

The truth about jobs:

In the first decade after Wal-Mart arrived in Iowa, the state lost 555 grocery stores, 298 hardware stores, 293 building supply stores, 161 variety stores, 158 women's apparel stores, 153 shoe stores, 116 drugstores, and 111 men's and boys' apparel stores.¹

The truth about promotion:

Wal-Mart is a defendant in a historic class action lawsuit alleging that the company discriminates against women in promotions, jobs assignments, training, and pay throughout the U.S.²

The truth about salary:

Wal-Mart sales clerks made an average of \$8.23 an hour—or \$13,861 a year—in 2001. That's nearly \$800 below the federal poverty line for a family of three.³

The truth about insurance:

Part-time Wal-Mart workers are not eligible for family medical coverage and become eligible for individual coverage after two years with the company, said according to Dan Fogleman, Wal-Mart spokesperson.⁴

The truth about benefits:

According to the Brennan Center, Costco's workers make an average of \$15.97 per hour, a full 38 percent more than the \$11.52 per hour average paid by Sam's Club. Costco also pays thousands more for workers' health and retirement and includes more of its employees in its health care, 401(k), and profit-sharing plans. Employee turnover is considerably lower: 6 percent for Costco, 21 percent for Sam's Club.⁵

Wal-Mart spent millions on defensive ads like these.

**Get the real facts.
Wal-Mart Fact Checker
www.purpleocean.org/walmart**

The truth about diversity:

A 2003 federal investigation into the employment of illegal immigrants to clean Wal-Marts around the country resulted in 250 arrests at 60 stores spread across 21 states—and caused the federal government to inform Wal-Mart that they face an investigation into whether Wal-Mart executives knew their cleaning contractors were using illegal employees.

The truth about hours:

Wal-Mart's low wages mean full-time work doesn't necessarily make employees are wealthier. In fact, all else being equal, U.S. counties where new Wal-Mart stores were built between 1987 and 1998 experienced higher poverty rates than other U.S. counties.⁶

- 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.walmart.com.

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



1. Kenneth Stone, Iowa State University, Impact of Wal-Mart Stores and other Mass Merchandisers in Iowa, 1983-1993, Economic Development Review, Spring 1995; 2. Judge certifies Wal-Mart class action lawsuit: Plaintiffs' attorneys: 1.6 million women charge discrimination, The Associated Press, June 22, 2004 Link; 3. Anthony Bianco and Wendy Zellner, "Is Wal-Mart Too Powerful?" BusinessWeek, October 6, 2003 Link; 4. John Heys and Paul Wilson, Wal-Mart tops state CHIP list: Retailer stands out in program for uninsured kids, Charleston (W. Va.) Gazette, December 26, 2004 Link; 5. Paul Lightfoot, Adequate Minimum Wage Helps Businesses, Workers, Economy, The Journal News (N.Y.), June 16, 2004 Link; 6. Stephan J. Goetz and Hema Swaminathan, "Wal-Mart and County-Wide Poverty," Pennsylvania State University, October 18, 2004 Link; 7. Judge rules for illegal immigrant janitors, Associated Press, January 3, 2005 Illegal Immigrant Workers Sue Wal-Mart, Associated Press, November 9, 2003 Link