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April 4, 2013

Ralph Nader  
P.O. Box 19367  
Washington, D.C. 20036

Dear Mr. Nader,

Thank you for writing to our chairman Rob Walton and our CEO Mike Duke about the proposed federal minimum wage increase. Because I lead our U.S. business, I am responding on our company's behalf.

Our U.S. associates are 1.3 million strong and they achieve incredible things every single day. We know our success depends on them, and that's why we offer competitive wages. In the U.S., Walmart's full-time, average hourly wage is \$12.67 per hour. Additionally, both full- and part-time associates are eligible for quarterly bonuses based on the performance of their stores. Last year, these bonuses earned by hourly associates totaled more than \$770 million.

What I'm most proud of is that Walmart is a place of opportunity. More than 75 percent of our store management teams started as hourly associates, and they earn between \$50,000 and \$170,000 annually. Every year, we promote about 160,000 people to jobs with more responsibility and higher pay.

We recognize that several proposals exist to raise the minimum wage, and we are reviewing these bills. However, we haven't taken a position on this issue at this point. We appreciate hearing your point of view on this.

In regard to your earlier letter to encourage corporate patriotism, I'd also like to share two new efforts our company announced in January that reflect our strong commitment to America:

- **Providing job opportunities for veterans.** Beginning Memorial Day, Walmart will offer a job to any honorably discharged veteran within his or her first 12 months off active duty. We project that we will hire more than 100,000 veterans over the next five years.

- **Driving more American manufacturing.** Through our buying power, Walmart can give manufacturers confidence to invest capital in America and play a role in revitalizing the communities we serve. We've committed to buy an additional \$50 billion in U.S. products over the next 10 years – a timeframe that reflects the lead times for bringing manufacturing facilities online.

Thank you again for contacting us to share your views.

Sincerely,



Bill Simon  
President and CEO  
Walmart U.S.