

# EEO-1 Data

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

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

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**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

2008 and 2007 Wal-Mart Stores, Inc., U.S.

Vs.

\* 2006 EEO-1 All Industries

And

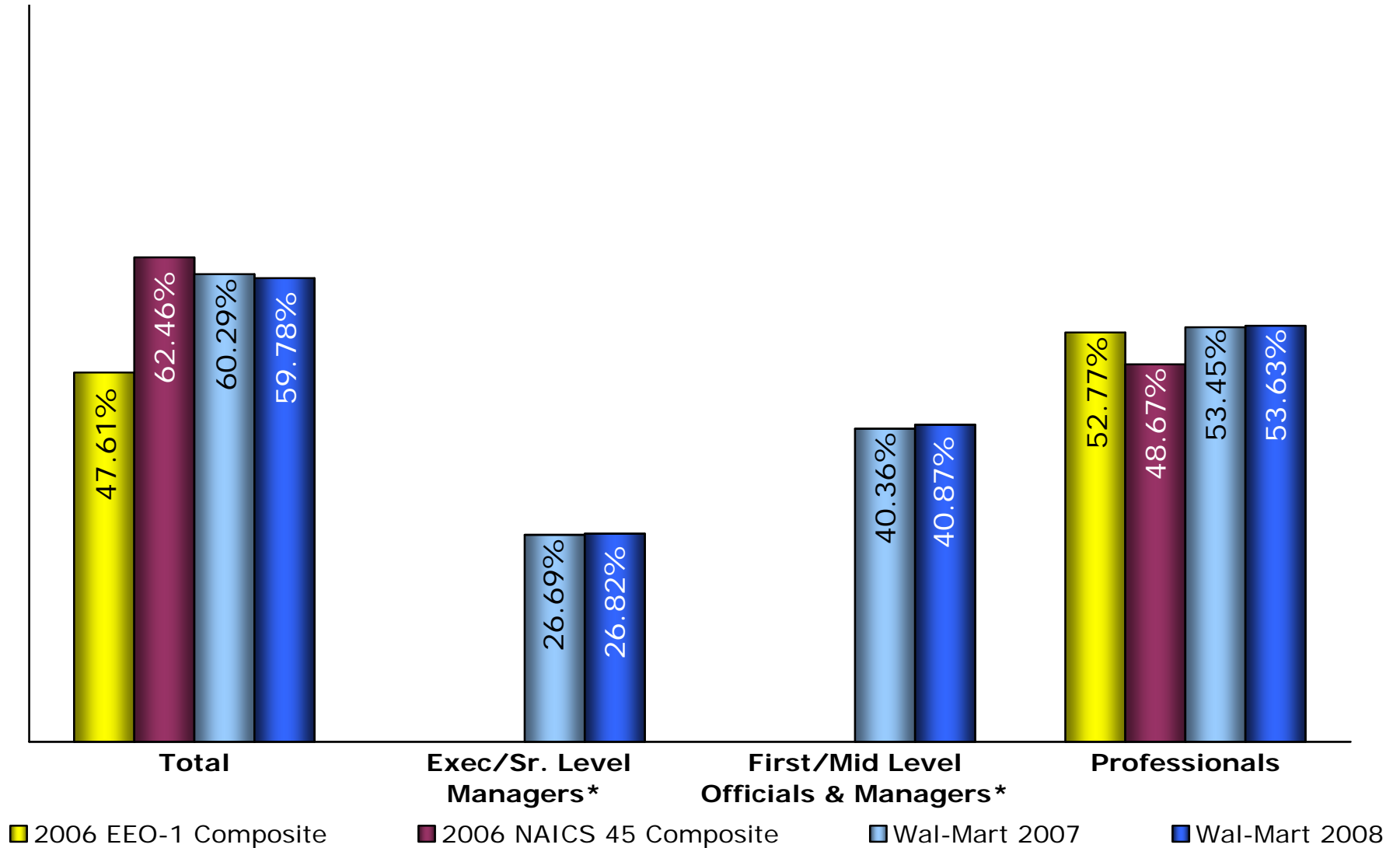
\* 2006 NAICS 45 Retail Industry

\*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, 2006. 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.

# FEMALE

## EEO-1 Comparison

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

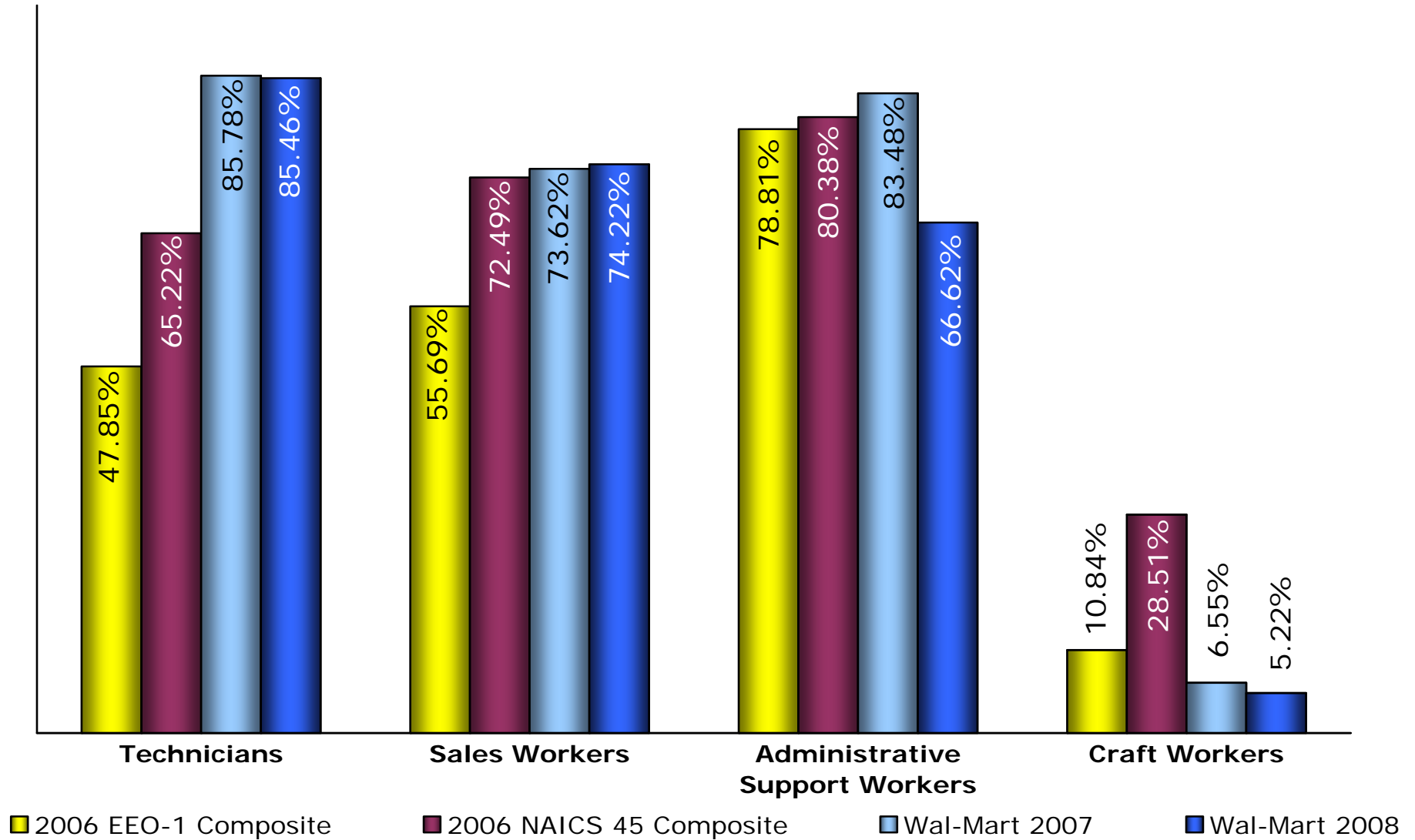


\* Comparisons for Exec/Sr. Level Managers and First/Mid Level Officials and Managers categories will be provided when the EEO-1 and NAICS 45 Composite data is released by the EEOC.

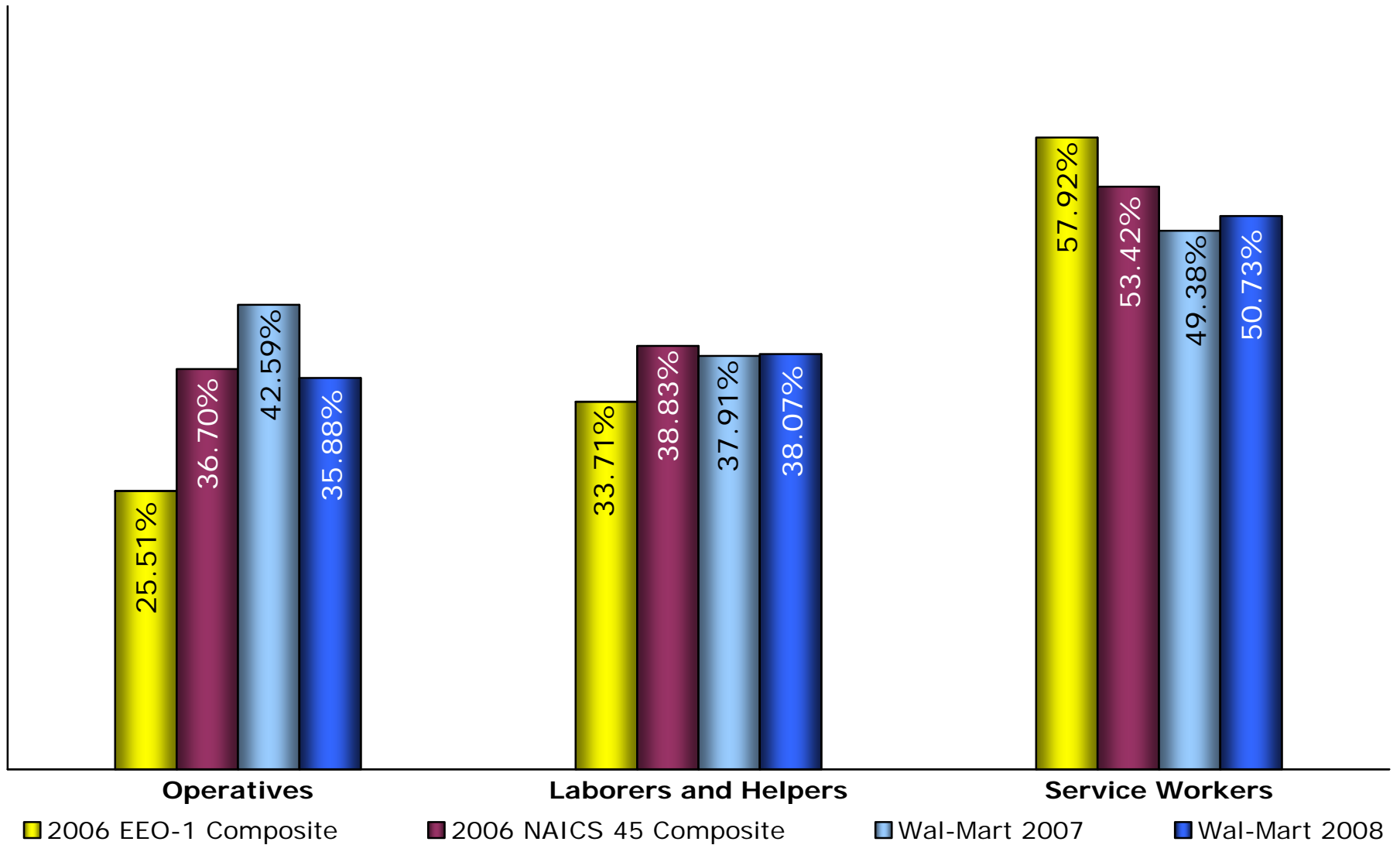
# FEMALE

## EEO-1 Comparison

(Technicians, Sales Workers, Administrative Support Workers, and Craft Workers)



