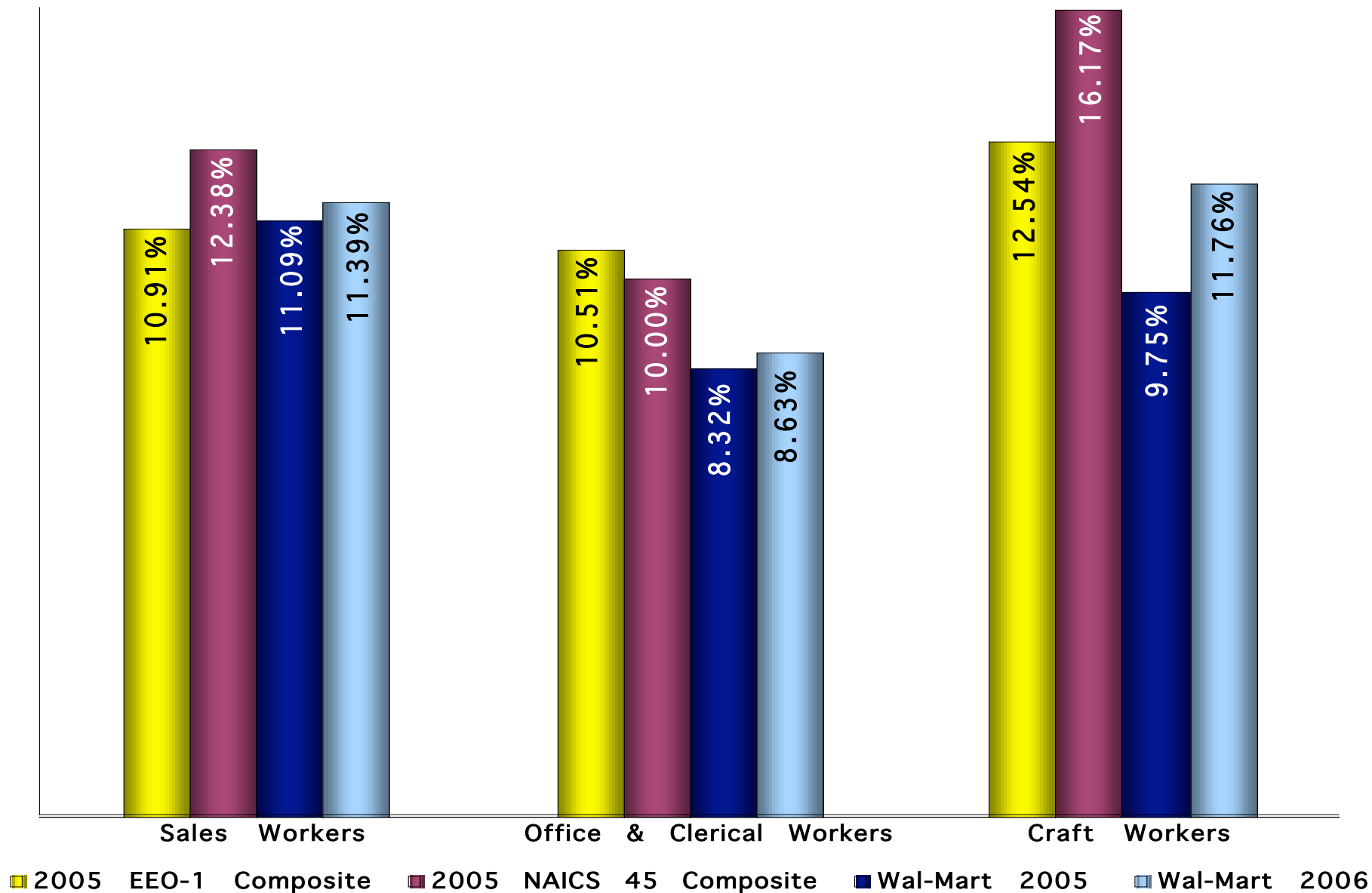
(Total, Officials and Managers, Professionals, and Technicians)



