

Wal-Mart Stores, Inc. EEO-1 Data

A Diverse Workforce

Wal-Mart's commitment to diversity at all levels of the organization is demonstrated by the diversity of the Company's entire workforce. 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.

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 equivalent on-the-job training.

Sales: Occupations engaging wholly or primarily in direct selling.

Office and Clerical: Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual, though some manual work not directly involved with altering or transporting the products is included.

Craft Workers (skilled): Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Workers exercise considerable independent judgment and usually receive an extensive period of training.

Operatives (semiskilled): Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training.

Laborers (unskilled): Workers in manual occupations that generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment.

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

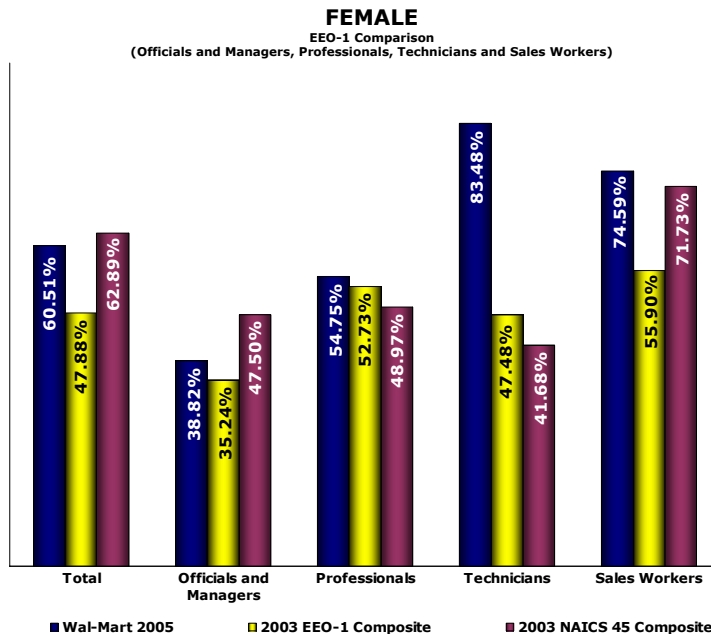
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The North American Industry Classification System (NAICS) is a taxonomy used by the U.S. Census Bureau and other Federal agencies to classify 20 broad industry sectors of the economy. NAICS code 45 includes the following sub-sectors:

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

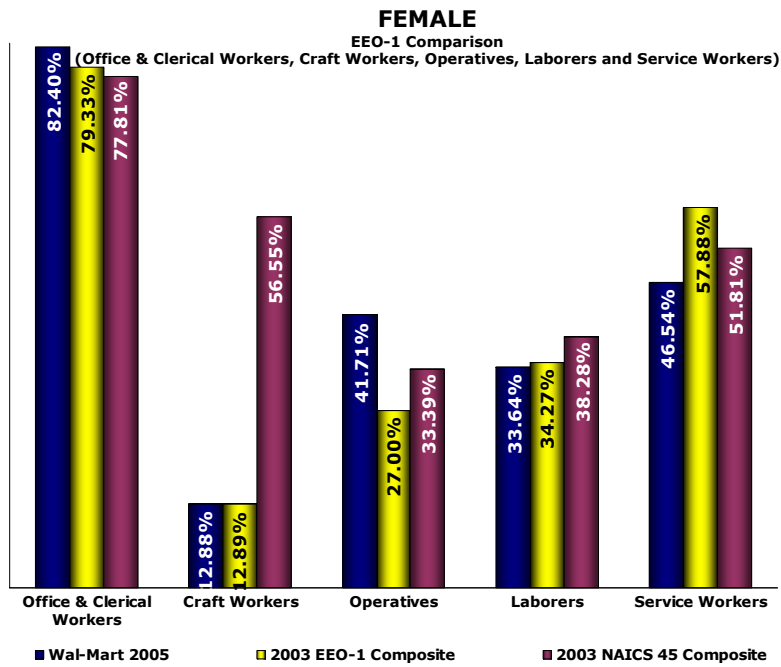
The charts below compare Wal-Mart's workforce to nationwide EEO-1 figures and to a composite of the retail trade sector. (The retail trade sector comprises establishments engaged in retailing merchandise and rendering services incidental to the sale of merchandise). Although these are not exact comparisons (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.