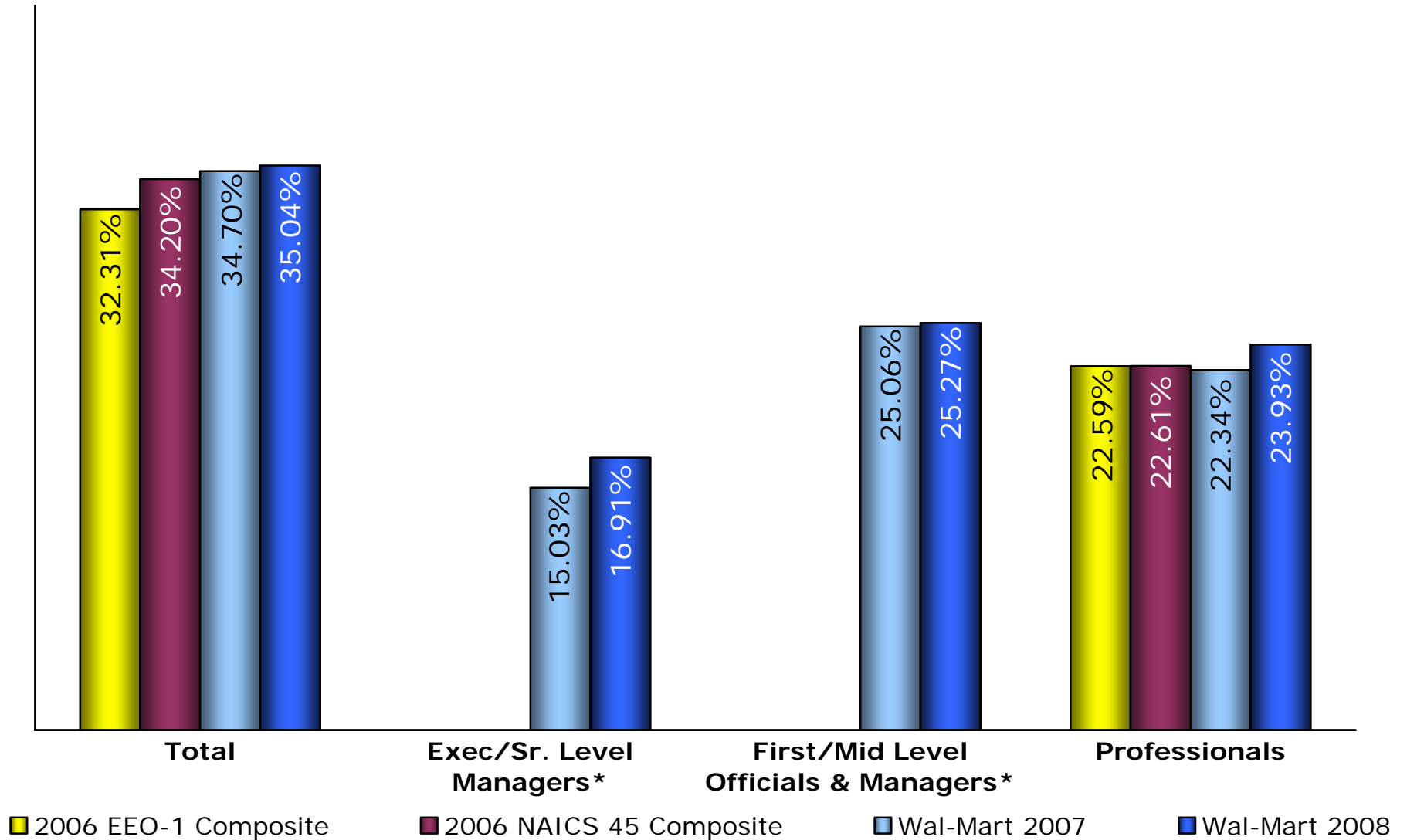
**FEMALE**  
**EEO-1 Comparison**  
**(Operatives, Laborers and Helpers, and Service Workers)**



# MINORITY

## EEO-1 Comparison

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

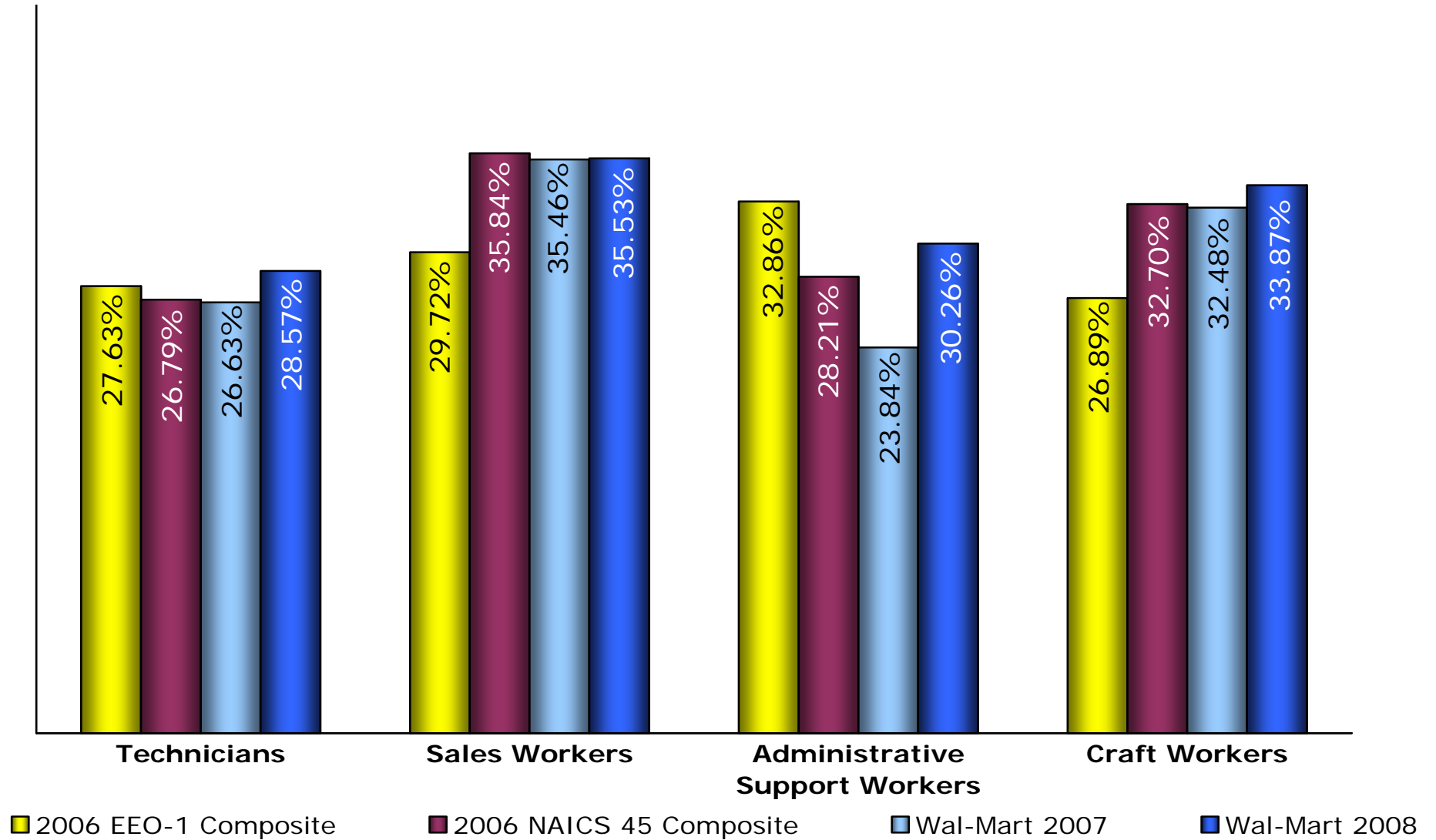


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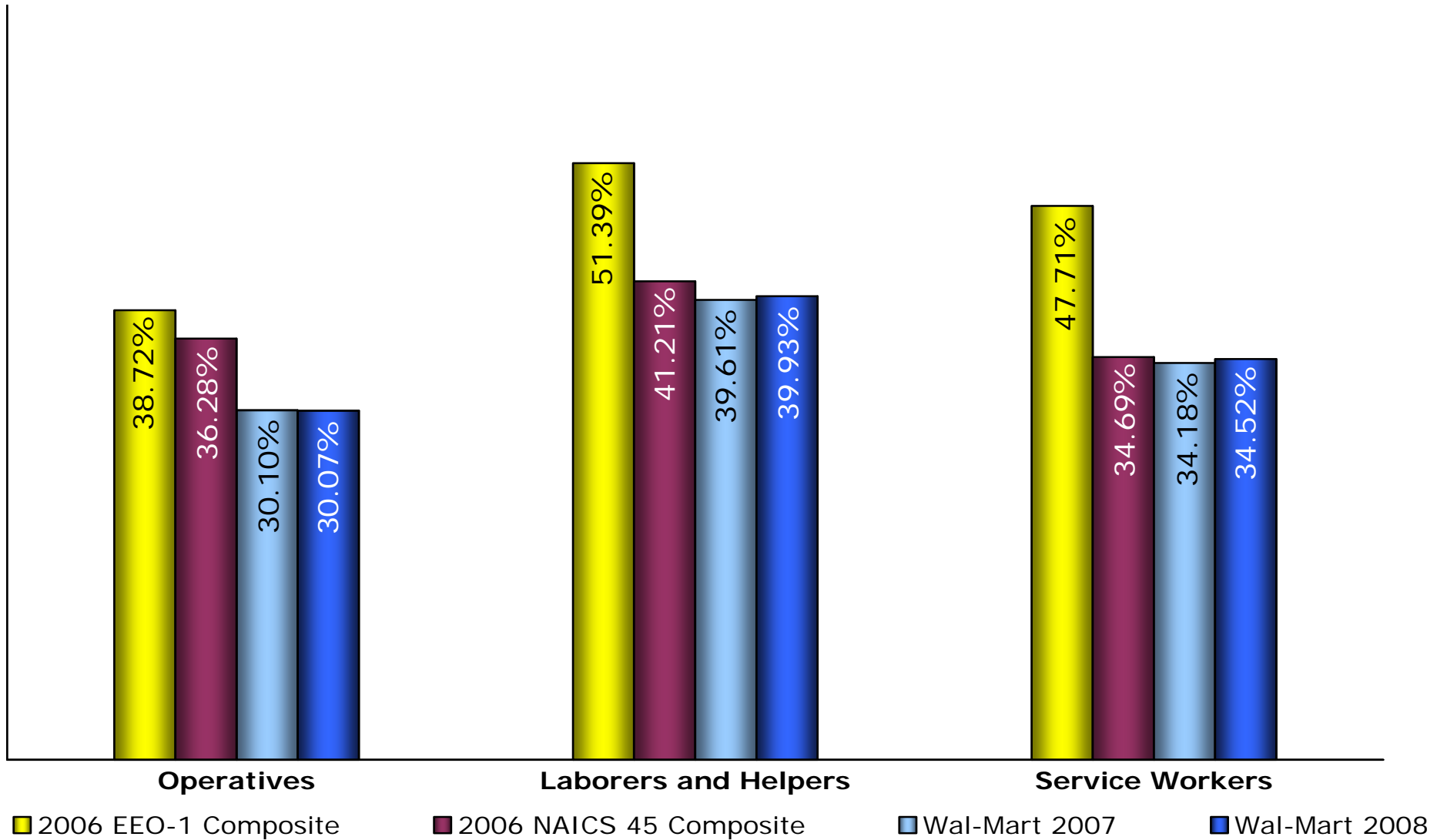
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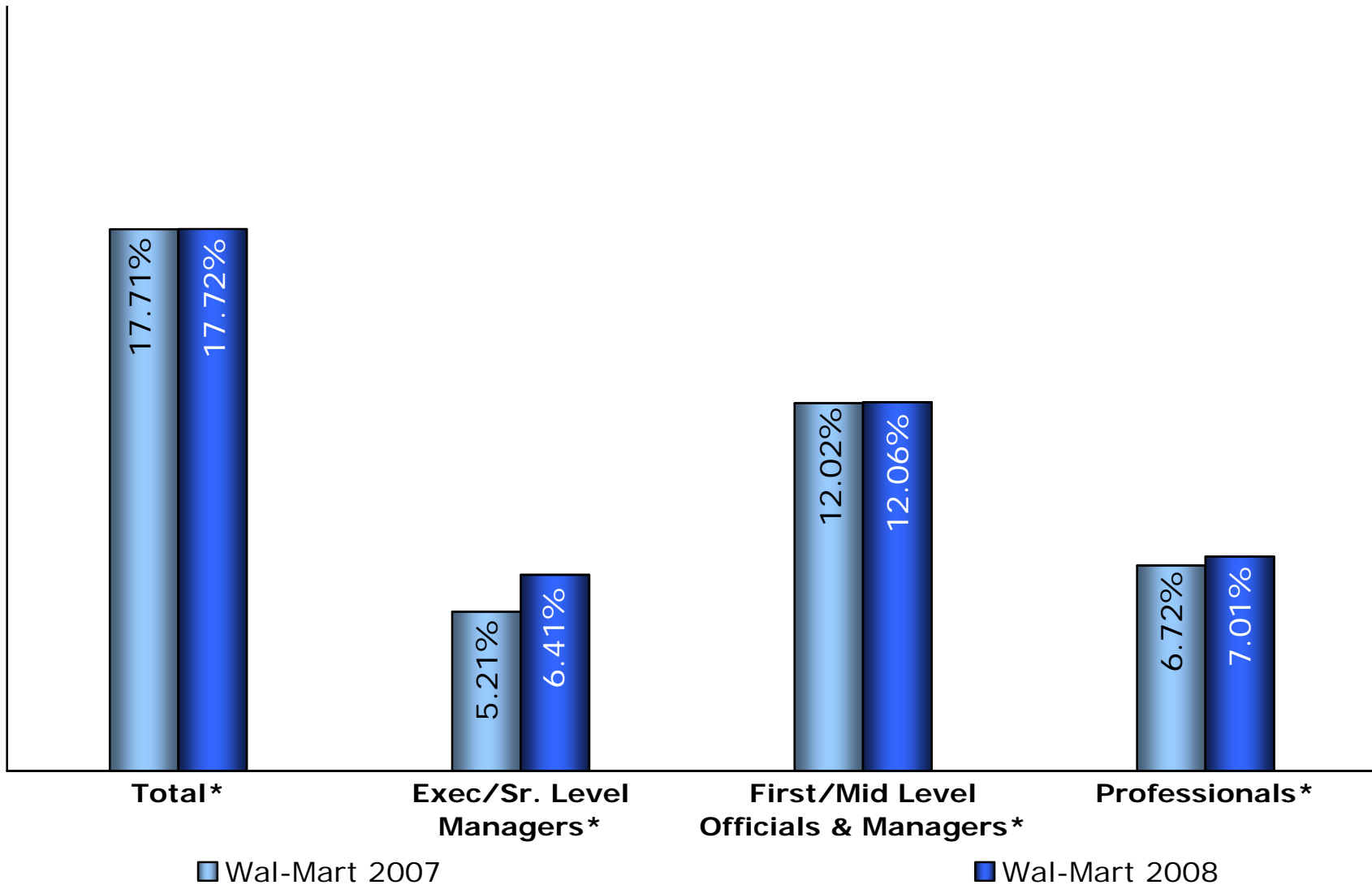
(Operatives, Laborers and Helpers, and Service Workers)