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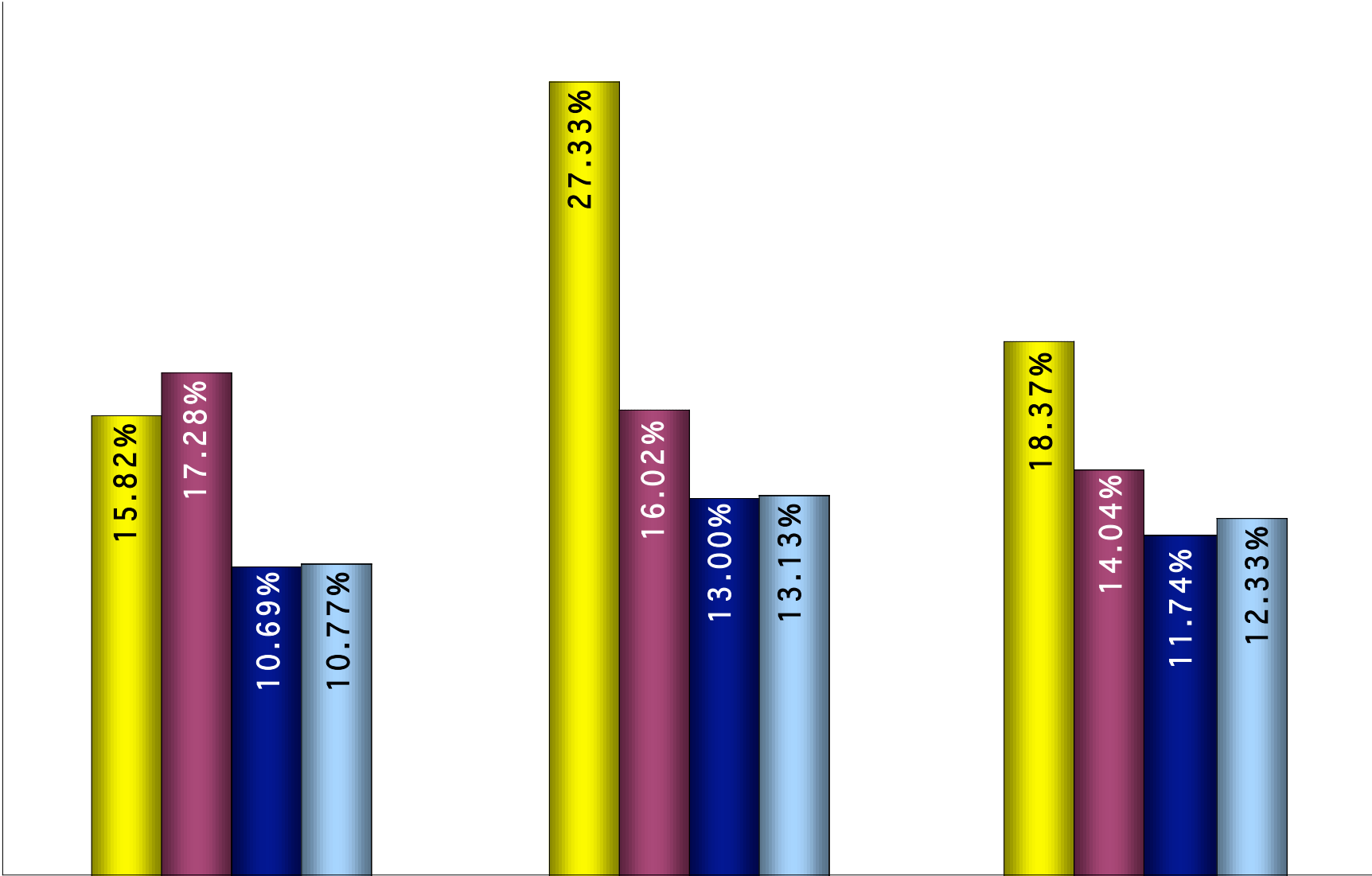
## EEO-1 Comparison

(Sales Workers, Office and Clerical Workers, and Craft Workers)