The following charts show the representation of female Associates in each of the EEO-1 job categories. Wal-Mart exceeds the nationwide percentage for women in the Officials and Managers category, and exceeds both the nationwide and retail sector composite percentages for female Professionals.



Information is taken from the EEOC Report, Job Patterns for Minorities and Women in Private Industry, National Aggregate, 2003. 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-Mart's 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.

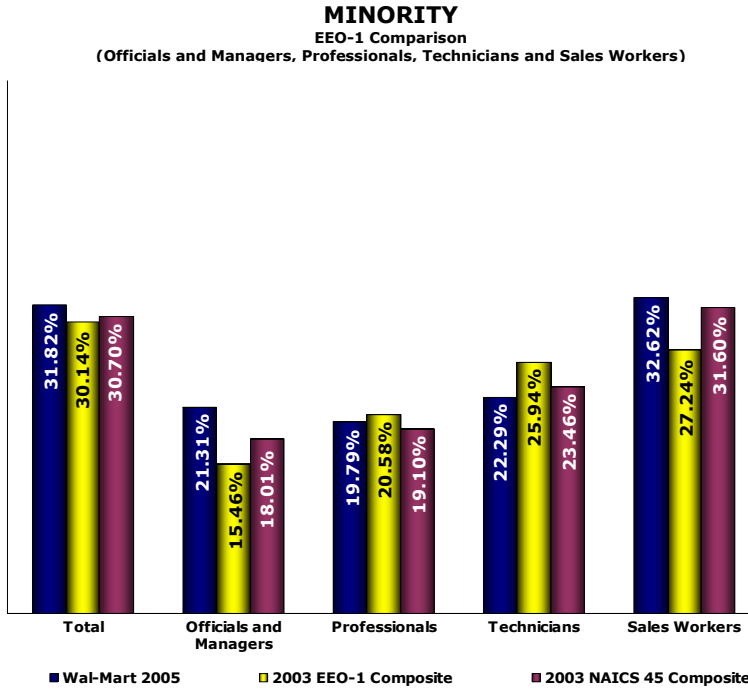
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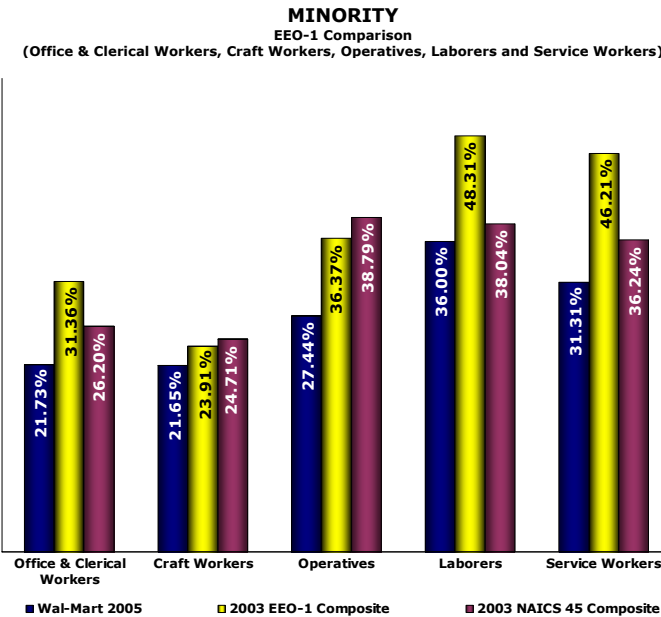
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The following charts show the total percentage of minority Associates in each of the nine EEO-1 job categories:



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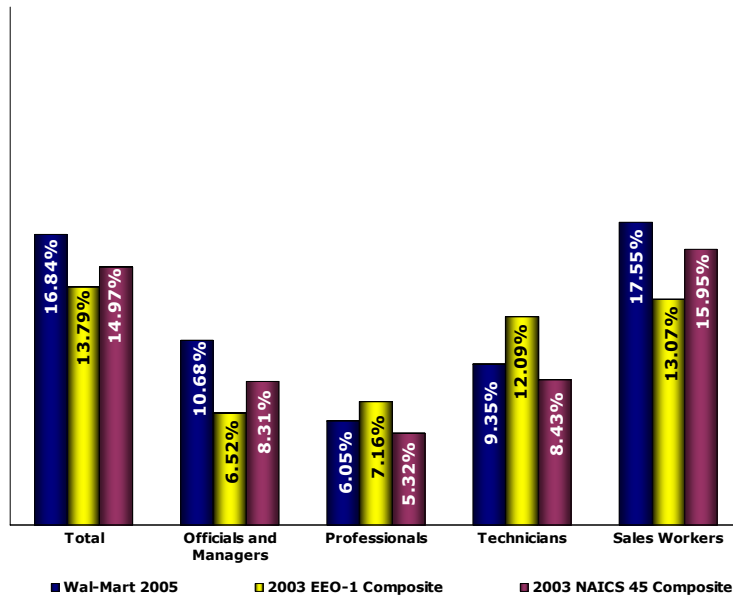


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Wal-Mart Stores, Inc. EEO-1 Data

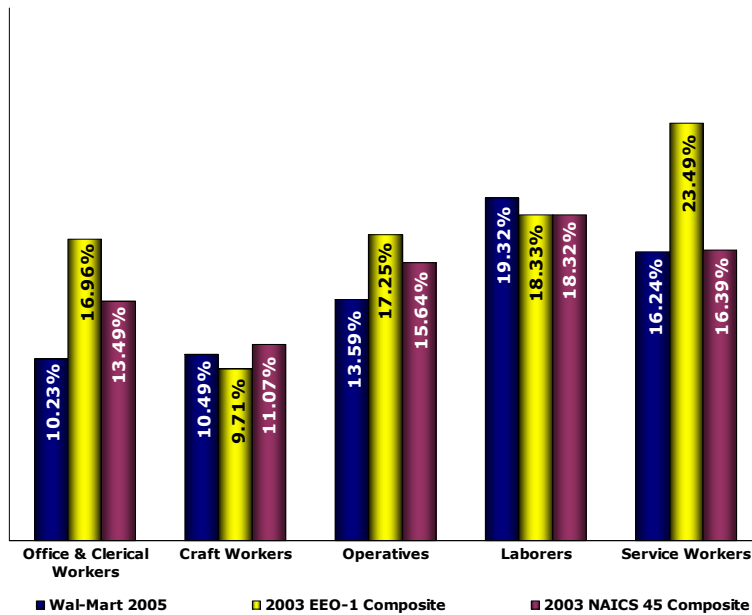
The next series of charts separate the total minority numbers into separate race/ethnic categories.

AFRICAN AMERICAN
EEO-1 Comparison
(Officials and Managers, Professionals, Technicians and Sales Workers)



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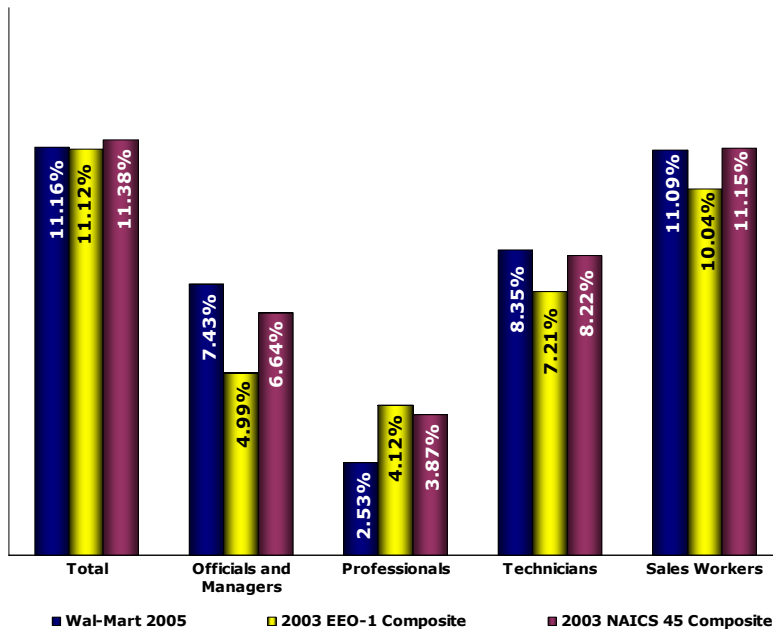
AFRICAN AMERICAN
EEO-1 Comparison
(Office & Clerical Workers, Craft Workers, Operatives, Laborers and Service Workers)