# BLACK OR AFRICAN AMERICAN

## EEO-1 Comparison

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

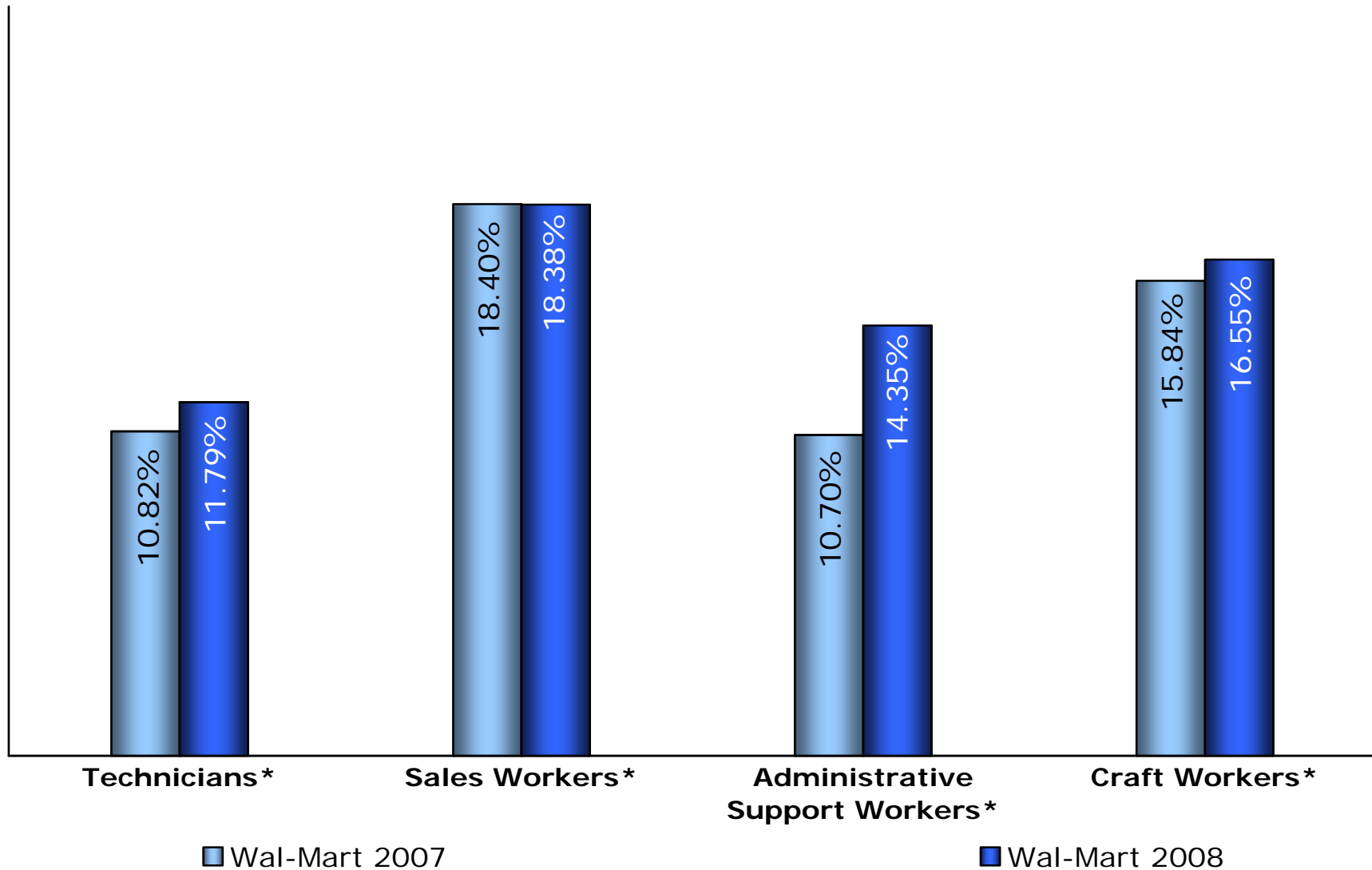


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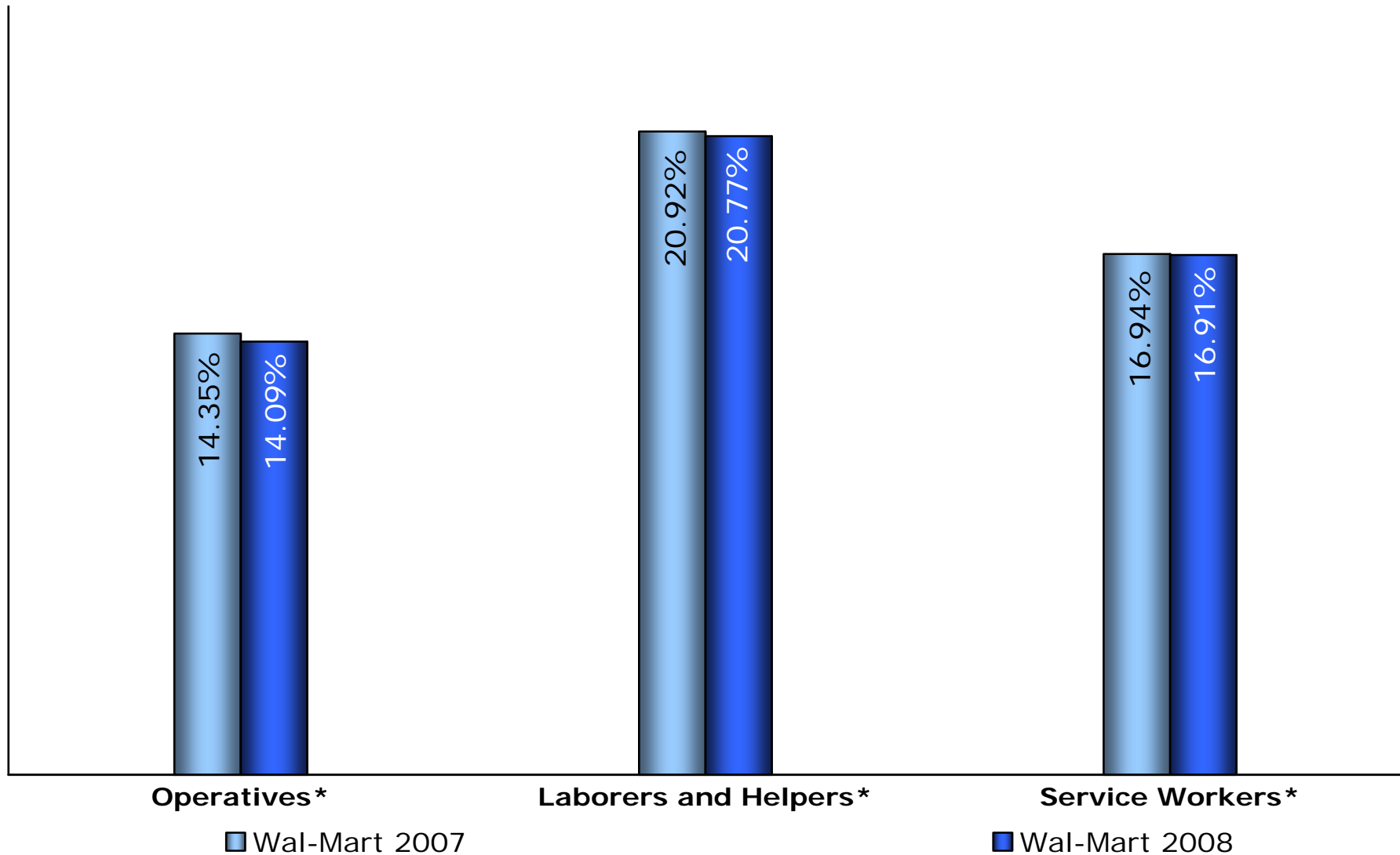