# HISPANIC

## EEO-1 Comparison (Operatives, Laborers, and Service Workers)

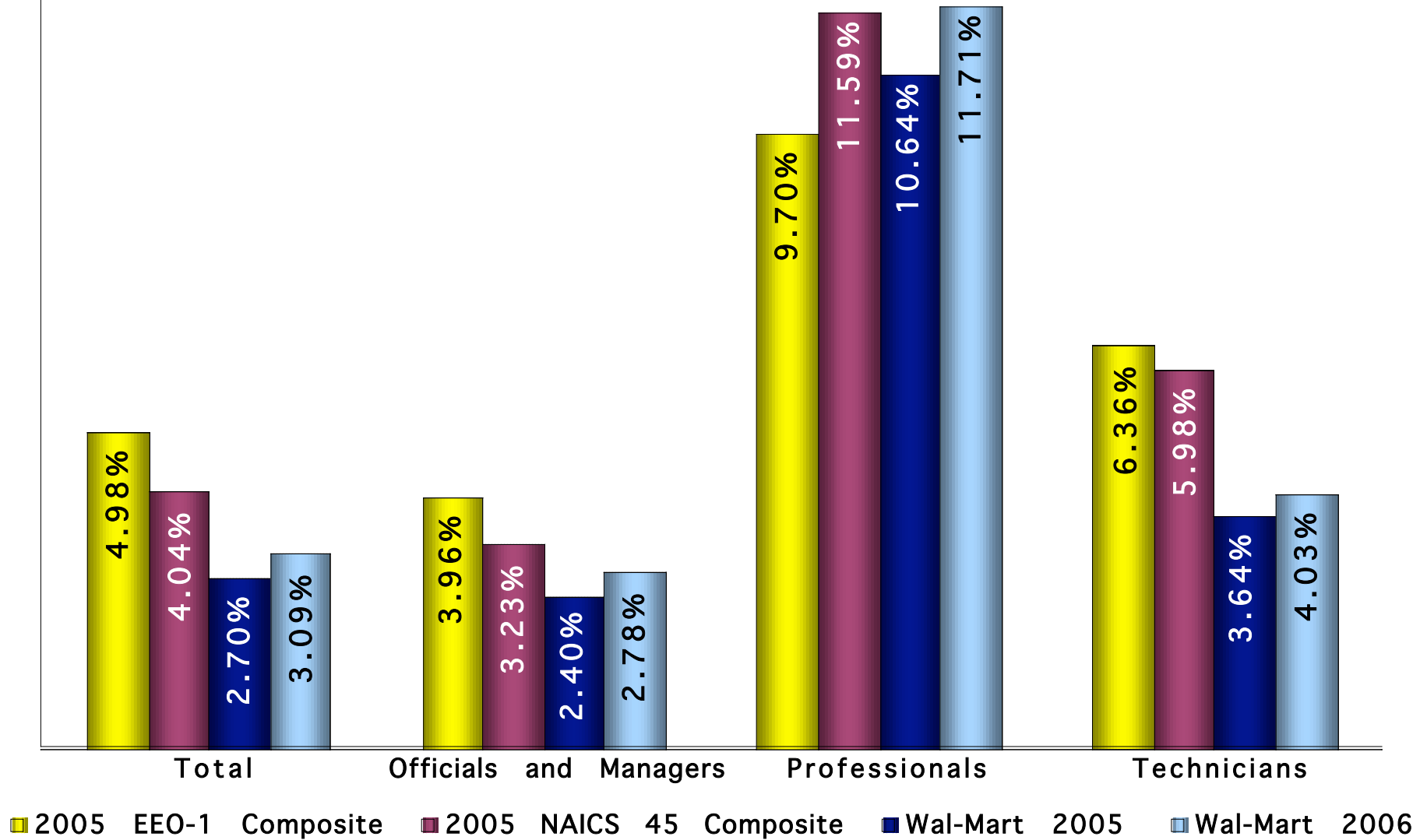


■ 2005 EEO-1 Composite   
 ■ 2005 NAICS 45 Composite   
 ■ Wal-Mart 2005   
 ■ Wal-Mart 2006