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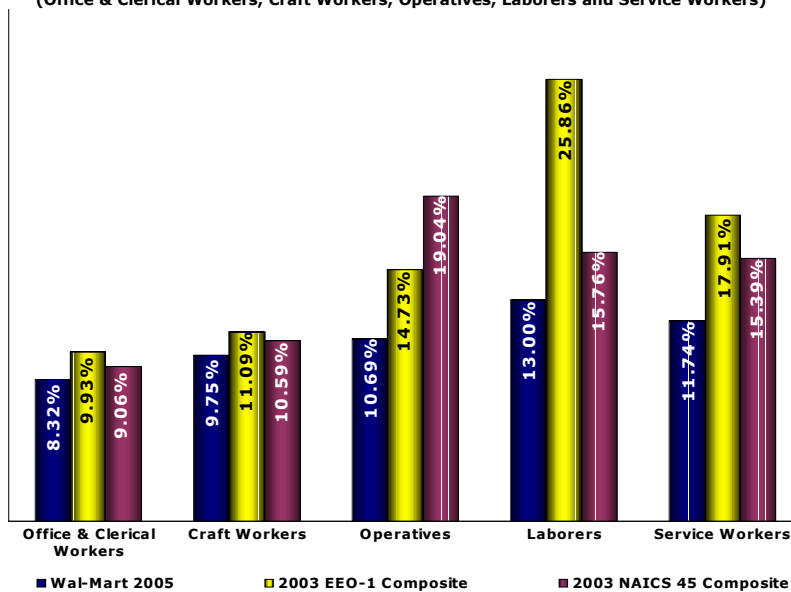
Wal-Mart Stores, Inc. EEO-1 Data

HISPANIC EEO-1 Comparison (Officials and Managers, Professionals, Technicians and Sales Workers)



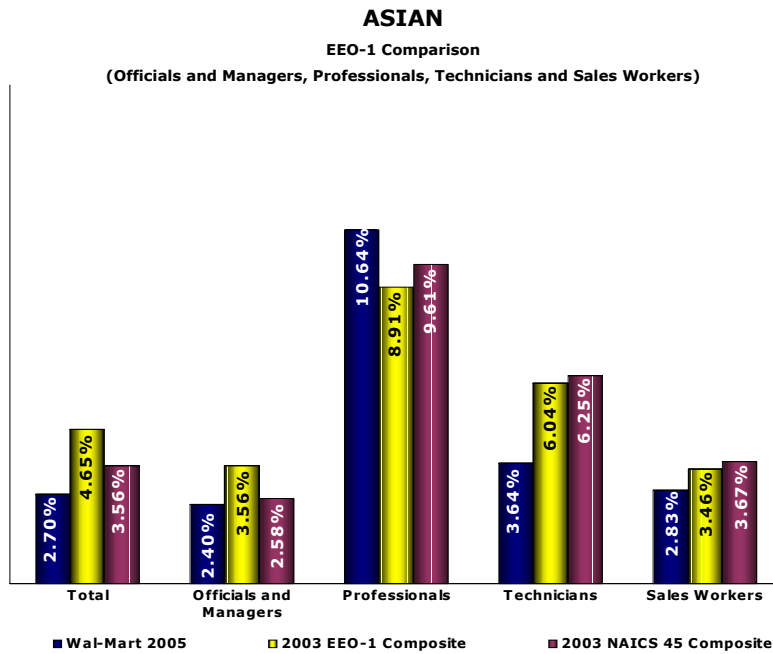
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HISPANIC EEO-1 Comparison (Office & Clerical Workers, Craft Workers, Operatives, Laborers and Service Workers)

