

WAL-MART IS WORKING FOR EVERYONE.

Some of our critics are working only for themselves.

— LEE SCOTT, PRESIDENT AND CEO, WAL-MART STORES, INC.
JANUARY 13, 2005

As one of the world's most visible companies, Wal-Mart expects attention and criticism. When the criticism is warranted, we use it as a tool to improve the way we operate.

But when special-interest groups and critics spread misinformation about Wal-Mart, the public deserves to hear the truth. In other words, everyone is entitled to their own opinions about our company, but they are not entitled to make up their own facts.

The truth is Wal-Mart provides great value for customers, opportunities for our workforce, economic support for communities and a helping hand for charities across America. We work hard to make life better for everyone. Can our critics truly say the same?

Wal-Mart is committed to those who shop with us every day — many of whom depend on us to provide value for the products they want at the lowest prices possible. Last year, more than 90 percent of Americans — 270 million people — chose to shop at Wal-Mart.

Wal-Mart is also working for our associates. It's time to set the record straight with the real facts about Wal-Mart as a place to work, presented by the people who know — not by people who presume to know.

Wal-Mart provides good jobs with excellent advancement opportunities to our 1.2 million U.S. associates.

- This year, we plan to create more than 100,000 new jobs in the United States. It takes a lot of talent to fuel that growth, which in turn offers advancement opportunity for associates who want to run some of our 58 in-store departments or move into management.
- We promote from within. Seventy-six percent of our store management team started at Wal-Mart in hourly positions.
- Our average wage for full-time hourly store associates — such as cashiers, stockers and sales associates — is almost twice the federal minimum wage.
- Wal-Mart benefits — available to full- and part-time associates — include healthcare insurance with no lifetime maximum. Associate premiums begin at less than \$40 per month for an individual and less than \$155 per month for a family, no matter how large.
- Other benefits include a profit-sharing/401(k) plan, merchandise discounts, company-paid life insurance, vacation pay and pay differential for those in active military service. More than half of our associates own company stock through our associate purchase plan.

- Seventy-four percent of Wal-Mart's hourly associates in the United States work full-time. That's well above the 20 – 40 percent typically found in the retail industry.
- Our workforce is unique in its size and diversity — from full-time career professionals to students working their way through college, from senior citizens seeking a break from retirement to people with disabilities.

Given these facts, it is no surprise that more than half of the associates we surveyed said the benefits package, including healthcare, was a very important factor in their decision to accept a position at Wal-Mart.

Thank you for being open to the facts about Wal-Mart. You can learn more at a Web site we are launching today — www.walmartfacts.com.

Sincerely,
Lee Scott
President and CEO
Wal-Mart Stores, Inc.



WAL★MART®

Always.