# ASIAN

## EEO-1 Comparison

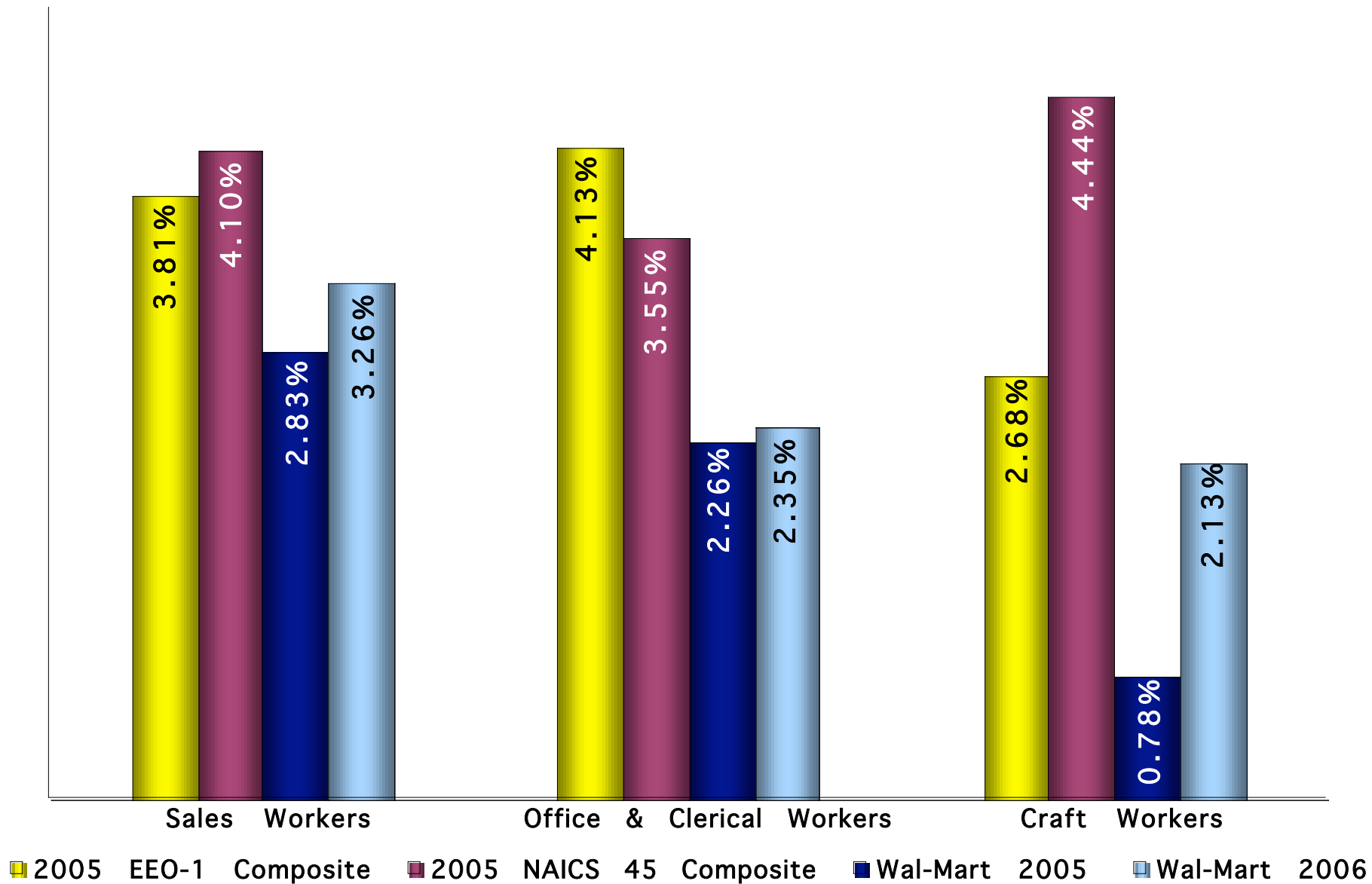
(Total, Officials and Managers, Professionals, and Technicians)



