Accelerating OUR Diversity and Inclusion Journey

2011 Diversity and Inclusion Report
Wal-Mart Stores, Inc. (NYSE: WMT) serves customers and members more than 200 million times per week at more than 10,000 retail units under 69 different banners in 27 countries.

With fiscal year 2012 sales of $443 billion,

Walmart employs 2.2 million associates worldwide.

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Walmart Around the World

<table>
<thead>
<tr>
<th>Country</th>
<th>Market entry</th>
<th>Units</th>
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<tbody>
<tr>
<td>United States</td>
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<tr>
<td>Japan</td>
<td>2002</td>
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As of January 31, 2012

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<td>1.4 million (approx.)</td>
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<tr>
<td>International</td>
<td>5,651</td>
<td>780,000 (approx.)</td>
</tr>
<tr>
<td>Total</td>
<td>10,130</td>
<td>2.2 million (approx.)</td>
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Wal-Mart Stores, Inc. (NYSE: WMT) serves customers and members more than 200 million times per week at more than 10,000 retail units under 69 different banners in 27 countries.

Walmart employs 2.2 million associates worldwide.
Inclusion is such a powerful word – and it is also a powerful action. At Walmart, it really stems from something that is deeply rooted in our culture and is at the heart of who we are: respect for the individual.

Sam Walton founded Walmart with that principle 50 years ago. Today, we are a company strengthened by more than 2 million associates, and as a global business, we are becoming even more diverse every day.

Walmart now operates in 27 countries, and we recognize that our associates make us a better business – and a better member of our communities – because of their great diversity in perspectives, backgrounds and skills. They help us better understand and serve our customers, which is critical in today’s fast-changing global economy and workforce.

A big part of our future success depends on our ability to attract and retain diverse talent and foster a strong, inclusive environment. We must each play a role in that and take ownership in building the Next Generation Walmart.

We have made real progress in our journey to become a leader in inclusion and ensure that it lives sustainably in our culture. For instance, the number of women in our U.S. workforce, on our board and at the officer level exceeds both the retail average and the Fortune 500 average. During the last five years, we have increased women store managers by 39 percent in the U.S.

Here’s why that matters – and it goes beyond the fact that it is the right thing to do. It actually makes our business stronger. Women’s unique strengths and perspectives lead companies to be more profitable, and research supports that.

We must unlock the full potential of our global workforce by giving every associate the opportunity to learn, grow and advance. Highly engaged associates lead to high-performing teams, and they also go out into the world and make a real difference.

This is a journey, and there will be no finish line. But I hope you will pause a moment to look through this report and recognize our commitment to progress as we strive to meet the rising expectations of Walmart’s Next Generation customer.
We are dedicated to broadening our diversity and inclusion efforts throughout our entire company. Our commitment is rooted in a rich culture that guides our focus and shapes our efforts.

In 2011, we made intentional strides in expanding our diversity and inclusion efforts, including the addition of inclusion questions on our annual associate engagement survey. We also developed inclusion training for all associates and updated our non-discrimination policy to include both gender identity and gender expression.

We are very proud of the progress we are making with women and people of color. Our company’s information systems division is now under the leadership of a female chief information officer, and for the first time in our company’s history we have a woman CEO leading Walmart Canada, an African-American woman CEO leading Sam’s Club and a woman chief operating officer for Walmart U.S.

Our Associate Resource Groups (ARGs) continue to play a key role in developing and growing our diverse talent pipeline. Today, nearly 5,000 Home Office associates actively participate in at least one of our seven resource groups. ARG members also provide key insights into business opportunities related to merchandising decisions.

Communities and suppliers are also benefitting. Our Women’s Economic Empowerment Initiative will create opportunities for women-owned businesses by sourcing $20 billion over the next five years. Additionally, we are providing access to job training and education for women who work on farms or in factories. These programs will help drive progress with the support of more than $100 million from the Walmart Foundation and donations from our international business.

