

Workforce Diversity

Walmart :



Accelerating Walmart's commitment to diversity and inclusion

Walmart's commitment to diversity and inclusion is deeply rooted in more than five decades of our rich history and culture. We strive to be a great place to work for all people. By embracing and leveraging the power of diversity in our associates and fostering an inclusive workplace, we maximize our talents, strengthen our customer relevance, and deliver innovative solutions to business challenges.

We believe in open communication about our diversity aspirations, and understand diversity represents more than numbers and data. For us, diversity and inclusion is about engaging the unique strengths of each and every associate of the Walmart community. Walmart first publicly released our comprehensive EEO-1 data in 2005 as a way to measure the progress we are making in a transparent way. Highlights of this year's report include:

- Approximately 57 percent of our U.S. workforce is comprised of women, compared to 48.3 percent in the retail industry and 46.9 percent in the U.S. labor force (source: Catalyst Pyramid: Women in U.S. Retail Trade. New York: Catalyst, 2013.)
- 27 percent of Walmart's U.S. officers are women, compared to 17.9 percent in the retail industry and 14.3 percent in U.S. business (source: Catalyst Pyramid: U.S. Women in Business. New York: Catalyst, 2013).

- Nearly 42 percent of our Walmart U.S. first- and mid-level officials/managers are women.
- People of Color associates increased by 25,660, reflecting a 5 percent increase.

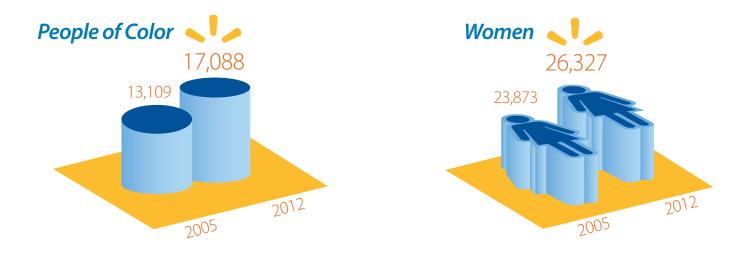
With our strong leadership commitment and company-wide programmatic efforts, we made the following progress last year:

- 38 percent of our executive vice president promotions were women.
- 34 percent of officer promotions were women; 22 percent were people of color.
- 27 percent of our corporate officers were women; 20 percent were people of color.
- 54 percent of hourly associates promoted in our stores and clubs were women.
- 77 percent of our store and club operations management started as hourly associates.

While we are proud of the steady progress we have made during our diversity and inclusion journey, we will continue to challenge ourselves to further foster an even more diverse and inclusive workplace where our associates can develop and grow to unleash their full potential.

> **Sharon Orlopp** Global Chief Diversity Officer & Senior Vice President, Corporate People Wal-Mart Stores, Inc.

Since our initial filing of EEO-1 data in 2005, the number of people of color associates and female officials and managers has increased.



Walmart is one of the most diverse employers in the United States. The table below shows the number of women and people of color associates for 2012.

Category	2012
Female	813,000
African American	272,000
Hispanic	174,000
Asian	44,000
Native Hawaiian or Pacific Islander	6,000
American Indian & Alaska Native	14,000
Two & more races	20,000

Over the past five years, we've made considerable progress on our diversity and inclusion journey.

Here are highlights of our progress with people of color and women who work in key field management positions for Walmart U.S.

Our progress with women

Market Managers

92% increase

Store Managers

42% increase

Co-Managers

134% increase

Our progress with people of color

Market Managers

61% increase

Store Managers

32% increase

Co-Managers

125% increase

People of color represent 37% of our workforce.

Women represent **57%** of our workforce.

2012 Walmart (U.S.) EEO-1 data

A measure of the representation of Walmart'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©, and 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.

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 judgement and usually receive an extensive period of training. Excluding 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.