# ASIAN

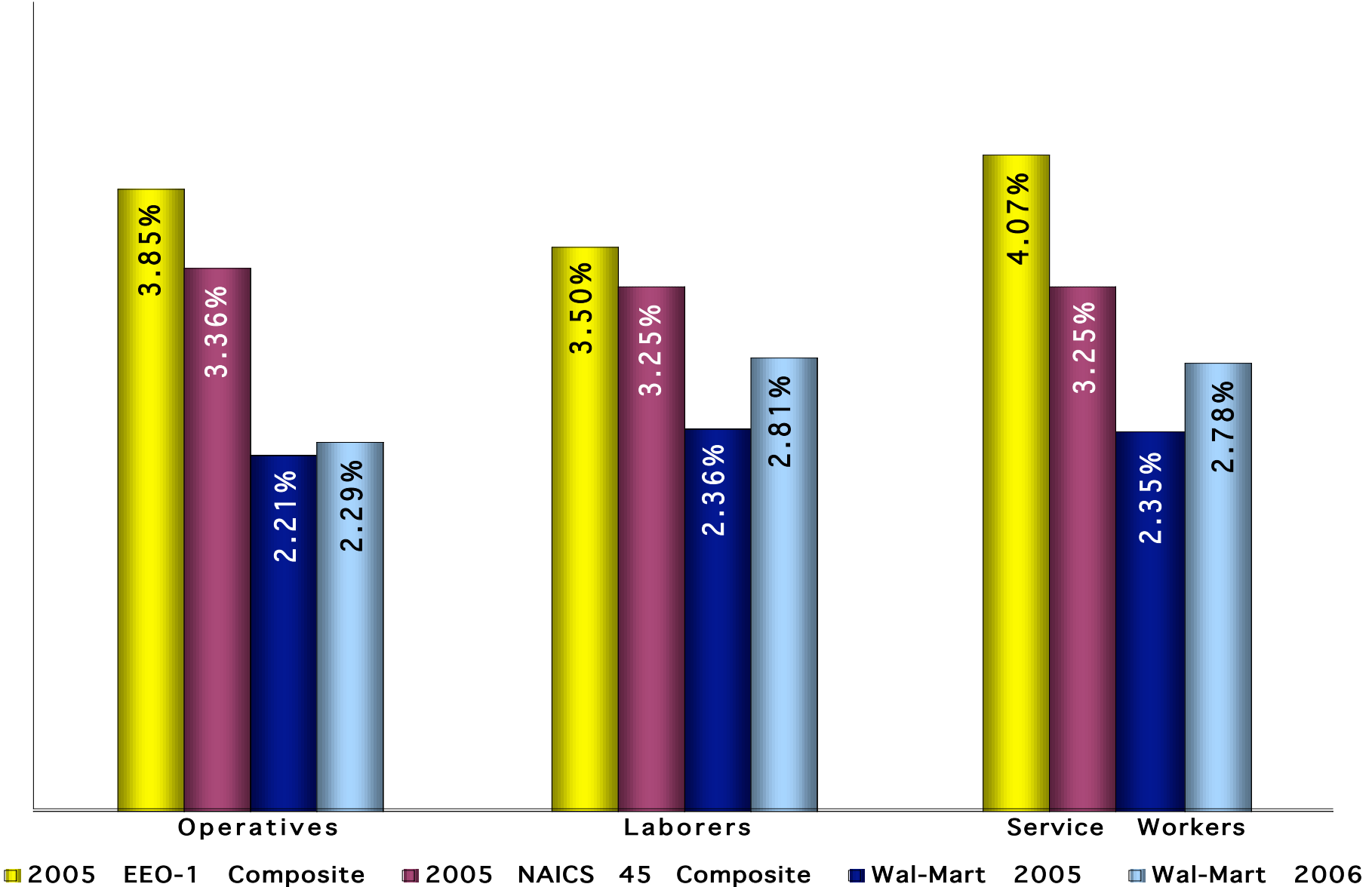
## EEO-1 Comparison

(Sales Workers, Office and Clerical Workers, and Craft Workers)



# ASIAN

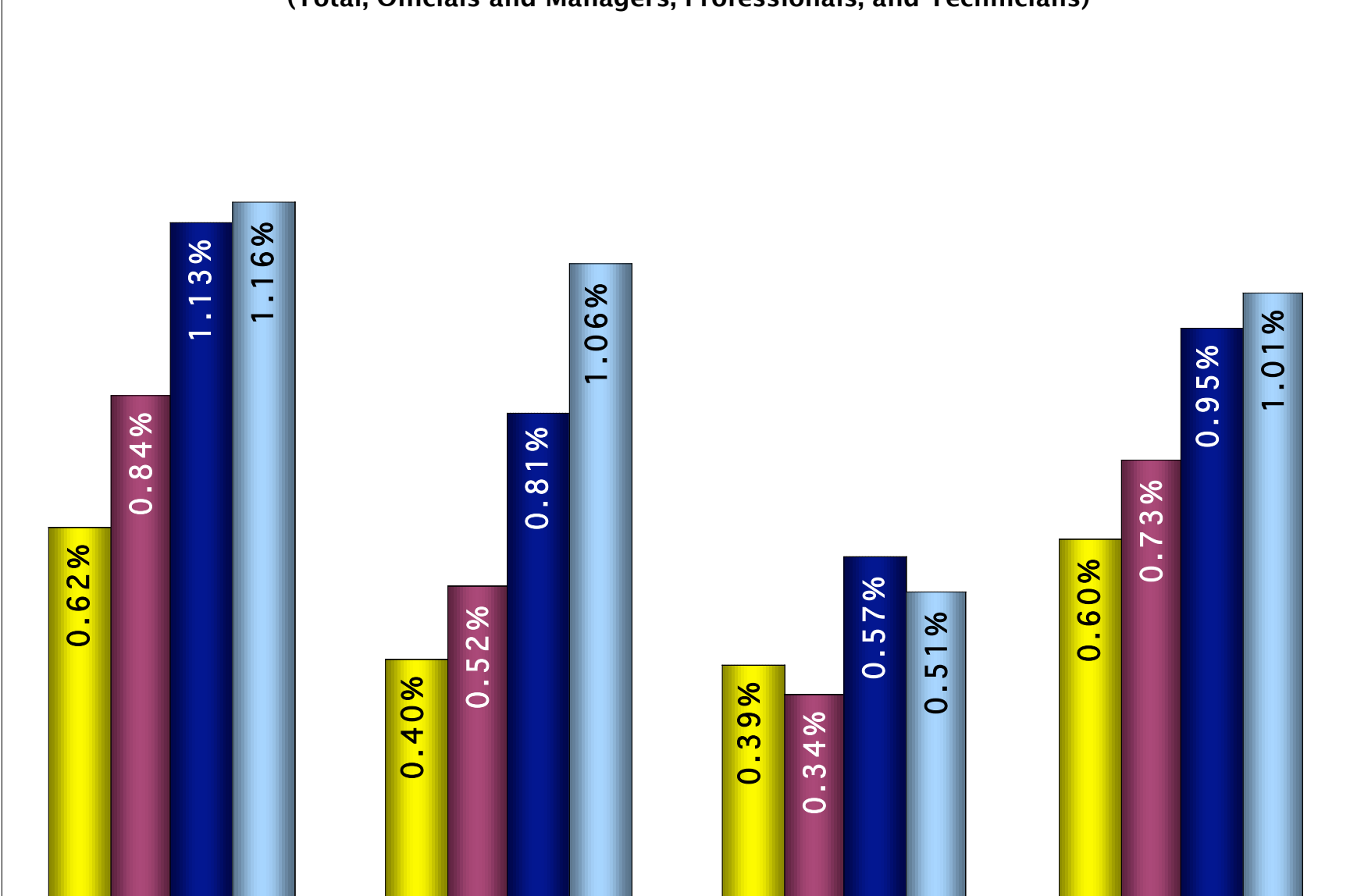
## EEO-1 Comparison (Operatives, Laborers, and Service Workers)



