



2009 Wal-Mart Diversity and Inclusion Trailblazer Award

**These company leaders were recognized for championing diversity
In their regions and stores**

Don Wallis – Market Manager, Walmart Stores Market 317

Don championed the establishment of market-level and store-level diversity committees. The committees are charged with hosting local diversity events and engaging associates at every level in addressing diversity-related issues. As a result, 95% salaried managers in the market attended three or more diversity events, and 100% of the managers in the market met their Good Faith Efforts goals. Don also facilitated establishing a relationship with Horace Mann Educational Associates, to train store managers on disability-related issues.

Rafael Colberg – Market Manager, Walmart Stores Market 366

Thanks to the diligent efforts of Rafael and the Market 366 team in strengthening relationships with the Hispanic and African American communities in the Chicago area, the Latino customer base has increased by 45% in the market. Customers benefit from the increased products that they are interested in buying.

Wesley Morris – Market Manager, Walmart Stores Market 205

Under Wesley's leadership, the Market 205 team has worked diligently to recruit and promote a high-performing, diverse workforce in southern California. Wesley actively mentors five associates, and his team has recruited and promoted numerous high-potential candidates of diverse backgrounds. Wesley's team has also worked to increase product offerings from local diverse vendors, contributing to more than \$1 billion in market sales for the fiscal year.

Luis Jacobo – Store Manager, Walmart Store 2291

Luis' commitment to diversity and inclusion is evidenced by his dedication to learning to speak Tagalog, one of the languages of the Philippines, to better communicate with the roughly 16 percent of the associates in his store who are of Filipino descent. Luis also provides an example of mentoring associates from diverse backgrounds, and encourages the development of all associates. Under his leadership, associate retention and associate engagement have increased for this store.