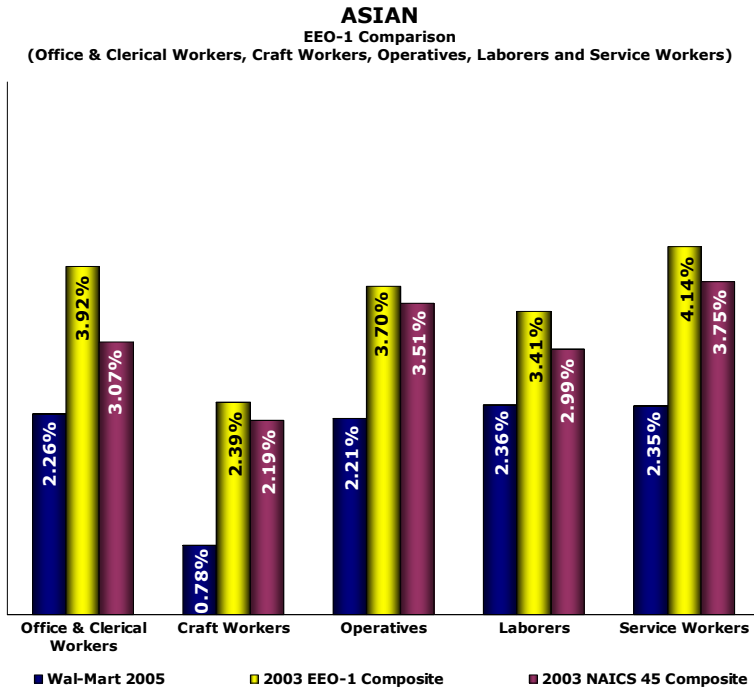


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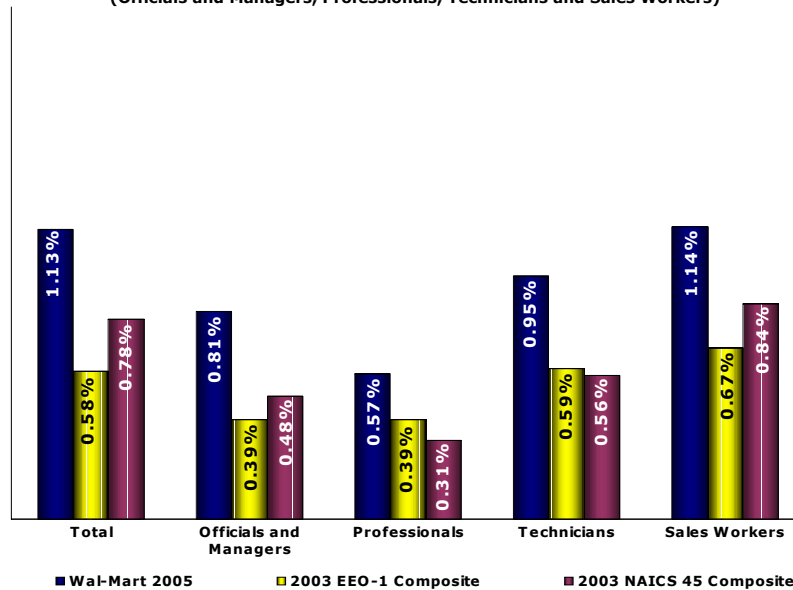
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Wal-Mart Stores, Inc. EEO-1 Data

NATIVE AMERICAN

EEO-1 Comparison

(Officials and Managers, Professionals, Technicians and Sales Workers)