# NATIVE AMERICAN INDIAN

## EEO-1 Comparison

(Total, Officials and Managers, Professionals, and Technicians)

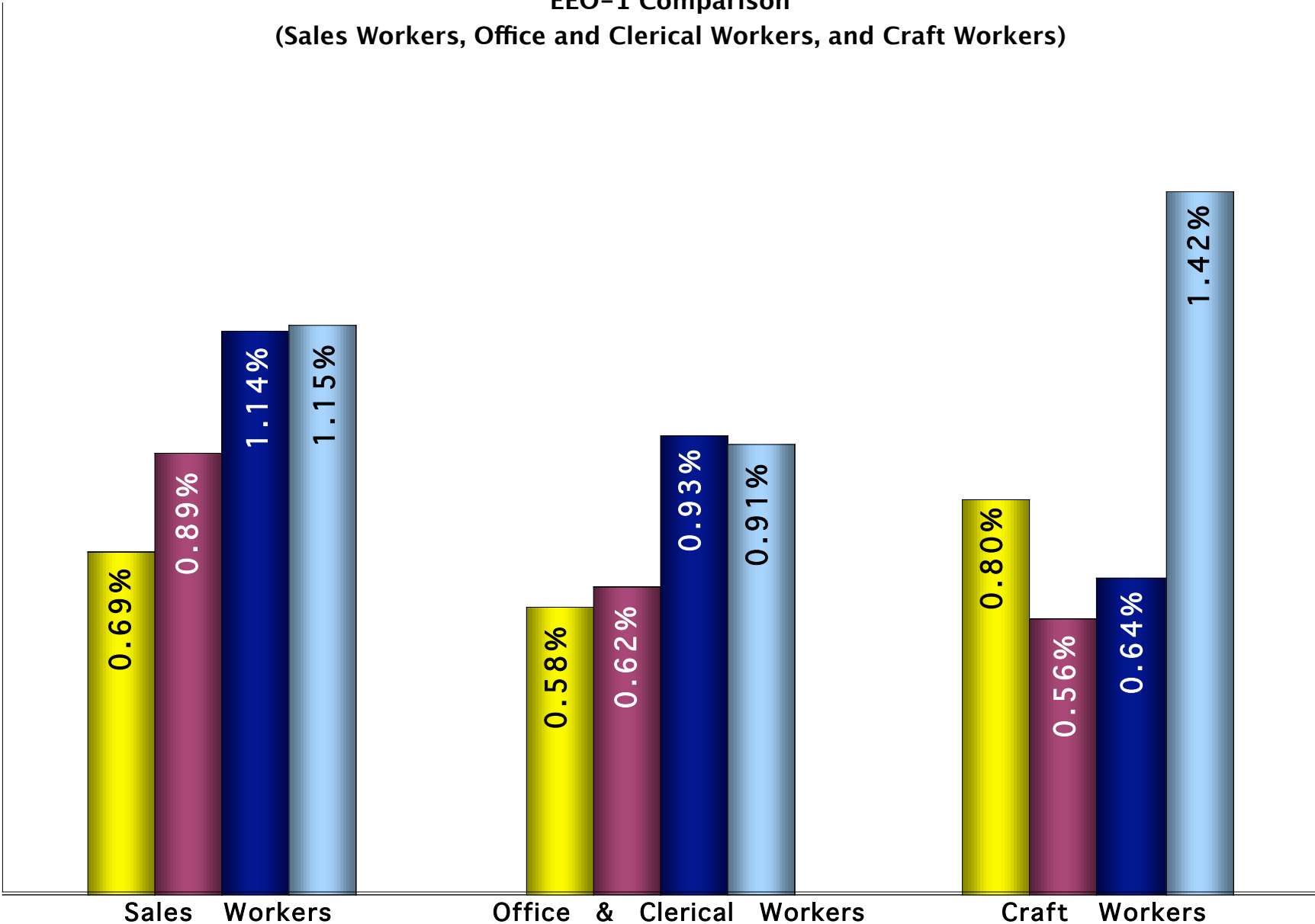


■ 2005 EEO-1 Composite ■ 2005 NAICS 45 