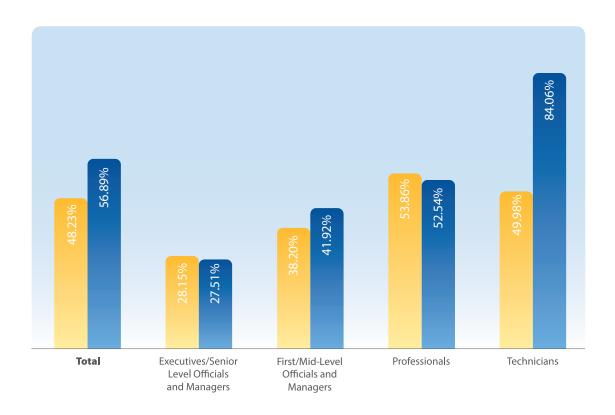
Service Workers: Workers in both protective and nonprotective service occupations. Includes non-protective workers in professional and personal service, amusement and recreation, food service, maintenance, and unarmed sentinel occupations. Also includes protective workers in police and detection, fire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

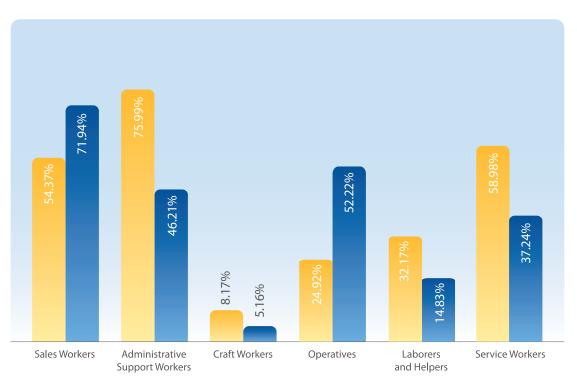
The charts compare Walmart's workforce to the composite of nationwide EEO-1 figures currently available. Although these are not exact comparisons (because Walmart's business is like no other in the world), they do give a picture of how Walmart's commitment to workforce diversity is being shown company-wide.