We are moving forward with a clear mission to become a global leader in diversity and inclusion. We are accelerating our diversity journey to drive better business solutions, build higher performing teams and cultivate a more inclusive culture with the support of our leadership and the efforts of our more than 2.2 million associates around the world.
Building a diverse global workforce to meet the rising expectations of Walmart’s Next Generation customer.

Walmart is one of the most diverse employers across the world. Our 2.2 million associates with their unique cultural backgrounds, perspectives, experiences and ideas contribute to our unprecedented success story – from a small rural store to the leading retailer in the world. Our business growth attests that the power of diversity of thought and diversity of talent is vital to our competitive advantage in the marketplace.

We are proud of the progress we have made to increase the number of women and people of color in management. We continue our efforts to build a global company focused on developing the Next Generation Walmart through creative initiatives to hire, develop and retain our diverse talent.

Taking Talent Acquisition On The Road

Our Walmart Day events are just one of the ways we are helping build the Next Generation Walmart. At each event, our recruiting team leads candidates on a store tour, shares our history and beliefs, facilitates numerous networking opportunities with a diverse team of leaders and interviews candidates – all in pursuit of talented associates.

In 2011, we conducted 30 Walmart Day events. Approximately 37 percent of the hires from these events are female and 45 percent are people of color.

We are focused on strengthening our recruiting efforts at Walmart and believe unique talent acquisition searches like Walmart Day help us build a great associate team.

Women Leaders In Technology

We are investing in talent across our business by hiring and promoting diverse associates. That talent includes four female leaders who were CIOs of other companies who now support our information systems division. That division is led by Karenann Terrell, a woman who became our chief information officer in 2011, leading a team focused on technology that not only helps improve our operations but helps transform the way our customers shop.

2011 EEO-1 U.S. Workforce*

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>White</th>
<th>African American</th>
<th>Hispanic</th>
<th>Native American</th>
<th>Asian</th>
<th>Pacific Islander</th>
<th>Two or More Races</th>
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<tbody>
<tr>
<td>Female</td>
<td>807,898</td>
<td>517,453</td>
<td>147,101</td>
<td>94,875</td>
<td>8,638</td>
<td>25,392</td>
<td>3,489</td>
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<tr>
<td>Male</td>
<td>603,318</td>
<td>384,093</td>
<td>108,145</td>
<td>74,180</td>
<td>5,925</td>
<td>18,366</td>
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<tr>
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<td>255,246</td>
<td>169,055</td>
<td>14,563</td>
<td>43,758</td>
<td>6,050</td>
<td>20,998</td>
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</table>

*As of Aug. 12, 2011

Your spark makes us Walmart. Learn about unique career opportunities. Scan Here
As one of the nation’s largest private employers, we continue to have a commitment to diversity and inclusion in all aspects of our global business.

- Nearly 53 percent of hourly associates promoted in our stores in 2011 were women.
- 57 percent of our Walmart U.S. workforce is comprised of women, compared to 49 percent of the retail industry and 47 percent of the general labor force.
- 26 percent of Walmart U.S. officers are women, compared to 18 percent in the retail industry and 14 percent in Fortune 500 companies.
- 20 percent of our board of directors are women, compared to 15 percent in Fortune 500 companies.

Since our initial filing of EE0-1 data in 2005, the number of people of color and women leaders and managers has steadily increased at Walmart.

We show significant improvement in representation of women in the C-suite in our international countries:

- In the U.S., 20 percent of the direct reports to the CEO are women.
- In the U.K., approximately 50 percent of the direct reports to the CEO are women.
- In India, Canada, China and Japan, approximately 30 percent of the direct reports to the CEO are women.
Life-Changing Inclusion from the Start

Former Houston resident, Shonna Secrest, and her two children had fallen on hard times and were searching for an opportunity when Walmart came calling.

“I’d taken my son to our local Walmart to get a haircut when my cell phone rang,” Shonna recalled. The call was from Cord Leonhardt, director of security development at Walmart. He wanted to talk to Shonna about a project manager position with the company’s information systems division.

