

ASSOCIATE RESOURCE GROUPS

Walmart has seven established Associate Resource Groups (ARGs) that have enriched cultural awareness, increased engagement in the local diverse communities and created a greater sense of community and connection among diverse associates at Walmart.

As in the past, our ARGs will continue to be a strong development tool for our top, diverse talent and a significant channel to drive meaningful change and impact across the Enterprise.



Lesbian, Gay, Bisexual, Transgender (LGBT) and Straight Ally Associate Resource Group

The mission of Walmart PRIDE (Promoting Respect, Inclusion, Diversity, and Equity) is to be a source of pride in the LGBTQ and Straight Ally community by championing for our customers, counseling our business and providing a community for our associates.

Success: This year was a tremendous one for Walmart PRIDE. They were named a finalist for Employee Resource Group (ERG) of the Year for the second year in a row by Out & Equal, a leading organization for LGBT inclusion in the workplace. Associates represented Walmart in nearly 30 Pride celebrations across the U.S., and the San Bruno chapter raised more than \$270,000 while participating in the AIDS LifeCycle, making Walmart one of the top 20 corporate sponsors. Asda PRIDE in the UK was a finalist for the Inclusive Networks award for Network Engagement Initiative of the Year for its unwavering support of transgender colleagues and customers. PRIDE hosts associate engagement events with other Associate Resource Groups in Bentonville and San Bruno. Walmart received a score of 90 out of 100 on the Human Rights Campaign's 2016 Corporate Equality Index, the national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, transgender and queer employees.



African American Business Resource Group

The vision of AABRG is to deliver superb business performance and establish a reputation for Walmart Stores, Inc. as the best place to work and shop for African Americans. Their mission is to contribute to Walmart's commitment to promote diversity and inclusion as a business imperative, and to serve as a corporate thought leader through the insights of African American associates. As a result, the company will better serve associates, customers and communities.

Success: The AABRG, in partnership with the African American Officers Caucus (AAOC), kicked off a year-long onboarding program known as COMPASS for newly hired AABRG members at all levels. Each monthly session is facilitated by an AAOC member and is designed to prepare newly-hired AABRG members with the necessary tools and the Walmart blueprint for a rewarding career at Walmart. Over the course of the year-long program, the curriculum focuses on the core competencies essential to success, including cultural awareness; building relationships; influencing and communicating; and the business of retail.

COMPASS

Connect, Own, Mentor, Perform, Accelerate, Support, Sponsor



Women's Resource Council

Women's Resource Council (WRC) is a group of women and men who cultivate an inclusive atmosphere and act as a forum to **Connect, Develop** and **Advocate** for our more than 4,500 members. They aim to support the company's vision of making Walmart the best place for women to work at all levels. They work to continue the development of a diverse and inclusive work environment by supporting their members and providing resources to develop the talent pipeline, while integrating their membership further with business objectives to drive a competitive edge for Walmart.

Success: For International Women's Day on March 8, the WRC partnered with the President's Global Council of Women Leaders (PGCWL) to host a special event celebrating the achievements of groundbreaking women – past, present and future, championing the exponential benefits that come with diversity and inclusion. Guest speakers included Walmart business leaders, and Melanne Verveer and Kim K. Azzarelli, co-authors of "Fast Forward: How Women Can Achieve Power and Purpose". It was a truly global event, attended in person by 500 associates, and viewed by an additional 1,520 through streaming and video share. In the U.S., an estimated 400 participants from 23 regions participated, as well as 12 countries from International, with South Africa joining for the first time.



Hispanic Latino Associate Resource Group

HLARG has the mission of strengthening our Hispanic talent to lead diversity and inclusion efforts that impact business, develop associates and build communities. They support Walmart through ongoing education and promotion of Hispanic/ Latino culture and values for the mutual benefit of our company and the communities we serve.

Success: During Walmart's fourth annual U.S. Manufacturing Summit, HLARG provided valuable expertise and resources for our buyers as they consider purchasing from the more than 40 Hispanic American-owned businesses who signed up for the Summit. HLARG partnered as a resource to the Supplier Diversity team during the Summit to share materials about the Hispanic Customer. They participated in the Supplier Academy session titled, "Doing Business with Walmart" and as observers in key meetings to identify opportunities for updates in the future. With more than 2000 suppliers and potential suppliers in attendance, these resources set our business – and possibly those suppliers – up for success.



Asian Pacific Associates Network

APAN is an associate resource group dedicated to making Walmart the best place for Asian American and Pacific Islanders (AAPI) to fulfill their career aspirations while maintaining their cultural identity. They work to develop AAPI leaders who influence and contribute significantly to Walmart's business results.

Success: In 2016, APAN introduced their new Executive Speaker Series, an engagement series designed to educate our associates on how Walmart operates in its day-to-day business, with an emphasis on how we are fulfilling our commitment to attract, develop and retain a diverse workforce throughout the company. The sessions are open to all Home Office associates, with viewing options for those in the field. The series topics and speakers range from SVP and Chief Global Culture, Diversity & Inclusion Officer Ben Hasan speaking about the importance of having a diverse and inclusive workforce to Walmart's digital and physical integration journey, shared by Cameron Geiger, SVP - International Logistics Services.



Native American and Alaskan Native Resource Group

Tribal Voices, the ARG dedicated to supporting Native American and Alaskan Native associates and customers, began this year by welcoming a new leadership team. The team's strategy is dedicated to partnering to engage and develop our members and our communities, and working to make Walmart the best place to work and shop for everyone. Tribal Voices is focused this year on improving communication with members to ensure associates know what resources are available to them.

Success: The group's members support Native suppliers looking to do business with Walmart and Sam's Club, often connecting them to broader company initiatives, such as the US Manufacturing Summit, and making important merchant and product development introductions to encourage the development of a diverse supplier base for those items we offer our customers. They also continued their work with Haskell University in Lawrence, Kan., leveraging two dozen field and home office associates to support nearly 80 students through resume reviews and mock interviews.



Advocates for Disability Awareness and Education

The mission of this resource group is to create an environment that educates, engages and empowers families, associates, and communities impacted by disabilities through inclusion, sharing ideas and resources and implementing best practices.

Success: ADAE celebrated the 25th anniversary of the signing of the Americans with Disabilities Act (ADA) with a celebratory event held Oct. 20, 2015, during National Disability Employment Awareness Month (NDEAM). The event featured keynote remarks from 11-time Paralympic medalist Tatyana McFadden along with a presentation by documentary filmmakers Alison Gilkey and Eric Neudel who are responsible for the seminal film "Lives Worth Living" which chronicles the American disability civil rights movement. The session also contained a panel discussion featuring leaders of national disability nonprofit organizations. The national Disability Rights Museum on Wheels (DRMW), a production of the USBLN, also made a stop at the Walmart Home Office as part of the event. Walmart was among the tour sponsors for the DRMW.