FEMALE EEO-1 COMPARISON

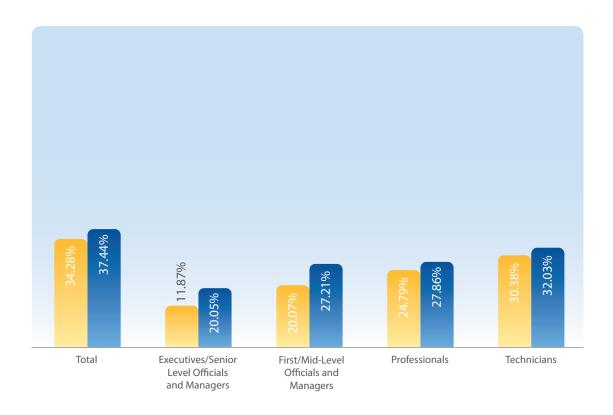


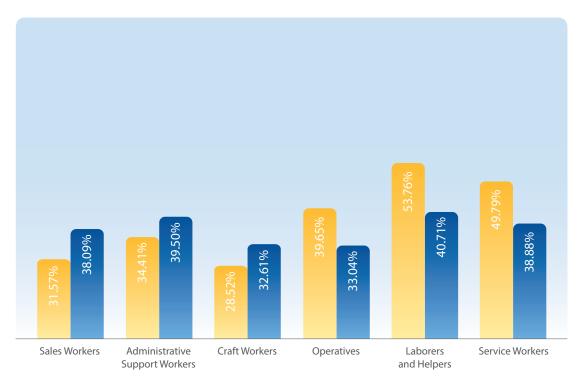




MINORITY EEO-1 COMPARISON

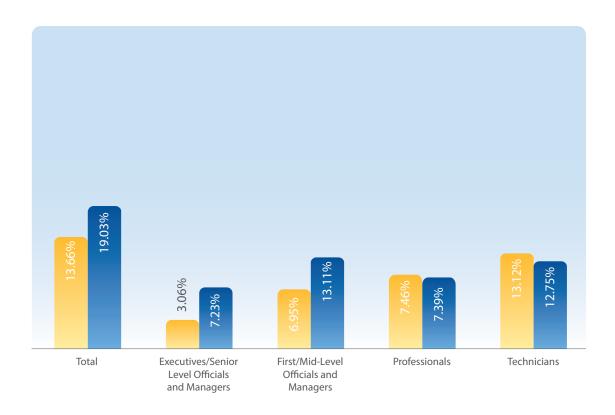


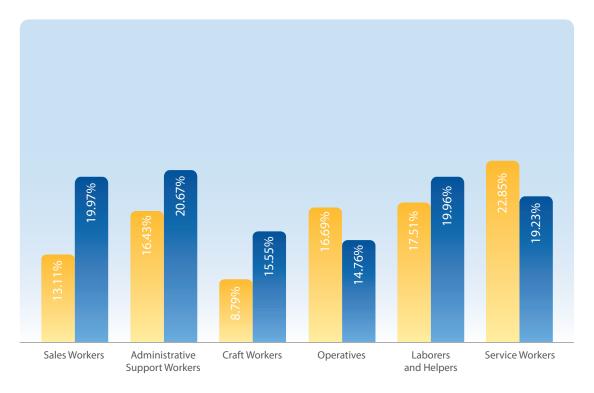




BLACK OR AFRICAN AMERICAN EEO-1 COMPARISON

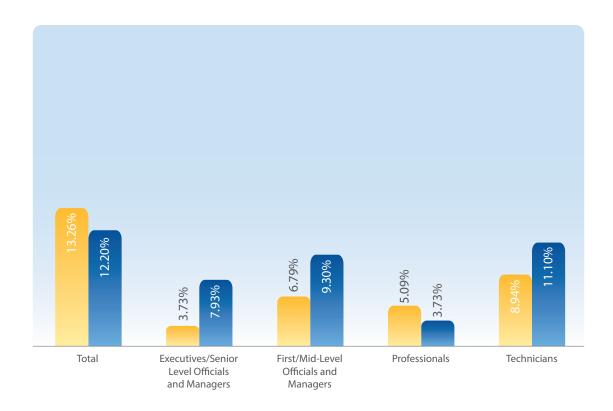


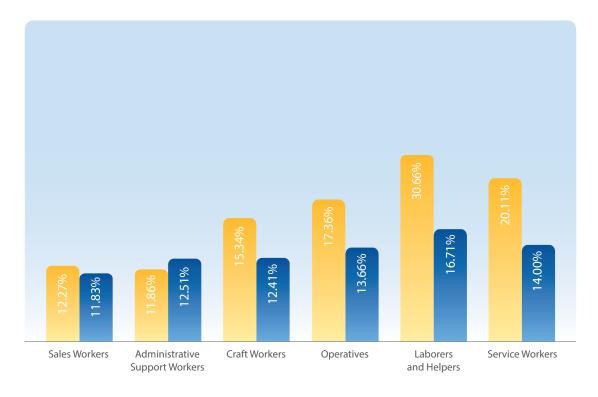




HISPANIC OR LATINO EEO-1 COMPARISON



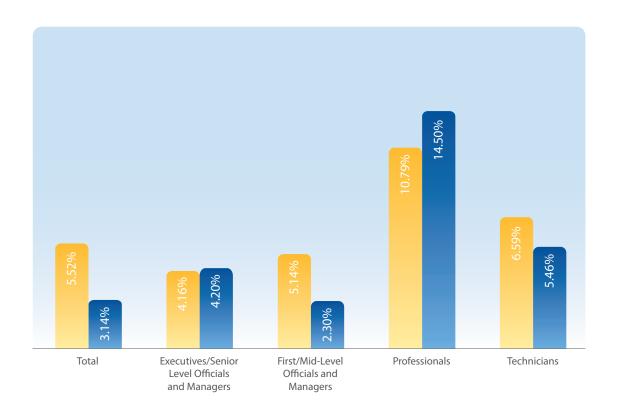


