



UNITARIAN UNIVERSALIST  
ASSOCIATION OF CONGREGATIONS

**OVERNIGHT MAIL AND FAX (479-273-1917)**

December 18, 2007

Mr. H. Lee Scott, Jr.  
Chairman and Chief Executive Officer  
Wal-Mart Stores, Inc.  
702 Southwest Eighth Street  
Bentonville AR 72716-0215

Timothy Brennan  
Treasurer and  
Vice President of Finance

25 Beacon Street  
Boston  
Massachusetts 02108  
USA  
617 948 4305 *tel*  
617 367 3237 *fax*

[www.uua.org](http://www.uua.org)

Dear Mr. Scott:

The Unitarian Universalist Association of Congregations (“UUA”), beneficial owner of shares of Wal-Mart Stores, Inc., is hereby submitting the enclosed resolution for consideration at the upcoming annual meeting. The resolution requests that the Company amend its written equal employment opportunity policy to explicitly prohibit discrimination based on gender identity.

The Unitarian Universalist Association of Congregations is a faith community of more than 1000 self-governing congregations that bring to the world a vision of religious freedom, tolerance and social justice. With roots in the Jewish and Christian traditions, it has been a force in American spirituality from the time of the first Pilgrim and Puritan settlers. The UUA is also an investor with an endowment valued at approximately \$135 million, the earnings of which are an important source of revenue supporting our work in the world. The UUA takes its responsibility as an investor and shareholder very seriously. We view the shareholder resolution process as an opportunity to bear witness to our values at the same time that we enhance the value of our investments.

We submit this resolution for inclusion in the proxy statement in accordance with Rule 14a-8 of the General Rules and Regulations of the Securities and Exchange Act of 1934 for consideration and action by the shareowners at the annual meeting. The UUA is the beneficial owner of these shares as defined in Rule 13d-3 of the Act. We intend to maintain ownership of the required number of shares through the date of the next stockholder’s annual meeting. We have been a shareholder for more than one year of shares valued in excess of \$2,000. A representative will attend the shareholder’s meeting to move the resolution as required by the SEC Rules. We expect other investors will co-file this resolution with us.

Verification that we are beneficial owners of 70 shares of common stock in Wal-Mart Stores, Inc. will be provided upon request. In addition to me, you may contact Jim Gunning, a member of the UUA's Committee on Socially Responsible Investing, who serves as our representative for this initiative. He can be reached by phone (201-836-5901) or email ([jimgunning@optonline.net](mailto:jimgunning@optonline.net)).

Yours very truly,

A handwritten signature in black ink, appearing to read "Tim Brennan", with a large, stylized flourish extending from the end of the name.

Tim Brennan  
Treasurer and Vice President of Finance

Enclosure: Shareholder resolution on equal employment opportunity policy

## GENDER IDENTITY NON-DISCRIMINATION POLICY

Wal-Mart Stores, Inc.

Whereas: Wal-Mart does not explicitly prohibit discrimination based on gender identity in its written employment policy, yet Wal-Mart's policy already does explicitly prohibit discrimination based on sexual orientation;

Over 30% of the Fortune 500 companies have adopted written nondiscrimination policies prohibiting harassment and discrimination on the basis of gender identity, as well as 400 leading private sector companies and eight-five U.S. colleges and universities, according to the Human Rights Campaign;

Ninety three City and County Governments and twelve States have passed clear gender identity and expression legislative protections including California, Colorado, the District of Columbia, Hawaii, Illinois, Maine, Minnesota, New Mexico, Pennsylvania, Rhode Island, Vermont and Washington;

Over 350 U.S. based human rights organizations and every U.S. State civil rights advocacy group has endorsed national legislation explicitly prohibiting discrimination based on sexual orientation as well as gender identity.

Our company has operations in, and makes sales to institutions in States and Cities that currently prohibit discrimination on the basis of sexual orientation and gender identity;

We believe that corporations that prohibit discrimination both on the basis of sexual orientation and gender identity have a competitive advantage in recruiting and retaining employees from the widest talent pool.

**Resolved: The Shareholders request that Wal-Mart Stores amend its written equal employment opportunity policy to explicitly prohibit discrimination based on both sexual orientation and gender identity, and to substantially implement this policy.**

Supporting Statement: Employment discrimination on the basis of sexual orientation and gender identity diminishes employee morale and productivity. Because state and local laws are inconsistent with respect to such employment discrimination, our company would benefit from a consistent, corporate-wide policy to enhance efforts to prevent discrimination, resolve complaints internally, and ensure a respectful and supportive atmosphere for all employees. Wal-Mart will enhance its competitive edge by joining the growing ranks of companies guaranteeing equal opportunity for all employees.