A face-to-face interview in Bentonville at the Home Office resulted in a job offer. But a return trip to search for a home had a surprising outcome. While Shonna and her family were house hunting, she fell unconscious as a result of a brown recluse spider bite. Shonna spent seven nights in a Northwest Arkansas hospital following emergency surgery.

Although Shonna had not yet started her Walmart job, she was embraced by her hiring manager as if she were already part of the Walmart family.

“I immediately put myself in Shonna’s position and thought of what I would want or need,” Cord said. “And that was to have her children cared for.”

With Shonna still in the hospital on Easter, Cord welcomed her children into his family’s home where they celebrated the holiday with Easter dinner. Shonna’s realtor also supported her by bringing Easter baskets to her children and entertaining them with a trip to a local arcade and bowling alley.

“‘The entire time, my children were cared for, and I always had someone by my side,” Shonna said. “I was treated like family from day one, and that told me all I needed to know about the company I was about to start my career with.”
Commitment to Our Veterans

Annette Resendez had just completed a 20-year career with the National Guard and did not have any civilian work experience. We invited her to attend our Walmart Day event in Fresno, Calif., to learn about our company. After interviewing and interacting with our recruiting team, she was offered an assistant manager trainee position.

John Mattson worked for Walmart for a short period of time before embarking on a career in the military. He recently decided he wanted to get back into the retail industry and attended a Walmart Day event in Brisbane, Calif. He was offered a job as a shift manager and has already begun a successful transition back to civilian life.

Military Recruiting

Our size and scale affords us an opportunity to serve U.S. military veterans in a unique way. They are committed to our country, and we are committed to utilizing their talents.

We strive to support their heroism in a variety of ways and have worked to understand and address some of the specific and special needs they face. Right now we know one of their biggest needs is employment and the tools necessary to prepare for a career outside of the military. That’s why we’re working with organizations like the U.S. Chamber of Commerce to support its “Hiring Our Heroes” job fairs. Last year, we supported over 100 of these events across the country.

Last August, we announced that the Walmart Foundation would commit $20 million over five years to provide support for veteran employment and entrepreneurial opportunities.

Visit walmartcareerswithamission.com, an innovative resource that helps transitioning military and veterans match their skills to Walmart careers for more information.
Rosalind Brewer

In January 2012, Rosalind Brewer was tapped as the first female to be named president and CEO of Sam’s Club.

“I’ve seen Roz develop into a talented merchant and retailer who is ready to take on the reins of our club business,” says Mike Duke, president and CEO, Wal-Mart Stores, Inc.

Addressing associates about her new endeavor and what her team can expect, Rosalind said, “Many of you are probably wondering what matters to me most. I think you’ll find that I am approachable, thrive on learning and enjoy a good challenge! Acting with integrity, straight talk and creating relationships built on mutual respect are very important to me, and I work hard to exemplify those behaviors every day.”

Rosalind was most recently president of the Walmart U.S. East business unit, where she was responsible for more than $100 billion in annual revenue. Rosalind has been with Walmart for six years and brings experience as a product development scientist with expertise in research and development, marketing and strategic business unit re-engineering.

Gisel Ruiz

Gisel Ruiz leads Walmart’s U.S. store operations as executive vice president and COO. Her responsibilities include oversight of more than 3,800 stores and revenue of approximately $280 billion in sales. Since she began as a management trainee, Gisel has excelled in leadership roles, proving herself as an operator, manager, mentor, retail executive and role model of our culture. Gisel most recently served as executive vice president of People for Walmart U.S., where she was responsible for human resources and store innovations, supporting more than 1.4 million associates.

“I’ve seen Roz develop into a talented merchant and retailer who is ready to take on the reins of our club business.”

MIKE DUKE
Karenann Terrell
Walmart CIO Karenann Terrell is accountable for one of the largest information systems in the world. She leads the company’s global technology systems, including stores and clubs, supply chain, merchandising and enterprise platforms. Chief Administrative Officer Rollin Ford said, “Karenann has brought a wealth of experience to our organization from her previous roles at Baxter International, Inc., Chrysler Group, Mercedes-Benz North America and General Motors.” Karenann served as Walmart’s assistant CIO prior to her promotion.