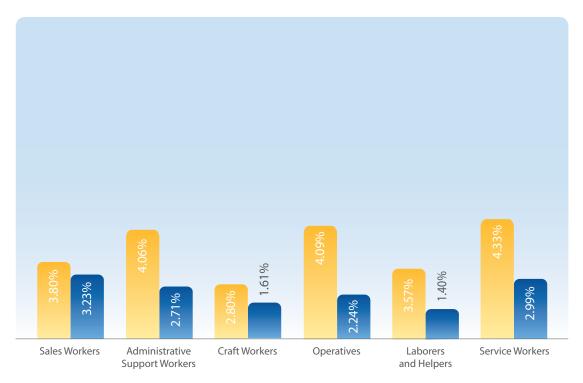


ASIAN EEO-1 COMPARISON



Walmart 2012

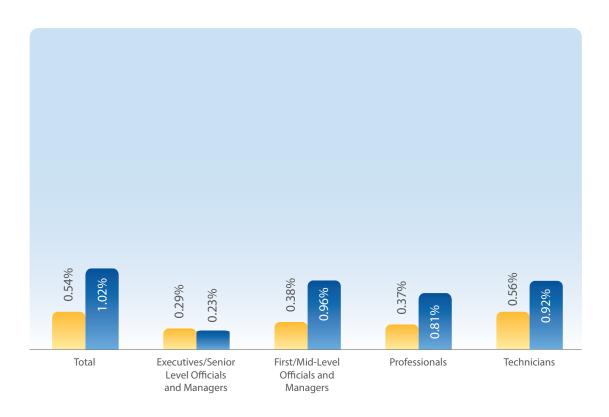


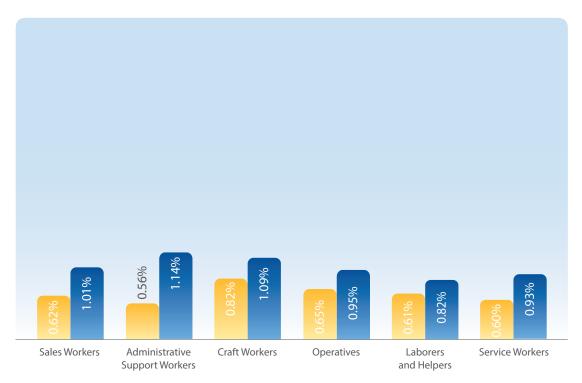


AMERICAN INDIAN OR ALASKAN NATIVE EEO-1 COMPARISON



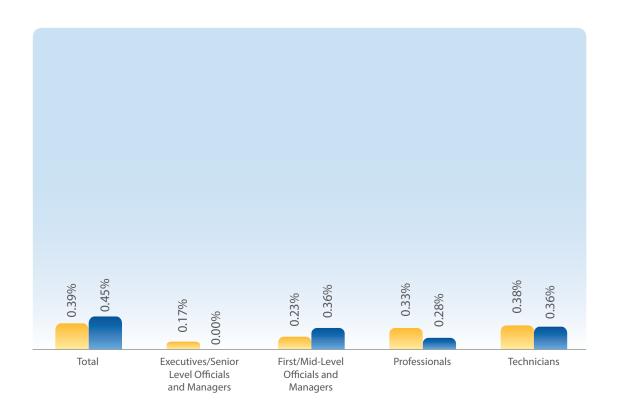
Walmart 2012

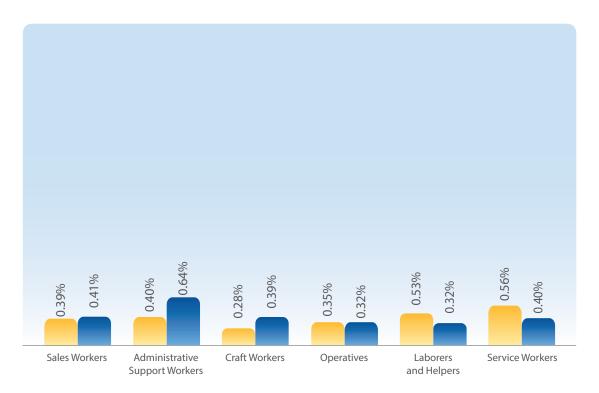




NATIVE HAWAIIAN OR PACIFIC ISLANDER EEO-1 COMPARISON







TWO OR MORE RACES EEO-1 COMPARISON