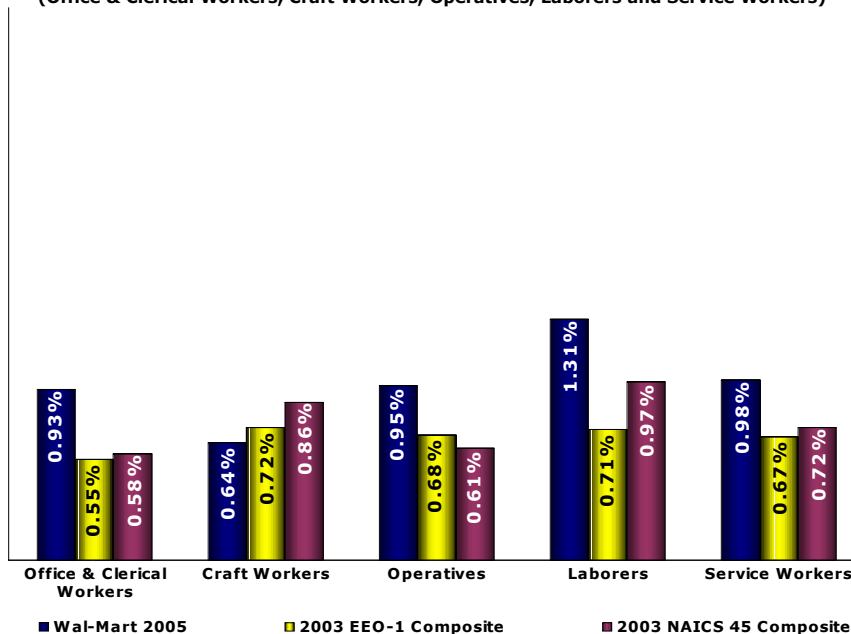


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NATIVE AMERICAN

EEO-1 Comparison

(Office & Clerical Workers, Craft Workers, Operatives, Laborers and Service Workers)



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Wal-Mart Stores, Inc. EEO-1 Data

Appendix – 1 2005 EEO 1 Survey Results

WAL-MART STORES, INC.
Office of Diversity

2005 EEO1 Survey Results		MALE										FEMALE										All	
		Total	African American	Hispanic	Asian	Native American	Male	White	African American	Hispanic	Asian	Native American	Female	Hispanic	Asian	Native American	Ttl	Minority Assocs					
2005 EEOC Report																							
1. Officials and Managers	Headcount	61,503	3,809	2,868	885	264	37,830	18,390	2,960	1,702	589	232	23,879	13,109									
	% of Ttl	100.00%	6.2%	4.7%	1.4%	0.4%	61.1%	29.9%	4.8%	2.7%	0.9%	0.3%	38.8%	21.3%									
2. Professionals	Headcount	10,895	237	142	505	31	4,930	4,724	422	134	654	31	5,965	2,156									
	% of Ttl	100.00%	2.2%	1.3%	4.6%	0.2%	45.2%	43.3%	3.8%	1.2%	6.0%	0.2%	54.7%	19.7%									
3. Technicians	Headcount	25,672	3,157	443	251	39	4,240	16,792	2,051	1,700	664	205	21,432	5,723									
	% of Ttl	100.00%	12.2%	1.7%	0.9%	0.1%	16.3%	65.4%	7.9%	6.8%	2.6%	0.8%	83.4%	22.2%									
4. Sales Workers	Headcount	728,237	29,351	22,428	5,863	2,002	185,068	365,391	68,489	58,330	14,674	6,267	543,171	237,524									
	% of Ttl	100.00%	4.1%	3.1%	0.8%	0.2%	25.4%	50.1%	9.4%	8.0%	2.0%	0.8%	74.9%	32.6%									
5. Office and Clerical	Headcount	58,586	1,029	894	261	92	10,313	37,818	4,962	3,978	1,063	455	48,278	12,794									
	% of Ttl	100.00%	1.7%	1.5%	0.4%	0.1%	17.6%	64.5%	8.4%	6.7%	1.8%	0.7%	82.4%	21.7%									
6. Craft Workers (Skilled)	Headcount	2,965	264	269	18	16	2,583	307	47	20	5	3	362	642									
	% of Ttl	100.00%	8.9%	9.1%	0.6%	0.5%	87.1%	10.3%	1.5%	0.6%	0.1%	0.1%	12.8%	21.6%									
7. Operatives (Semi-skilled)	Headcount	40,024	17,368	2,378	442	188	23,328	11,673	2,484	1,904	442	193	16,896	10,963									
	% of Ttl	100.00%	43.3%	5.9%	1.1%	0.4%	58.2%	29.1%	6.2%	4.7%	1.1%	0.4%	41.7%	27.4%									
8. Laborers	Headcount	308,181	41,809	27,195	4,792	2,641	204,511	69,161	17,738	12,870	2,491	1,410	103,670	110,946									
	% of Ttl	100.00%	41.9%	27.1%	1.5%	0.8%	68.3%	22.4%	5.7%	4.1%	0.8%	0.4%	33.6%	36.0%									
9. Service Workers	Headcount	110,644	10,184	6,987	1,517	544	59,253	36,094	7,822	6,047	1,091	537	51,591	34,709									
	% of Ttl	100.00%	9.1%	6.3%	1.3%	0.4%	53.4%	32.5%	7.0%	5.4%	0.9%	0.4%	46.5%	31.3%									
Total	Headcount	1,346,910	69,787	63,562	14,634	5,817	531,854	560,350	136,975	86,665	21,693	9,363	815,056	428,528									
	% of Ttl	100.00%	5.1%	4.7%	1.1%	0.4%	39.4%	41.5%	10.1%	6.4%	1.6%	0.7%	60.5%	31.8%									