Shelley Broader
Shelley believes that leadership is not about being a man or a woman; it is about being open to diversity and inclusion.

“I don’t see being a woman in the business world as an advantage or disadvantage. I believe my career successes have come by taking chances on new opportunities and not just moving up the ranks through one area like merchandising,” Shelley said.

With more than 20 years of industry experience, Shelley’s lifelong career has prepared her for her new leadership role. Her leadership path includes management positions with several top corporations across the grocery and general merchandising sectors.

“We strive to be the best place for women around the world to work. I see the attention of my promotion and how proud our associates are that they work for a company that is committed to advancing women. For me, it’s a real honor.”

Shelley Broader now leads retail operations in Canada, with more than 320 stores and 85,000 associates.

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“I’ve had the opportunity to work with great mentors and leaders who inspire me.”

SHELLEY BROADER

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Nurturing an inclusive and collaborative culture to develop our talent and maximize their potential.

In addition to building a globally diverse workforce, we strive to nurture a culture of inclusion. We encourage our associates to foster a work environment where everyone feels valued and respected with dignity, where everyone can celebrate their differences and authenticity and where everyone is highly engaged and enjoys the opportunities to maximize their potential.

2011 Awards and Recognition

World’s Most Admired Companies, Fortune magazine

Thurgood Marshall College Fund, Community Leadership Award

Top Organizations for Multicultural Business Opportunities, DiversityBusiness.com

50 Out Front Companies: Best Places for Diverse Managers to Work, Diversity MBA magazine

Top Employers for Women of Color, Women of Color magazine

Best Companies for Multicultural Women, Working Mother Media

Top 50 Companies for Executive Women, National Association for Executive Women

Top 25 Public Company Diversity and Inclusion Leaders, Racing Toward Diversity magazine

Top Companies for Diversity and Inclusion, UPTOWN Professional magazine

Top 100 Supplier Diversity Programs for Hispanics, Hispanic Network magazine

Top 50 Employers for African-Americans, Black EOE Journal

Top Supplier Diversity Programs for African-Americans, Black EOE Journal

Best of the Best Supplier Diversity Programs, Professional Woman’s magazine

Top 40 Companies for Diversity, BLACK ENTERPRISE magazine

Top 50 Companies for Latinas to Work, LATINA Style magazine

Top 60 Companies for Diversity, Hispanic Business magazine

International Innovation Award in Diversity, Profiles in Diversity Journal

Top 50 Companies with the Biggest “Leap” in Employee Happiness, CareerBliss

Outstanding Corporate Partnership Award, Organization of Chinese Americans

Best Corporate Recruiter for Women, Professional Woman’s magazine

International Awards

Brazil
Company Most Respectful of Consumers, Consumidor Moderno magazine

Canada
10 Most Admired Corporate Cultures, National Post

Best Employers for 50-Plus Canadians, Workplace Institute

Central America
Top Five in Leader Development, Hewitt, RBL and Fortune magazine

Most Admired Multinational Company, Estrategia & Negocios magazine

China
Most Influential Enterprise, China Business Herald

Gisel Ruiz, EVP and COO, Walmart U.S., accepts an award from LATINA Style
Female Leaders Emerge in Finance

In functional areas like technology and finance, where women are typically underrepresented, we have a very strong group of female leaders.

- Chief Financial Officer, Walmart International
- Senior Vice President and Chief Financial Officer, Sam’s Club
- Senior Vice President and Chief Tax Officer
- Senior Vice President, Finance and Strategy

President’s Global Council of Women Leaders

In 2009, CEO Mike Duke formed the President’s Global Council of Women Leaders (PGCWL) to foster an inclusive environment and accelerate the development of women. The group, composed of influential female senior leaders from our U.S. and international businesses, advises senior leadership and acts as a catalyst to help identify, develop, retain and advance women.
Management Essentials: MicroMessaging

Advancing a culture of diversity and inclusion is helping us build a better Walmart. We are doing this through associate programs and training opportunities such as MicroMessaging: The Power of Small™. These sessions help managers better understand the definitive link between inclusion and its influence on leadership effectiveness. MicroMessaging also teaches managers valuable skills that create a more inclusive work environment while leveraging our diverse talent as a competitive advantage. By providing tools to help leaders learn best practices and key lessons that motivate and inspire associates, we are working to help everyone achieve their fullest potential.