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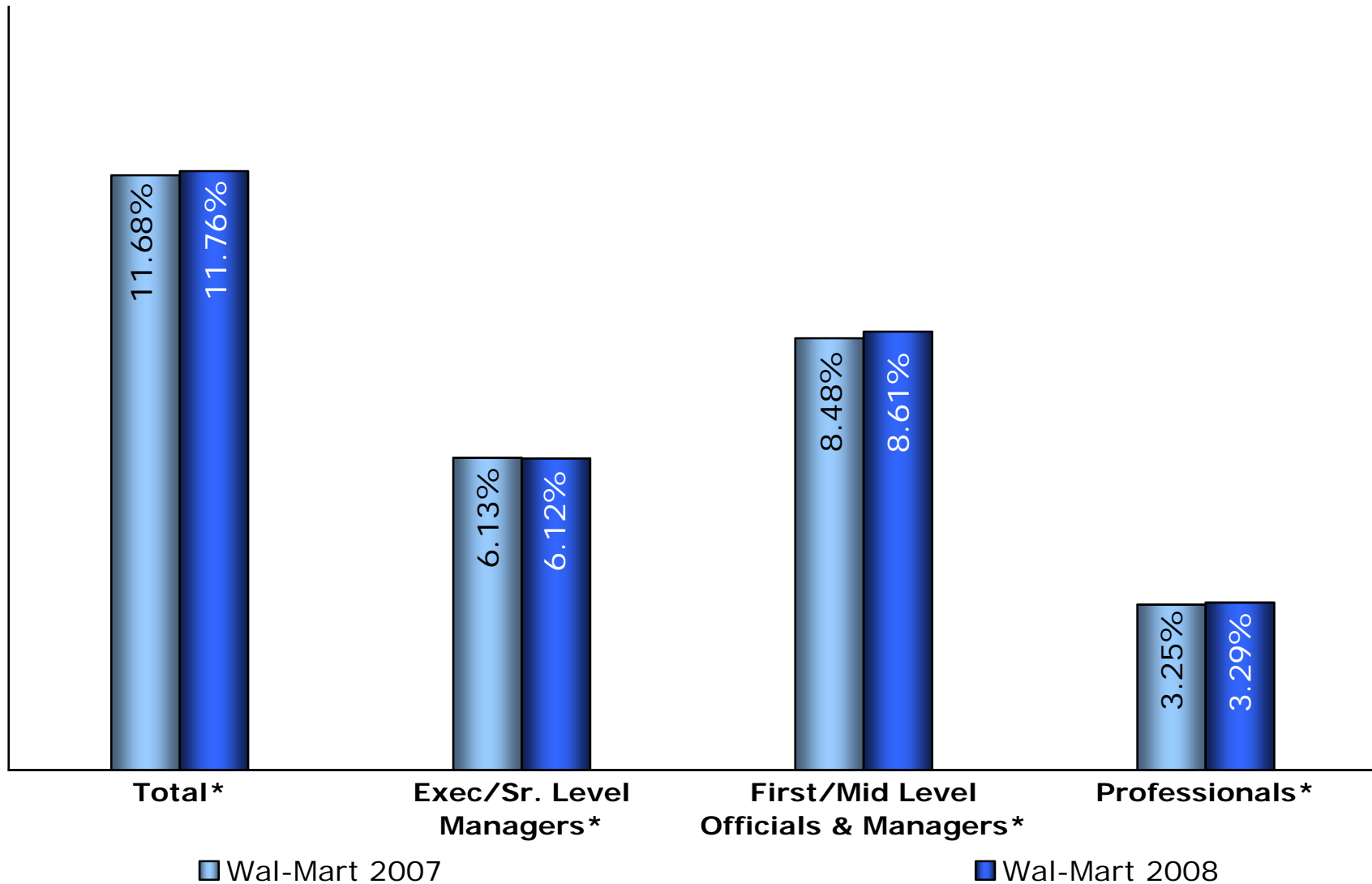


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# HISPANIC OR LATINO

## EEO-1 Comparison

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

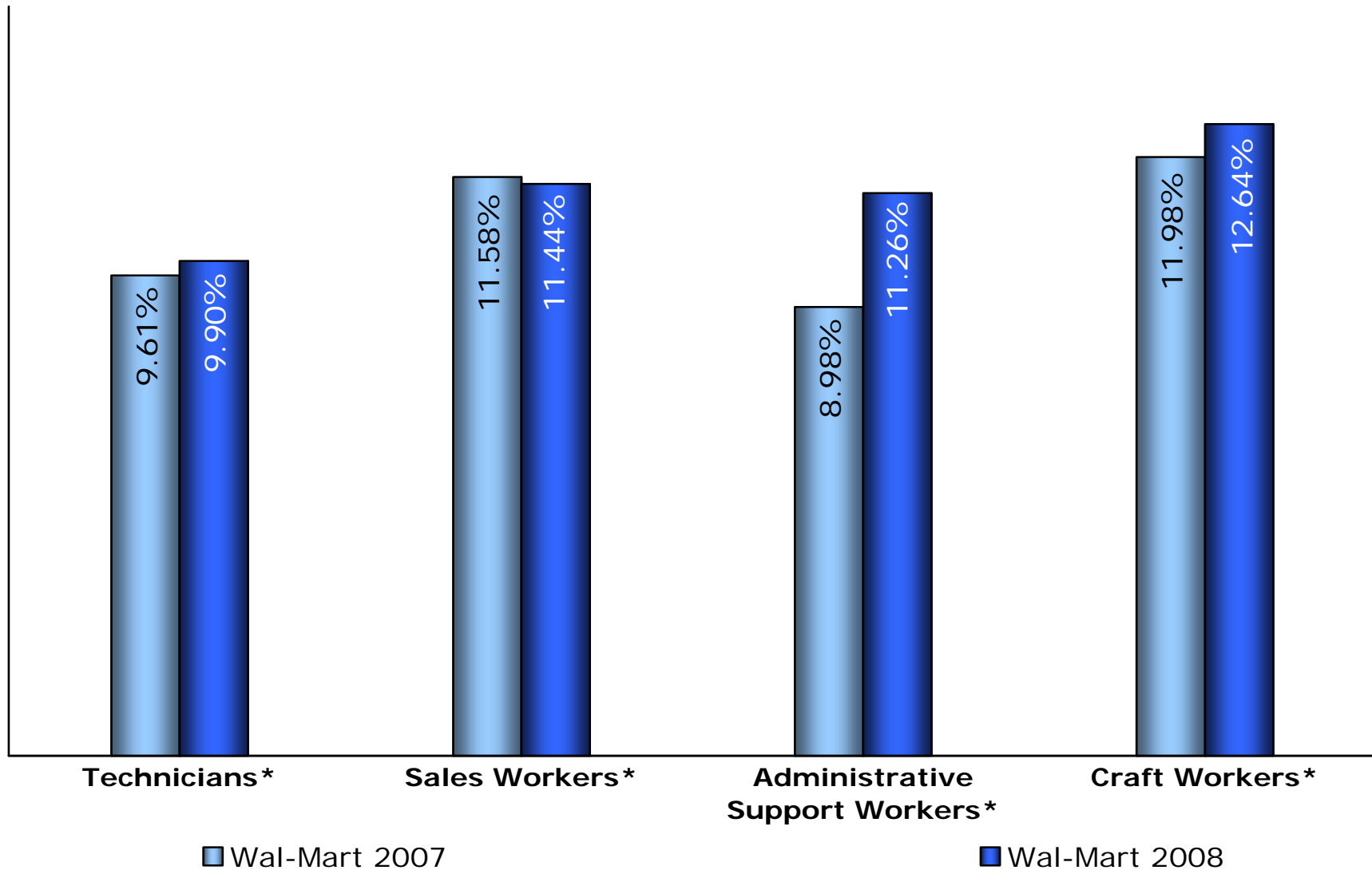


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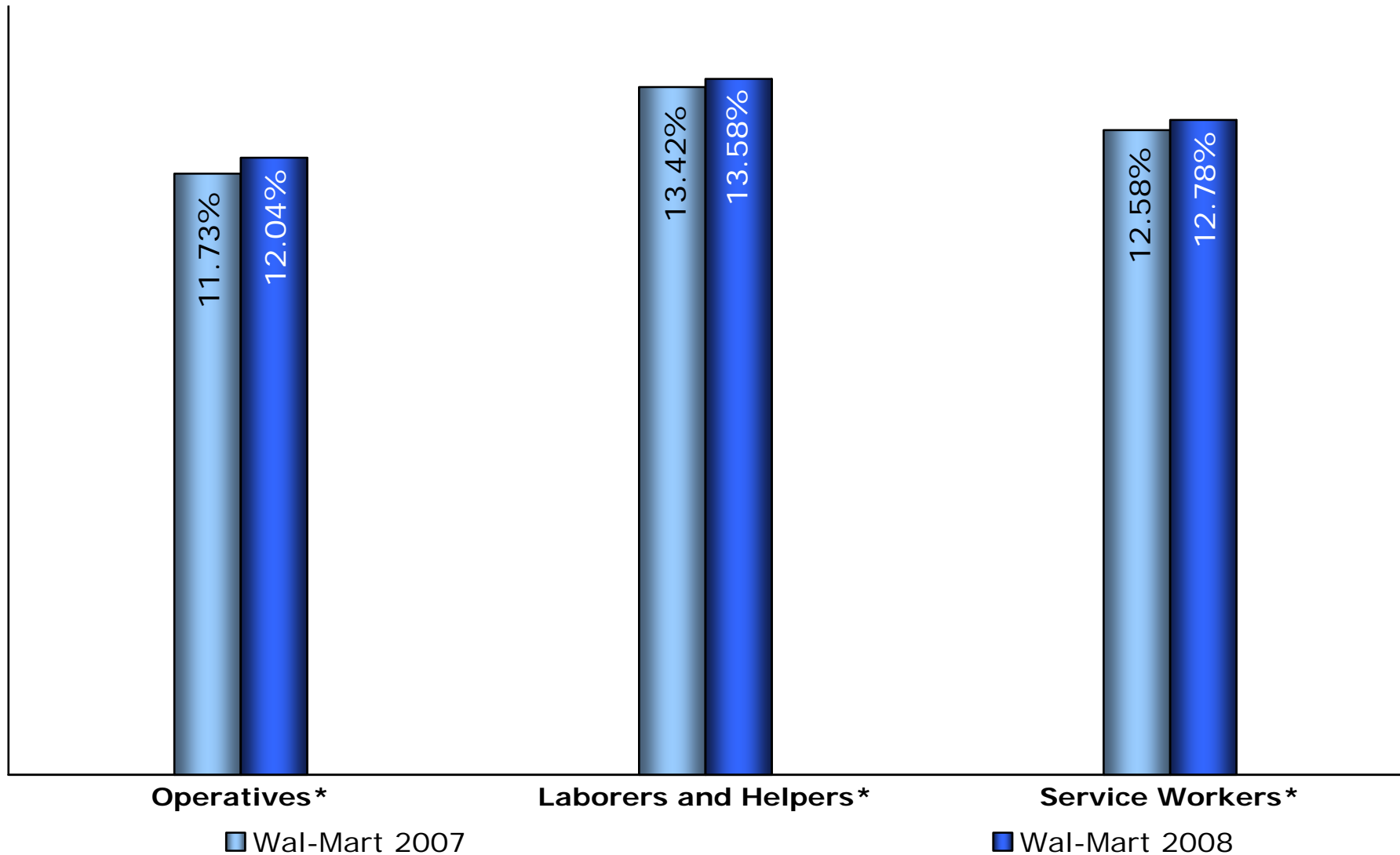


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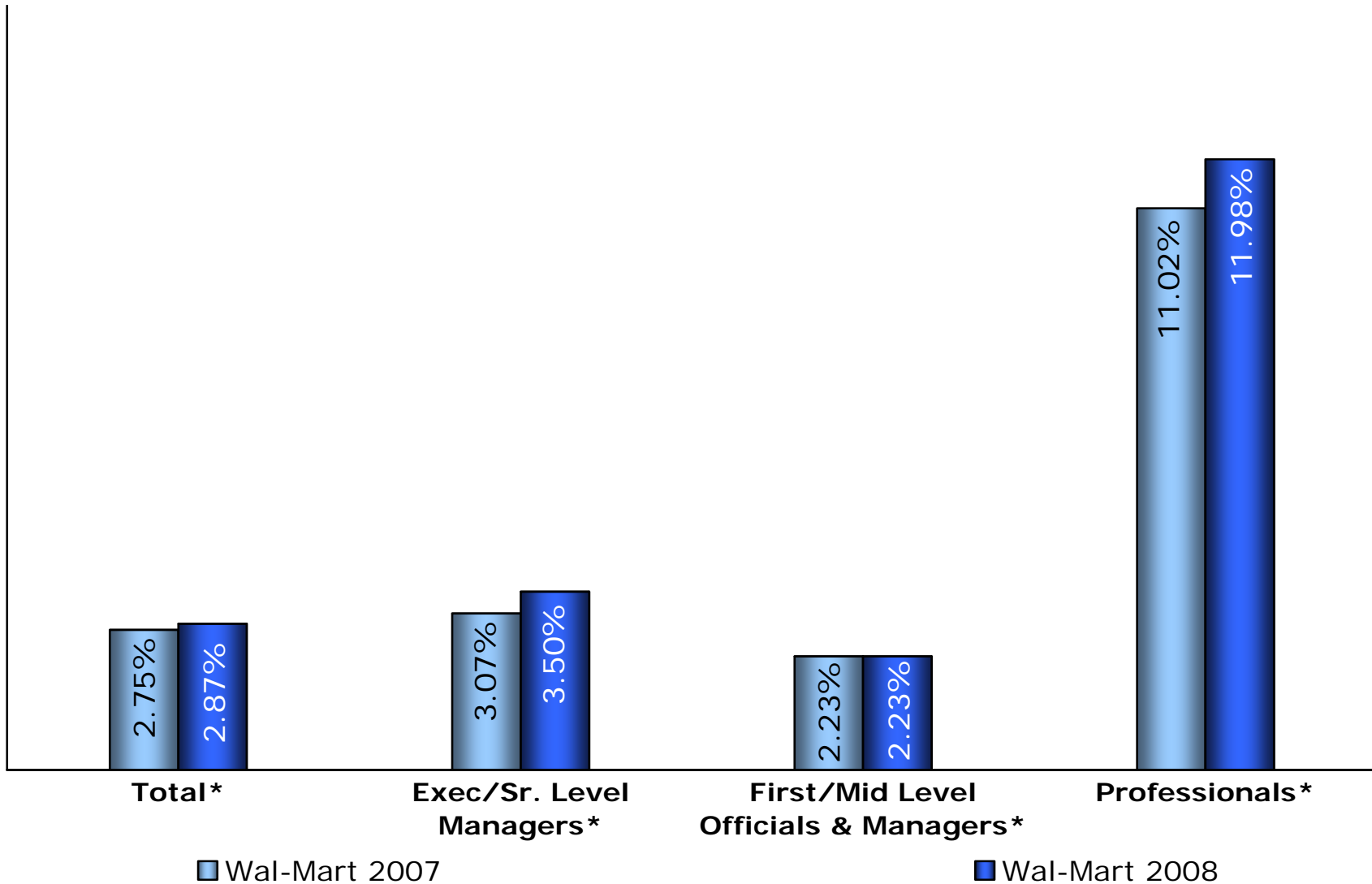