Composite ■ Wal-Mart 2005 ■ Wal-Mart 2006

# NATIVE AMERICAN INDIAN

## EEO-1 Comparison

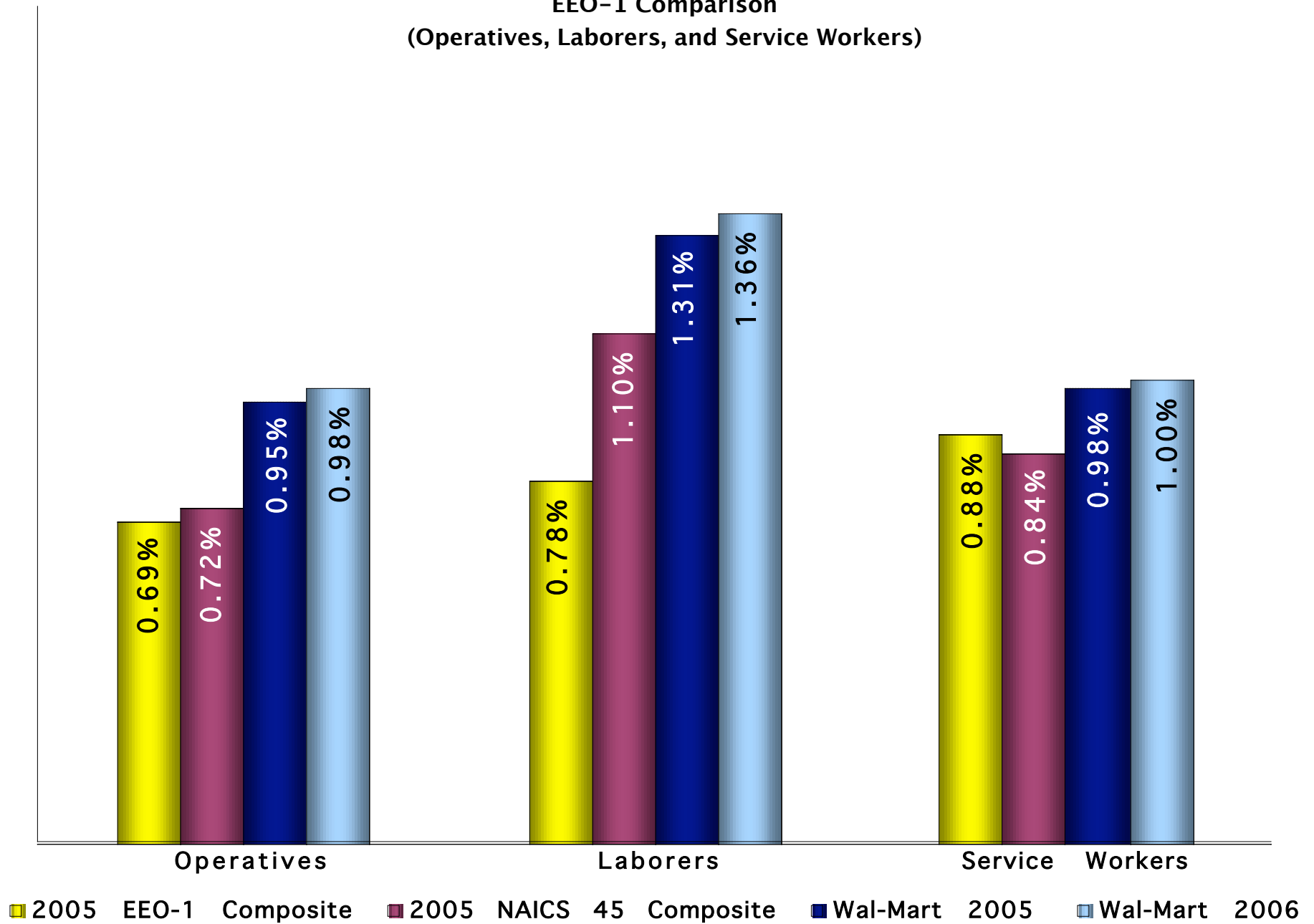
(Sales Workers, Office and Clerical Workers, and Craft Workers)