Diversity Goals Program

The Diversity Goals Program holds Walmart’s management team accountable for elevating the standards for diversity and inclusion throughout the company. The program can impact up to 15 percent of officer and senior field manager bonuses, based on their diversity goal achievements. Those achievements also account for 10 percent of annual performance evaluations for all management associates who have diversity goals. Close to 60,000 managers in our U.S. operations are accountable for meeting diversity goals.

POLICY CHANGE

Discrimination and Harassment Prevention

To strengthen our existing culture of diversity and inclusion, we have enhanced our policy to include ‘gender identity or expression’ as a protected individual status.
Develop 2 Lead
Preparing exceptional leaders is a focus of our sponsorship program, Develop 2 Lead. Driven by our belief to nurture the development of others, members of our current leadership team work to identify and develop our leaders of tomorrow. Develop 2 Lead participants, from assistant store and club managers to corporate directors and officers, actively develop at least two associates who are not their direct reports by teaching critical leadership competencies.

Mentor Me
Walmart values mentorships as a developmental process that enhances associate engagement and performance. Our Mentor Me program is designed to assist in creating and sharing diverse knowledge, experiences and perspectives among our associates. It empowers associates to take an active role in their development by providing resources, tools and suggestions to drive effective mentorships.

Developing Women Leaders
Women’s leadership initiatives include:

- Women’s Officer Caucus – focused on mentoring the next generation of women leaders.
- Women in Retail Associate Resource Group – dedicated to the engagement and development of our women.
- Women’s Leadership Councils – developed in 15 countries to advise senior company leadership and to aid in the acceleration of the identification, development, movement and retention of women in each international market.

We’re Making Progress
5-year advancements in our workforce

People of color
- Market managers – 110% increase
- Store managers – 31% increase
- Co-managers – 121% increase
People of color represent 36% of our workforce.

Women
- Market managers – 94% increase
- Store managers – 39% increase
- Co-managers – 119% increase
Women represent 57% of our workforce.

Our development programs connect our future leaders with our current leaders. The knowledge sharing from mentoring reaches across ethnicities, genders, differing perspectives and global barriers.
Our commitment to diversity and inclusion is shared with our associates across the company. In 2010, we strengthened this commitment by implementing Leadership on the Move, a series designed to enhance cultural competence at every level of the organization by providing foundational knowledge of diversity and inclusion concepts with practical examples of inclusive behaviors.

Targeting 1.4 million managers and associates across all of our U.S. facilities, Leadership on the Move is unique in its method of linking cultural competencies with leadership development. The series is comprised of four leadership training tracks: personal, people, results and thought leadership.

More than 49,000 leaders have participated in the program since its launch. One regional human resources manager responsible for the development of associates at 92 stores said, “The impact of Leadership on the Move is huge for our region. Our store managers are telling me that this program allows us to focus on our similarities and differences while developing our people at the same time. Even after completing the program, many stores continue to use the training materials to develop their supervisors.”

By facilitating program discussions, leaders at every level of our company are building their own cultural competencies while helping our associates better understand and model inclusive behavior. Associates are engaged in conversations about removing barriers and avoiding stereotypes, expanding their perspectives to better understand others and becoming more conscious of the dynamics of cultures. The combined engagement of our leaders and associates supports our corporate objective to ensure a diverse and inclusive workplace where we can leverage and engage the talents of every associate.

Women Development Program

We are continuing our efforts to develop women leaders at our Home Office and in the field. Accelerated development programs are in place to:

- Increase awareness of diversity and inclusion, provide education and exposure opportunities, and create leadership skills and a knowledge base that promotes our associates and our business.