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# ASIAN

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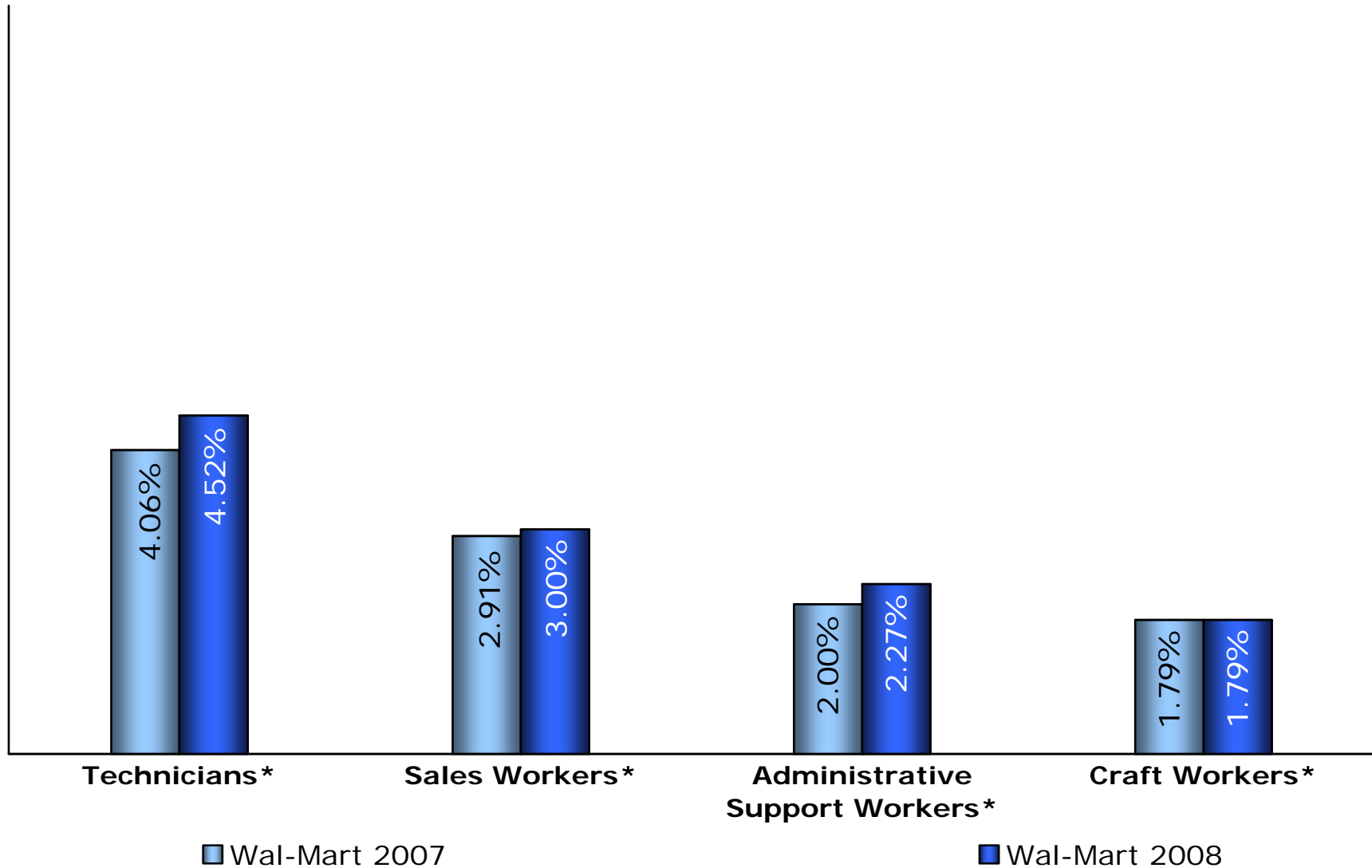


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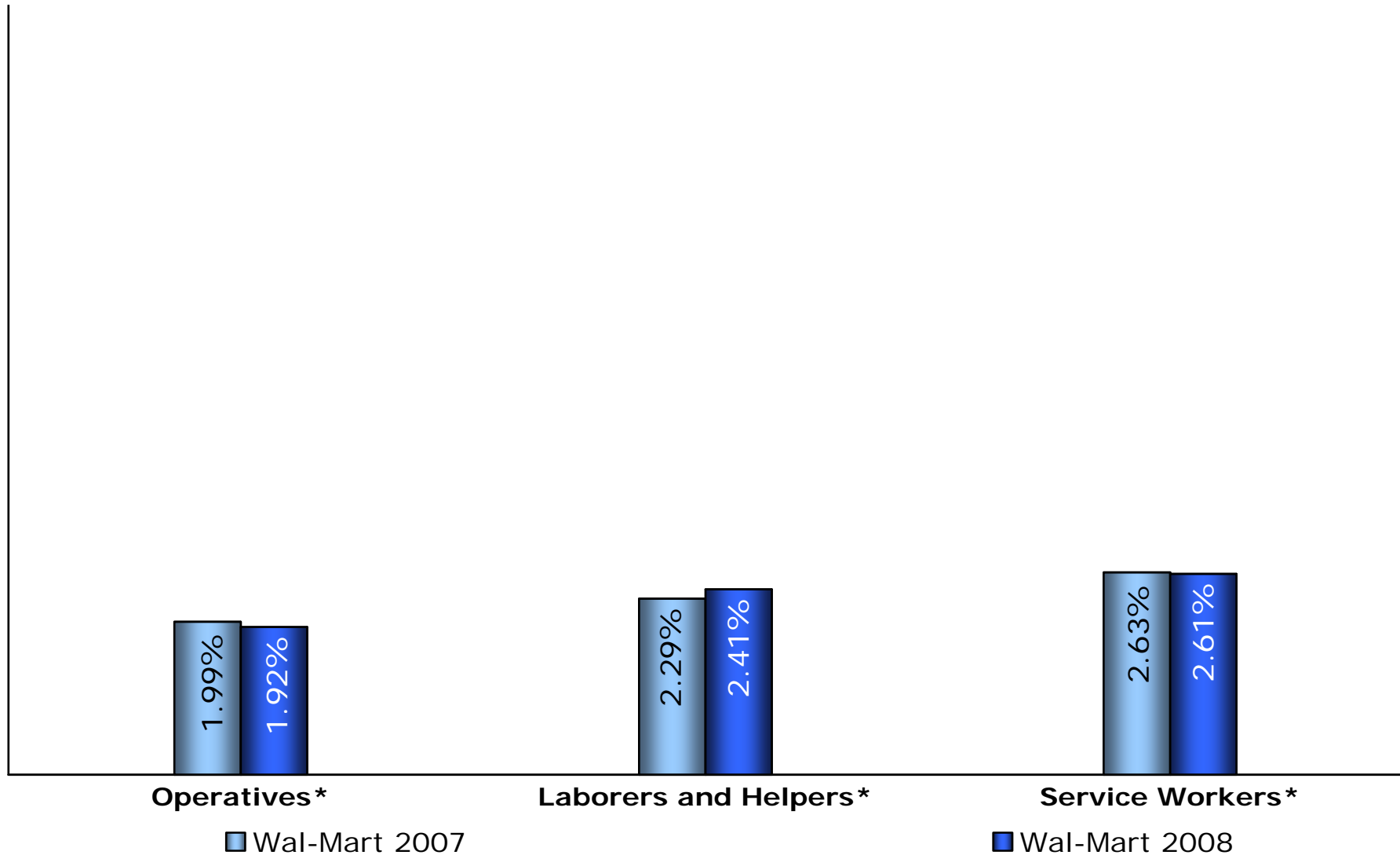


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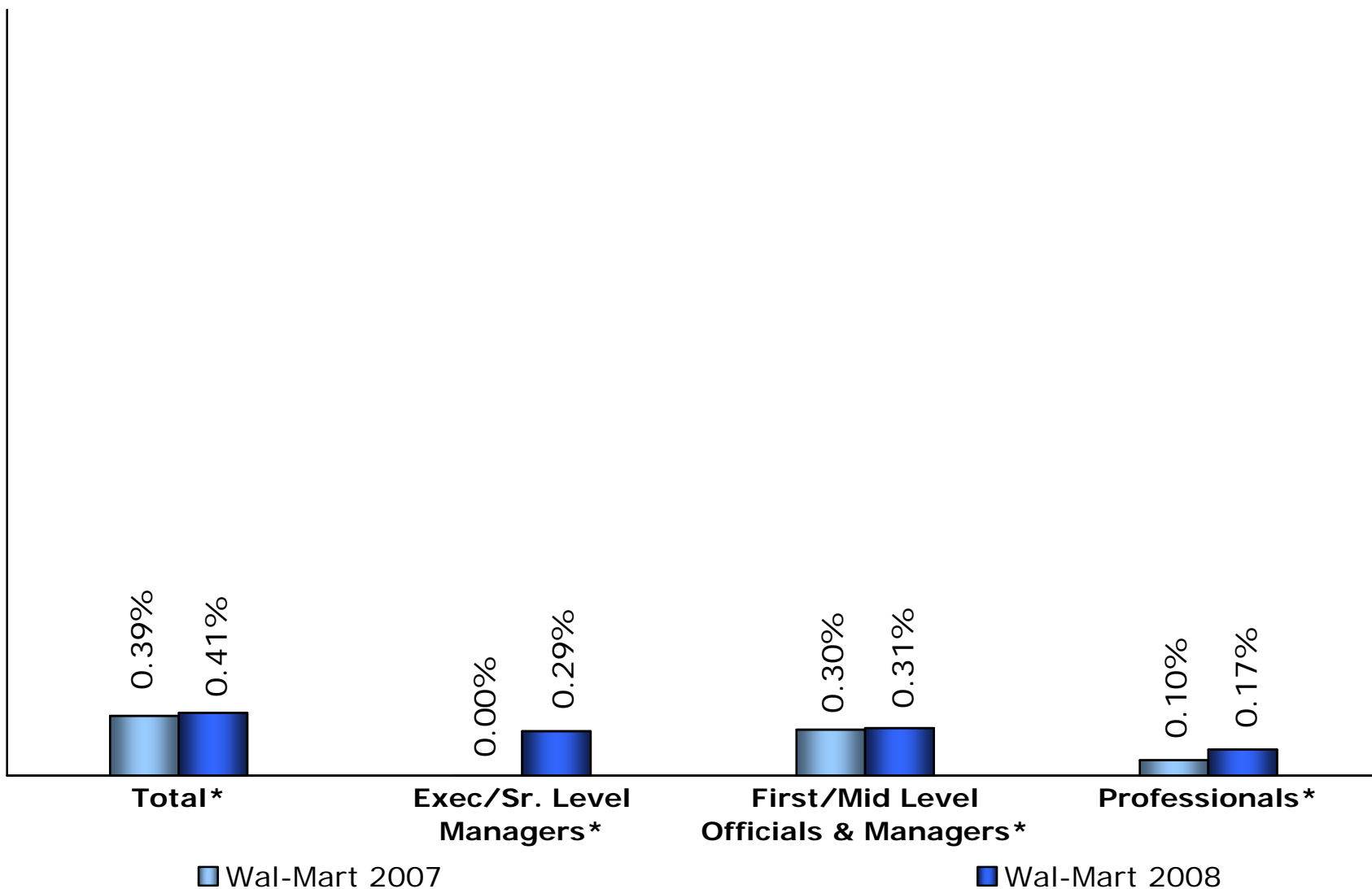