■ 2005 EEO-1 Composite  
 ■ 2005 NAICS 45 Composite  
 ■ Wal-Mart 2005  
 ■ Wal-Mart 2006

# NATIVE AMERICAN INDIAN

## EEO-1 Comparison (Operatives, Laborers, and Service Workers)



WAL-MART STORES, INC.  
Office of Diversity

2006 EEO-1 Survey															
		***** MALE *****							***** FEMALE *****						
		Total	White	AfAm	Hisp	Asian	Amlnd	Ttl Male	White	AfAm	Hisp	Asian	Amlnd	Ttl Female	Ttl Minority
<b>1. Officials and Managers</b>	Headcount	70,079	32,952	4,307	3,423	1,155	429	42,266	20,872	3,676	2,155	794	316	27,813	16,255
	% of Ttl	100.00%	47.02%	6.15%	4.88%	1.65%	0.61%	60.31%	29.78%	5.25%	3.08%	1.13%	0.45%	39.69%	23.20%
<b>2. Professionals</b>	Headcount	10,924	3,728	242	156	528	21	4,675	4,829	470	164	751	35	6,249	2,367
	% of Ttl	100.00%	34.13%	2.22%	1.43%	4.83%	0.19%	42.80%	44.21%	4.30%	1.50%	6.87%	0.32%	57.20%	21.67%
<b>3. Technicians</b>	Headcount	26,743	2,985	357	493	270	40	4,145	17,245	2,386	1,928	808	231	22,598	6,513
	% of Ttl	100.00%	11.16%	1.33%	1.84%	1.01%	0.15%	15.50%	64.48%	8.92%	7.21%	3.02%	0.86%	84.50%	24.35%
<b>4. Sales Workers</b>	Headcount	720,086	121,857	30,225	22,841	6,622	1,945	183,490	352,426	101,884	59,156	16,825	6,305	536,596	245,803
	% of Ttl	100.00%	16.92%	4.20%	3.17%	0.92%	0.27%	25.48%	48.94%	14.15%	8.22%	2.34%	0.88%	74.52%	34.14%
<b>5. Office and Clerical</b>	Headcount	59,543	7,385	1,070	989	283	104	9,831	38,827	5,186	4,148	1,114	437	49,712	13,331
	% of Ttl	100.00%	12.40%	1.80%	1.66%	0.48%	0.17%	16.51%	65.21%	8.71%	6.97%	1.87%	0.73%	83.49%	22.39%
<b>6. Craft Workers (Skilled)</b>	Headcount	25,672	16,353	3,730	2,851	507	331	23,772	1,437	224	167	39	33	1,900	7,882
	% of Ttl	100.00%	63.70%	14.53%	11.11%	1.97%	1.29%	92.60%	5.60%	0.87%	0.65%	0.15%	0.13%	7.40%	30.70%
<b>7. Operatives (Semi-skilled)</b>	Headcount	48,134	20,841	3,594	2,785	491	221	27,932	13,745	3,197	2,397	610	253	20,202	13,548
	% of Ttl	100.00%	43.30%	7.47%	5.79%	1.02%	0.46%	58.03%	28.56%	6.64%	4.98%	1.27%	0.53%	41.97%	28.15%
<b>8. Laborers</b>	Headcount	287,921	109,864	38,470	23,513	4,922	2,329	179,098	69,433	20,348	14,290	3,171	1,581	108,823	108,624
	% of Ttl	100.00%	38.16%	13.36%	8.17%	1.71%	0.81%	62.20%	24.12%	7.07%	4.96%	1.10%	0.55%	37.80%	37.73%
<b>9. Service Workers</b>	Headcount	108,459	37,355	9,871	6,564	1,661	499	55,950	35,406	8,355	6,814	1,349	585	52,509	35,698
	% of Ttl	100.00%	34.44%	9.10%	6.05%	1.53%	0.46%	51.59%	32.64%	7.70%	6.28%	1.24%	0.54%	48.41%	32.91%
<b>Total</b>	Headcount	1,357,561	353,320	91,866	63,615	16,439	5,919	531,159	554,220	145,726	91,219	25,461	9,776	826,402	450,021
	% of Ttl	100.00%	26.03%	6.77%	4.69%	1.21%	0.44%	39.13%	40.82%	10.73%	6.72%	1.88%	0.72%	60.87%	33.15%

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