- Programs include: Women Veterans in Retail Summit, Women in Operations, Women of Merchandising, MicroMessaging, Network of Executive Women 100, Women’s Officer Caucus and a variety of leadership academies.
Our Associate Resource Groups (ARGs) are comprised of more than 5,000 Home Office associates who act as a forum to accelerate the pace of change and cultivate an inclusive atmosphere. The groups allow us to leverage diversity of thought to drive innovative business solutions, while at the same time improving our recruitment, professional development and retention efforts.

### UNITY

UNITY focuses on enhancing awareness and appreciation of the African-American culture by introducing and supporting educational programs and projects; positioning African-Americans as thought leaders and decision makers; and serving as a resource to the company and associates by supporting business initiatives that represent the African-American culture.

UNITY members have served as a user group to help our merchandising team test and identify the right holiday products for the African-American community.

### APAN

APAN hosted the largest Walmart global event to date in 2011, attracting more than 12,000 associates in 13 countries in-person and via satellite broadcast. The event is part of the group’s on-going work to develop members as leaders at Walmart and in the community, identify a talent pipeline and collaborate with local community organizations to drive awareness and promote cultural and diversity efforts.

### ADAE

ADAE works to educate, engage and empower associates and communities about disabilities through inclusion, shared ideas and resources, and implementing best practices.

The group’s recent heritage event drew participation from suppliers and community organizations, while featuring former Assistant Labor Secretary and disability advocate Neil Romano as the keynote speaker.

### HLARG

HLARG focuses on four key initiatives, including:

- Recruiting, developing and growing talented Hispanic/Latino associates
- Sharing diversity best practices insight
- Supporting business growth
- Engaging in strong community outreach

HLARG created Mi Futuro, a mentoring program that has been implemented in Arkansas, Oklahoma and Arizona and continues to grow. As a result of its success, executive leadership urged associates to expand the mentoring program to children across the country by adopting schools.

### Women in Retail

The Women in Retail Associate Resource Group concentrates its efforts on being a valuable resource, key influencer and catalyst in the development of women leaders, while providing members with access to knowledge, tools and channels that create opportunities to empower professional and personal success. Those opportunities are realized through programs like Candid Conversations, where members gain valuable insight and develop business relationships by networking with executives.

### PRIDE

PRIDE is working to ensure Walmart is a place where all associates are understood and appreciated for the individuals they are by connecting with each other, our customers and our communities. In 2011, PRIDE shared its message of understanding by hosting events that included Hudson Taylor, college wrestling coach, Olympic hopeful and human rights advocate.

### Tribal Voices

By reflecting and embracing the many diverse, sovereign nations of the American Indian and Alaska Native people, and by bridging the gap between corporate America and tribal cultures, Tribal Voices is making a difference for Indian Country. In 2011, the group supported the efforts of the InterTribal Council of Miami, Okla., and provided job skills training through internships for students from American Indian colleges.
Embracing a Rich Heritage

For Mark Neighbors, strategic director of U.S. Store Innovation-New Formats, Associate Resource Groups (ARGs) are more than an opportunity to volunteer under the Walmart umbrella of diversity. It is a way to fulfill his late father’s wish.

Speaking in Cherokee, Mark made a promise to his father, an Oklahoma Band Cherokee Indian, before he passed away to embrace his Native American heritage. Mark vowed to protect the language and customs of the Cherokee tribe, and promised to pass that legacy on to his own children.

Mark views his involvement with the Tribal Voices ARG as an opportunity to help carry out this promise. It is the group’s mission to bridge the gap between corporate America and Indian Country that solidified his decision to join.

Mark now serves in a leadership role for the group. With almost 600 federally recognized tribes in the U.S. alone, Mark believes there is a need to educate and to be educated on Indian Nations outside his own tribal community.