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# NATIVE HAWAIIAN OR PACIFIC ISLANDER

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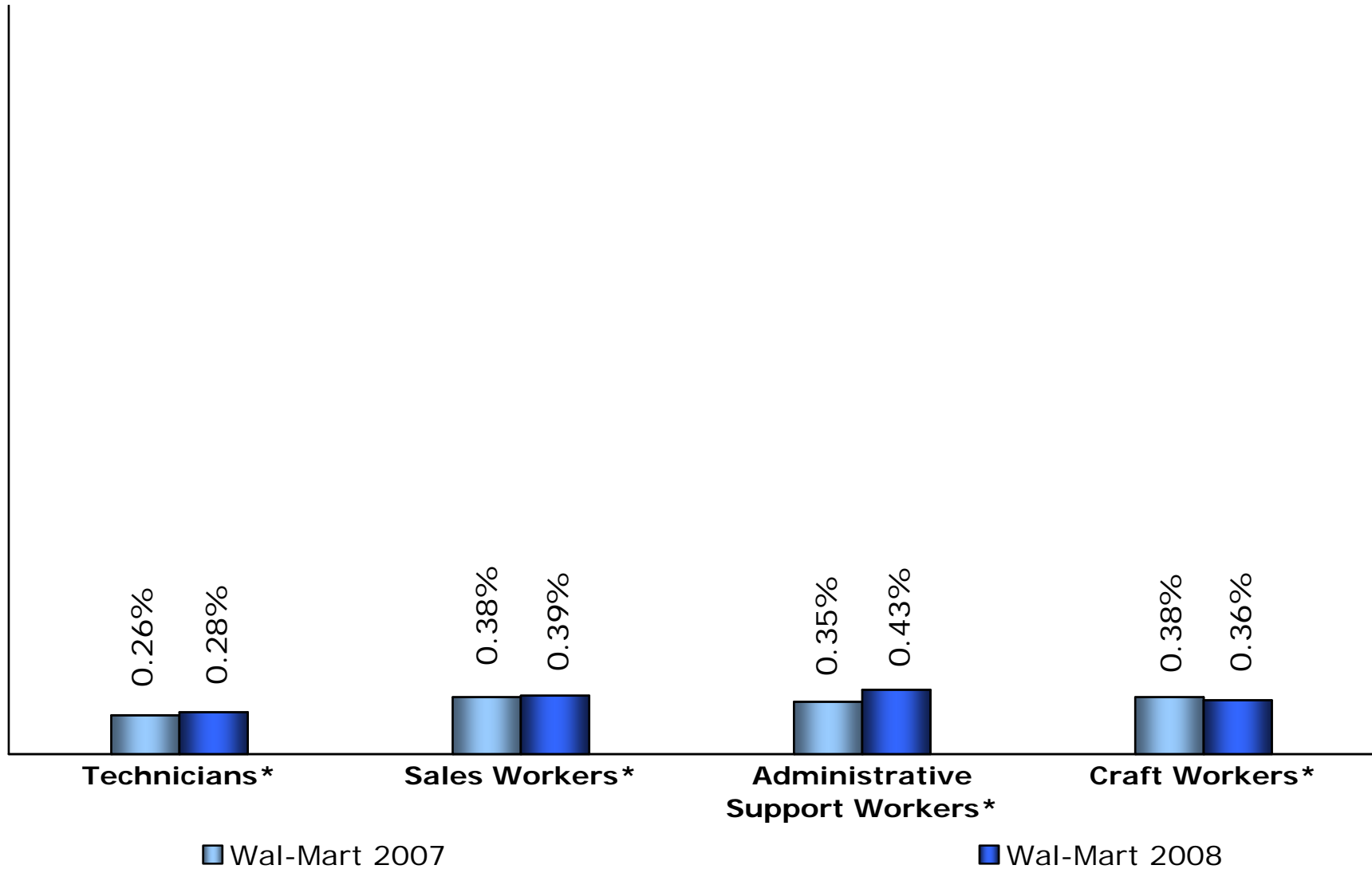


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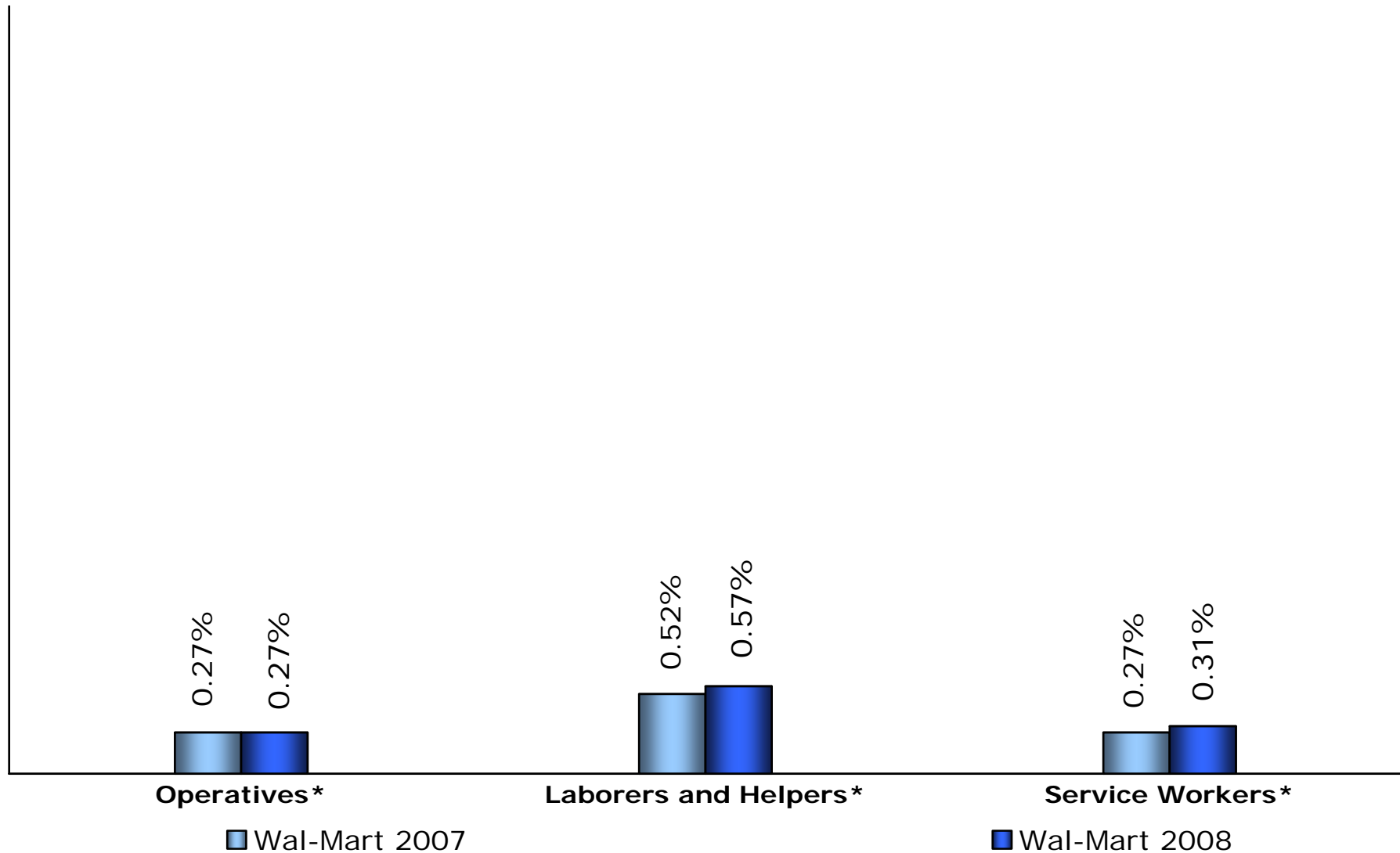


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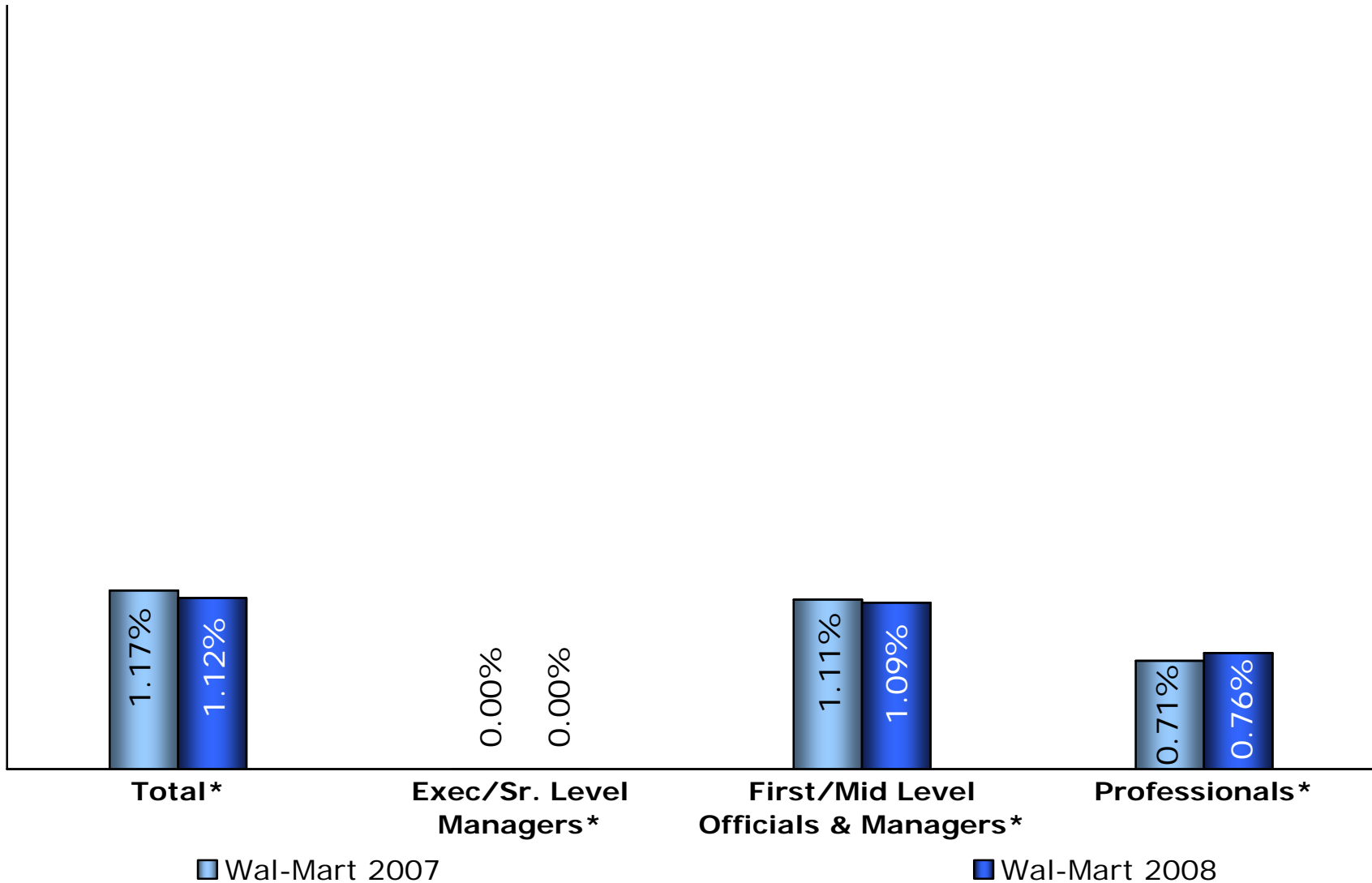