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

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Appendix - I 2005 EEO 1 Survey Results

WAL-MART STORES, INC.
Office of Diversity

Wal-Mart Total Company 2005												
	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Minority			
2005 EEO1 Survey Results												
1. Officials and Managers	61,503	37,650	23,873	48,394	6,569	4,570	1,474	496	13,109			
% Ttl		61.18%	38.82%	78.69%	10.68%	7.43%	2.40%	0.81%	21.31%			
2. Professionals	10,895	4,930	5,965	8,739	659	276	1,159	62	2,156			
% Ttl		45.25%	54.75%	80.21%	6.05%	2.53%	10.64%	0.57%	19.79%			
3. Technicians	25,672	4,240	21,432	19,949	2,401	2,143	935	244	5,723			
% Ttl		16.52%	83.48%	77.71%	9.35%	8.35%	3.64%	0.95%	22.29%			
4. Sales Workers	728,237	165,066	543,171	490,713	127,840	80,758	20,637	8,289	237,524			
% Ttl		25.41%	74.59%	67.36%	17.55%	11.09%	2.83%	1.14%	32.62%			
5. Office & Clerical Workers	56,589	10,313	46,276	45,855	5,991	4,872	1,324	547	12,734			
% Ttl		17.60%	82.40%	78.27%	10.23%	8.32%	2.26%	0.93%	21.73%			
6. Craft Workers	2,965	2,583	382	2,323	311	289	23	19	642			
% Ttl		87.12%	12.88%	78.35%	10.49%	9.75%	0.78%	0.64%	21.65%			
7. Operatives	40,024	23,328	16,696	29,041	5,438	4,280	884	381	10,983			
% Ttl		58.29%	41.71%	72.56%	13.59%	10.69%	2.21%	0.95%	27.44%			
8. Laborers	308,181	204,511	103,670	197,235	59,547	40,065	7,283	4,051	110,946			
% Ttl		66.36%	33.64%	64.00%	19.32%	13.00%	2.36%	1.31%	36.00%			
9. Service Workers	110,844	59,253	51,591	76,135	18,006	13,014	2,608	1,081	34,709			
% Ttl		53.46%	46.54%	68.69%	16.24%	11.74%	2.35%	0.98%	31.31%			
All Associates	1,346,910	531,854	815,056	918,364	226,762	150,267	36,327	15,170	428,526			
% Ttl		39.49%	60.51%	68.18%	16.84%	11.16%	2.70%	1.13%	31.82%			