His instinctive act of inclusion drives him to help find opportunities for Walmart to partner with Indian Country. Through the volunteer work of Tribal Voices’ members, student mentoring programs have been established at tribal colleges and middle schools in Indian Country. Walmart now focuses more on Native American talent acquisition and is better aligned to work with tribal communities, build relationships and engage government agencies and businesses owned by Native Americans.

Mark views Walmart as a trusted friend to the American Indian, Alaska Natives and Indian Nations and believes its growing partnership provides ways to expand economic development opportunities to tribal nations in need of job creation.

“I am proud of the work we are doing.”

MARK NEIGHBORS
At Walmart, we empower our associates to make a difference beyond the four walls of our company, wherever they live.

Global Women’s Economic Empowerment Initiative

In September 2011, Walmart announced a major global initiative to help empower women economically worldwide. Over the next five years, the program will help open market access for women-owned businesses, increase training and career opportunities for women on farms and in factories, and ultimately, help bring about a global marketplace where women’s contributions are valued.

By the end of 2016, we aim to:

**Increase sourcing from women-owned businesses.**
Over the next five years, the company will source $20 billion from women-owned businesses in the U.S. and double sourcing from women suppliers internationally.

**Empower women on farms and in factories through training, market access and career opportunities.**
New programs will help 60,000 women working in factories develop the skills they need to become more active decision-makers in their jobs and for their families. The initiative will also help women farm workers participate more fully in the agricultural supply chain.

**Empower women through job training and education.**
Successful retail training programs will be expanded to help 200,000 women internationally. In the U.S., Walmart will help 200,000 women from low-income households gain job skills and access higher education.

**Increase gender diversity among major suppliers.**
Walmart will work with major professional service firms and merchandise suppliers with more than $1 billion in sales to increase women and minority representation on Walmart accounts.

**Make significant philanthropic giving toward women’s economic empowerment.**
The company and our Foundation will support these programs with more than $100 million in grants that drive progress against key goals. Funding will come from the Walmart Foundation and donations directly from Walmart’s international businesses.

The Walmart Foundation is focused on meeting the needs of the underserved across the U.S. and supporting organizations that provide access to a better life. Through financial contributions, in-kind donations and volunteerism, we are committed to operating globally and giving back locally. Last year, we gave $958.9 million in cash and in-kind gifts to organizations around the globe.
Engaging Diverse Businesses

We must leverage our global supply chain in order to serve our customers better. It is what will help us become a truly global company. We are proud to do business with thousands of suppliers, including people of color, women, veterans and disabled veterans.

Al Hooks is no stranger to hard work. A long-time farmer, he has spent many years supplying produce to regional farmers markets during the spring and summer months. That was until he became a participant in the Walmart in the Grow initiative.

"It’s changed the way I do farming," said Al, who now farms year-round, supplying peas and greens to Walmart.

When others heard Al was participating in the program, he said they wanted to do business with him as well. He now supplies produce to four restaurants and a store in his region.

““It’s changed the way I do farming.”

Al Hooks, Walmart supplier of fresh locally grown produce
Members of Walmart’s Hispanic Latino Associate Resource Group (HLARG) understand the role that mentors can play in a person’s life. This prompted the creation of Mi Futuro, a mentoring program aimed at serving at-risk, eighth-grade students.

Made up of more than 200 Walmart, Sam’s Club and Logistics management associates, Mi Futuro program volunteers work to:

- Counsel students to develop a strong positive engagement in their education
- Improve their communication and leadership skills
- Develop plans for their own academic and future success

These are accomplished, in part, because of our associates who not only serve as role models but share valuable personal experiences that help students further their communication and leadership skills.

For the 2011-2012 school year, HLARG planned to mentor more than 400 students at 12 middle schools. The Mi Futuro program team surpassed its goals through the work of its dedicated members.

Mi Futuro is now available in Arkansas, Oklahoma and Arizona. HLARG members believe they have the opportunity to reach 10,000 students in these states alone and are focused on growing outreach to do just that.

Since its inception, all seven Walmart Associate Resource Groups have collaborated to accelerate the most impact and success of the program.
India: Bharti Walmart Training Centers

We have made intentional efforts to build diverse teams across the world through innovative approaches, even before the first doors open in new communities and countries.