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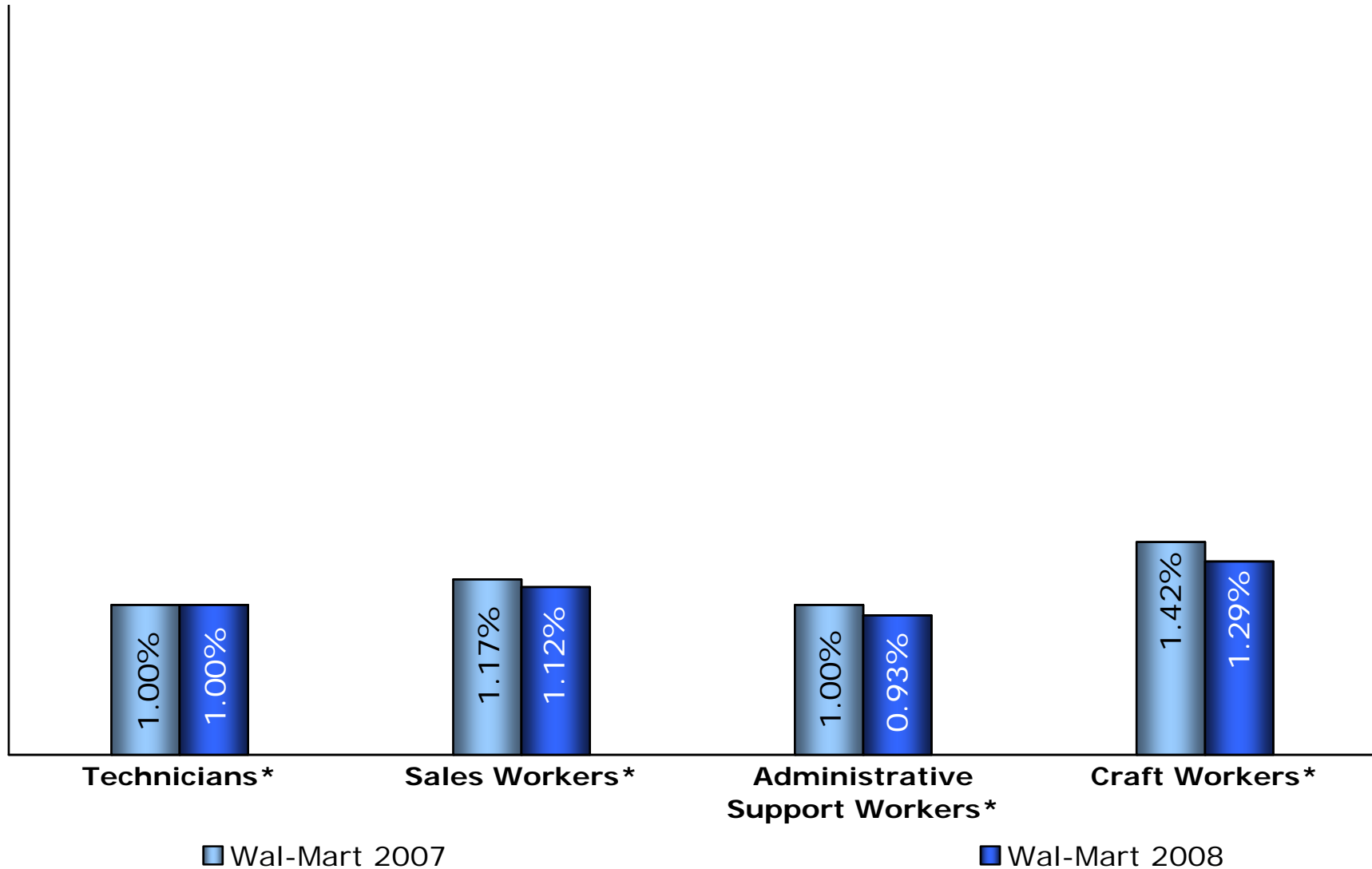


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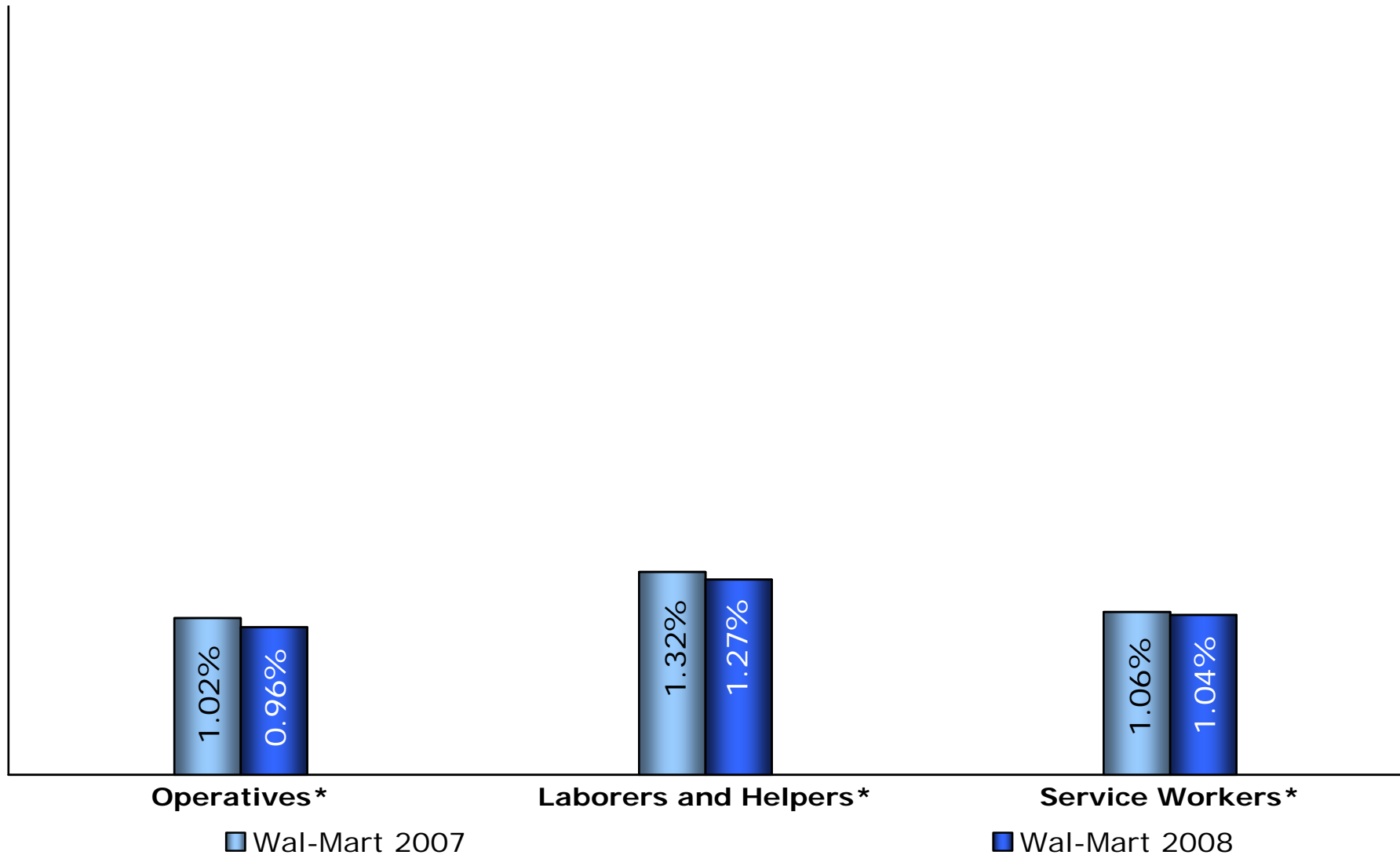


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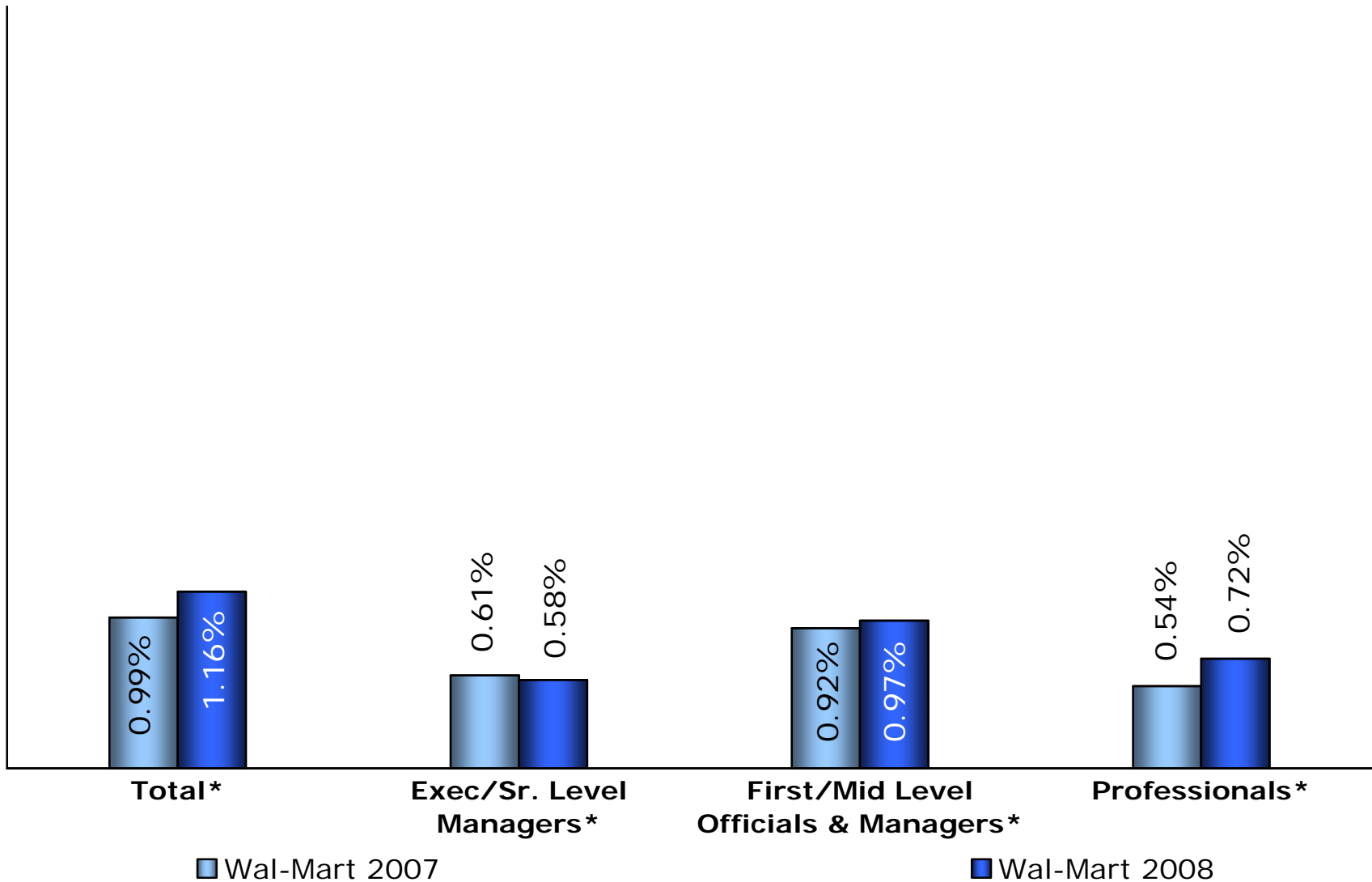