Through training centers in Punjab, New Delhi and Bangalore, Bharti Walmart offers short-term vocational certification courses aimed at preparing people to become floor and sales associates or supervisors in retail stores. The first center opened in Amritsar, Punjab in December 2008. To date, nearly 9,000 students have been certified and more than 3,000 have been placed in a variety of jobs.

Brazil: Social Retail School

The Walmart Institute recently increased its investment in the Escola Social do Varejo (Social Retail School) program, which started in 2010, by 30 percent. The program offers professional retail training to low-income, young adults in São Paulo, Rio Grande do Sul, Ceará, Pernambuco and Bahia. Participation grew 65 percent in 2011, with 1,743 students and 90 educators trained. To date, the Social Retail School has served 2,795 young people.

More than 80 percent of those who participated in 2010 now work in the formal labor market, almost half with Walmart Brazil stores. In 2012, we anticipate more than 1,800 students in six states will participate.

“Innovation is the hard work of turning ideas into practical applications. Acceptance of these applications is completely dependent on the relevance of those ideas to the intended audience. Relevance is driven by active involvement of implementers with diverse experiences and skills sets.”

RICK WEBB, SENIOR VICE PRESIDENT, GLOBAL BUSINESS PROCESSES
Get on the Shelf

In a move to give entrepreneurs and inventors an opportunity to sell a product on walmart.com and in stores, Walmart launched Get on the Shelf. This contest is the first of its kind from a major retailer. The nationwide program developed by @Walmartlabs, allowed contestants to submit video entries that promote their product in categories sold at Walmart.

After a two-round public voting process, we announced the final winners of the Get on the Shelf program. The winners include:

- HumanKind Water - a bottled water company that gives 100 percent of its net profits toward clean drinking water for underdeveloped communities worldwide.
- PlateTopper - a kitchen product that transforms dinner plates into airtight food storage containers.
- SnapIt Eyeglass Repair Kit - a screw kit to fix glasses in 30 seconds.

All three products will be available on Walmart.com. HumanKind Water will be available in select Walmart stores.

Direct Farm

Our Direct Farm program allows Walmart to support local farmers and their communities and best serve our customers by bringing them every day low costs. By 2015, our Direct Farm initiative will impact farmers in 12 countries.

Sustainable agriculture is key for the Walmart strategic initiative to drive affordability, quality and safety of food for our customers, enable security of supply, and reduce adverse environmental impacts.

The program trains farmers to increase yields, removes intermediaries to improve supply chain efficiency and helps with production planning to improve crop utilization. This increases farmer income, decreases prices for consumers, reduces environmental impacts and food waste and improves freshness, quality, safety and supply reliability.

Before 2016, in emerging markets Walmart will:

- Sell $1 billion in food sourced from 1 million small- and medium-sized farmers.
- Provide training to 1 million farmers and farm workers in our food supply chain, of which we expect half to be women.
- Raise the income of the small- and medium-sized farmers we source by 10 to 15 percent.
- Invest more than $1 billion in our perishable supply chain so we deliver fresher, higher quality food with a longer shelf life.

Andrea Thomas, senior vice president, sustainability, with a local farmer in Zambia
We’re Proud and Committed

While we recognize that there is always more work to be done, we are proud of the progress we are making along our diversity and inclusion journey. These achievements are possible because of the partnerships we have with our associates, customers and stakeholders.

Looking forward, we will continue to concentrate on building a global workforce to meet the rising expectations of Walmart’s Next Generation customer. We aim to nurture an inclusive and collaborative culture and empower our associates to make a difference for the people and communities we serve.

Our efforts help us deliver on the customer promise that Sam Walton made to save people money so they can live better. His vision began 50 years ago with the opening of the first Walmart store and it continues today. Our unique corporate culture – respect for the individual, service to our customers and striving for excellence – drives our success.

Diversity and inclusion is rooted in our culture and is a key part of our strong foundation that keeps us focused and motivated to build a better company.