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# TWO OR MORE RACES

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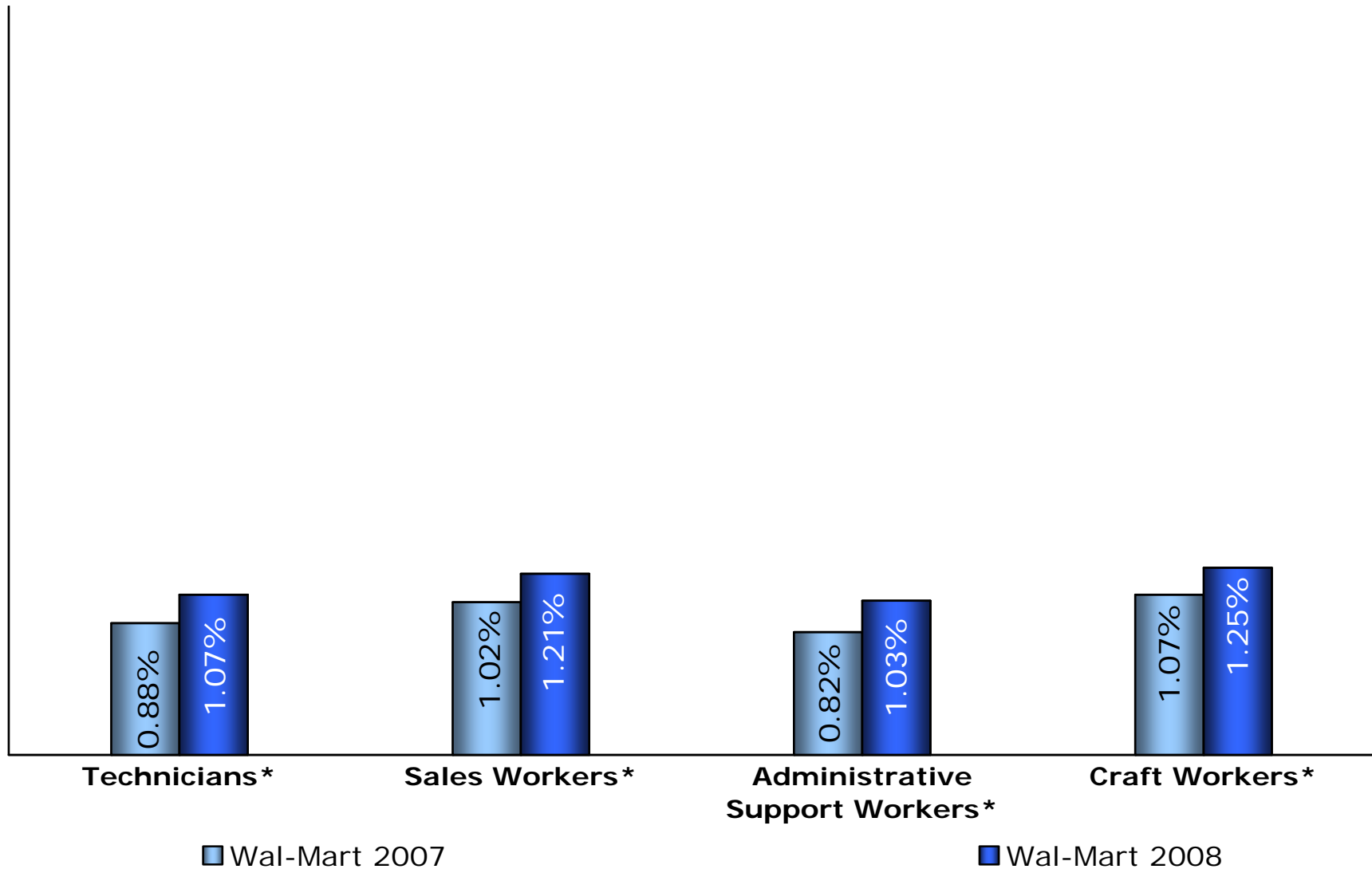


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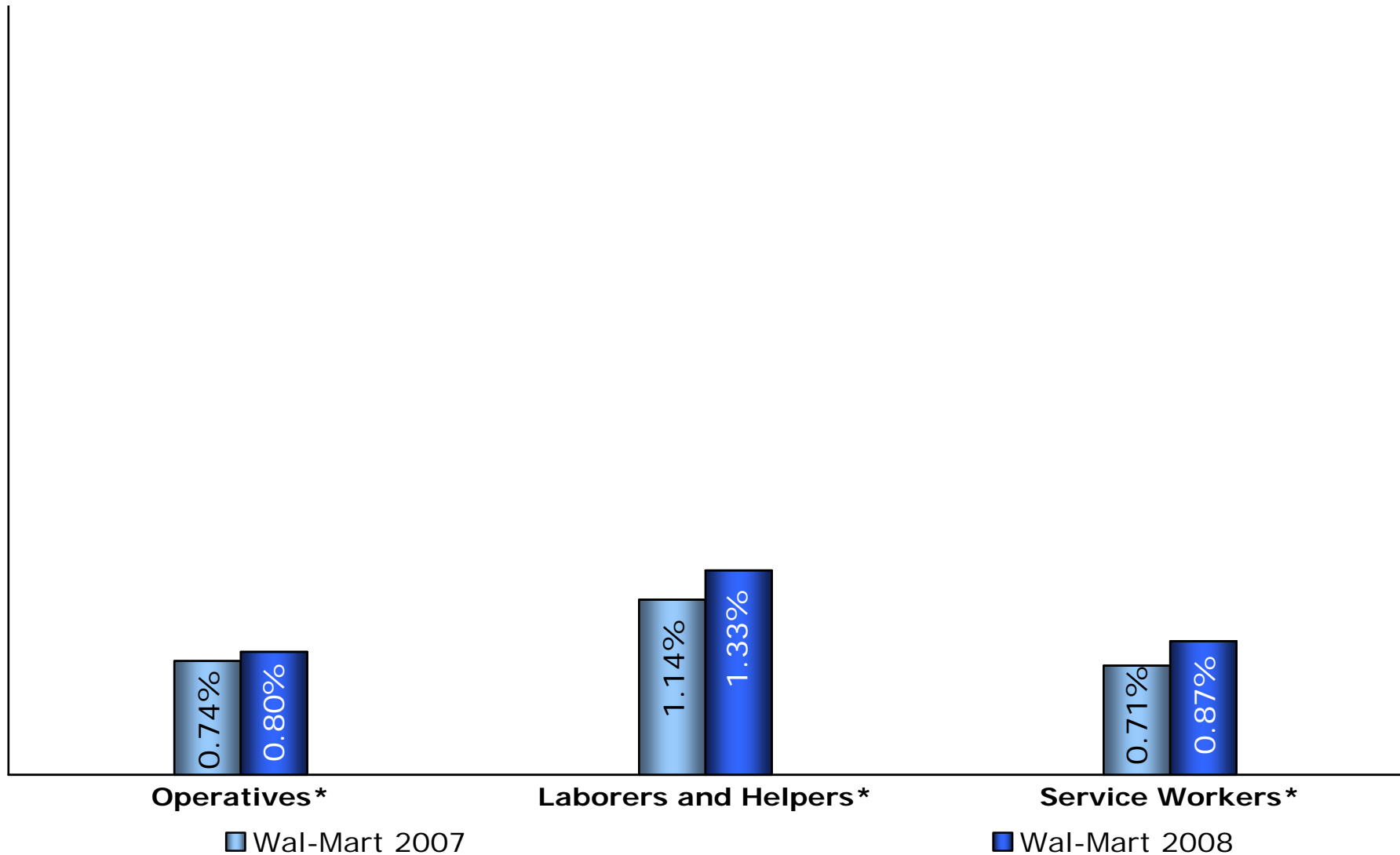


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**2008 EEO-1 Survey Results - Wal-Mart Stores, Inc. US**

		***** MALE *****										***** FEMALE *****								Total Minority
		Total	White	Black or African American	Hispanic or Latino	American Indian or Alaskan Native	Asian	Native Hawaiian or Pacific Islander	Two or More	Total Male	White	Black or African American	Hispanic or Latino	American Indian or Alaskan Native	Asian	Native Hawaiian or Pacific Islander	Two or More	Total Female		
<b>1.1 Executives/Senior Level Officials &amp; Managers</b>	Headcount	343	213	10	17	0	8	1	2	251	72	12	4	0	4	0	0	92	58	
	% of Ttl	100.00%	62.10%	2.92%	4.96%	0.00%	2.33%	0.29%	0.58%	73.18%	20.99%	3.50%	1.17%	0.00%	1.17%	0.00%	0.00%	26.82%	16.91%	
<b>1.2 First/Mid-Level Officials &amp; Managers</b>	Headcount	65,827	29,530	4,198	3,440	402	909	87	359	38,925	19,663	3,743	2,226	316	559	114	281	26,902	16,634	
	% of Ttl	100.00%	44.86%	6.38%	5.23%	0.61%	1.38%	0.13%	0.55%	59.13%	29.87%	5.69%	3.38%	0.48%	0.85%	0.17%	0.43%	40.87%	25.27%	
<b>2. Professionals</b>	Headcount	21,104	7,599	588	317	70	1,116	14	81	9,785	8,454	892	378	91	1,413	21	70	11,319	5,051	
	% of Ttl	100.00%	36.01%	2.79%	1.50%	0.33%	5.29%	0.07%	0.38%	46.37%	40.06%	4.23%	1.79%	0.43%	6.70%	0.10%	0.33%	53.63%	23.93%	
<b>3. Technicians</b>	Headcount	33,768	3,290	488	579	49	408	21	74	4,909	20,831	3,493	2,764	287	1,120	75	289	28,859	9,647	
	% of Ttl	100.00%	9.74%	1.45%	1.71%	0.15%	1.21%	0.06%	0.22%	14.54%	61.69%	10.34%	8.19%	0.85%	3.32%	0.22%	0.86%	85.46%	28.57%	
<b>4. Sales Workers</b>	Headcount	728,402	123,143	30,812	22,336	1,938	6,037	697	2,823	187,786	346,445	103,077	60,979	6,192	15,794	2,135	5,994	540,616	258,814	
	% of Ttl	100.00%	16.91%	4.23%	3.07%	0.27%	0.83%	0.10%	0.39%	25.78%	47.56%	14.15%	8.37%	0.85%	2.17%	0.29%	0.82%	74.22%	35.53%	
<b>5. Administrative Support Workers</b>	Headcount	87,581	17,675	5,716	4,174	276	825	143	423	29,232	43,401	6,850	5,686	542	1,159	236	475	58,349	26,505	
	% of Ttl	100.00%	20.18%	6.53%	4.77%	0.32%	0.94%	0.16%	0.48%	33.38%	49.56%	7.82%	6.49%	0.62%	1.32%	0.27%	0.54%	66.62%	30.26%	
<b>6. Craft Workers</b>	Headcount	31,116	19,417	4,917	3,782	371	544	102	360	29,493	1,159	232	150	29	13	11	29	1,623	10,540	
	% of Ttl	100.00%	62.40%	15.80%	12.15%	1.19%	1.75%	0.33%	1.16%	94.78%	3.72%	0.75%	0.48%	0.09%	0.04%	0.04%	0.09%	5.22%	33.87%	
<b>7. Operatives</b>	Headcount	44,393	20,485	3,644	3,404	228	455	63	187	28,466	10,558	2,609	1,941	198	396	58	167	15,927	13,350	
	% of Ttl	100.00%	46.14%	8.21%	7.67%	0.51%	1.02%	0.14%	0.42%	64.12%	23.78%	5.88%	4.37%	0.45%	0.89%	0.13%	0.38%	35.88%	30.07%	
<b>8. Laborers &amp; Helpers</b>	Headcount	303,381	111,973	40,753	24,949	2,223	4,280	1,008	2,688	187,874	70,253	22,248	16,245	1,640	3,032	728	1,361	115,507	121,155	
	% of Ttl	100.00%	36.91%	13.43%	8.22%	0.73%	1.41%	0.33%	0.89%	61.93%	23.16%	7.33%	5.35%	0.54%	1.00%	0.24%	0.45%	38.07%	39.93%	
<b>9. Service Workers</b>	Headcount	138,684	44,557	11,910	8,343	686	1,968	223	646	68,333	46,255	11,536	9,385	755	1,652	207	561	70,351	47,872	
	% of Ttl	100.00%	32.13%	8.59%	6.02%	0.49%	1.42%	0.16%	0.47%	49.27%	33.35%	8.32%	6.77%	0.54%	1.19%	0.15%	0.40%	50.73%	34.52%	
<b>Total</b>	Headcount	1,454,599	377,882	103,036	71,341	6,243	16,550	2,359	7,643	585,054	567,091	154,692	99,758	10,050	25,142	3,585	9,227	869,545	509,626	
	% of Ttl	100.00%	25.98%	7.08%	4.90%	0.43%	1.14%	0.16%	0.53%	40.22%	38.99%	10.63%	6.86%	0.69%	1.73%	0.25%	0.63%	59.78%	35.04%	

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