



Pullman Park Walmart Community Benefits Memo

As illustrated on the West Side, the proposed Walmart at 111th Street and Doty Road will always strive to be a Store of the Community; and we are hopeful that the entire project will benefit the local community by bringing up to 400 new jobs, creating new tax revenues and acting as a catalyst for economic development for the South Side.

From the construction phase to the hiring process to offering local products on the shelves, we will make good faith efforts to do the following:

- Work closely with the Alderman and the City in its efforts to assist in building increased capacity for local and minority-owned businesses;
- Work with the Alderman and City of Chicago Business Affairs & Licensing Department to identify local businesses (banks, barbers, manicurists, fast food, etc.) interested in leasing the retail space in the lobby of the store;
- Work with the Alderman and the City's Business Affairs & Licensing Department and the Illinois Department of Agriculture to identify and purchase goods from qualified local minority-owned small businesses;
- Work with the local Alderman and the City in its efforts to promote local and regional businesses;
- Work with the local Alderman and a local business group(s) who will act as a resource for development and implementation of local minority contractors and suppliers.

CONSTRUCTION

Walmart's Construction Department will:

- Require the selected General Contractor to incorporate, and encourage them to exceed, the project developer's M/WBE procurement goals of 24% for minority-owned business enterprises and businesses owned by persons with disabilities, and 4% for women-owned business enterprises;
- Require the General Contractor to provide notification to all contractors involved with this project that diversity is an important principle, that all contracting parties are responsible for encouraging M/WBEs and BEPDs to participate, and that all contractors are required to have a participation plan;
- Require to the selected General Contractor that he/she work with the labor organizations and appropriate construction trades to develop a process by which traditionally under-represented groups and residents of Chicago can be trained and certified to participate in training and apprenticeship programs;
- Recommend to the General Contractor that he/she should develop and support a Dawson Tech building trades apprenticeship program for members of the community desirous of learning construction skills;
- Require General Contractors to report the minority- and/or female-owned subcontractors working on the project and the amount of work assigned to each identified subcontractor. The General Contractors shall provide this report on a quarterly basis throughout the duration of the project.

LOCAL HIRING

- Walmart shall open an accessible Hiring Center within the community, providing access to job opportunities for local residents. More than 80 percent of our associates at our West Side Chicago store are from the local community;
- Walmart will work with local community groups and the mayor's Office of Workforce Development to source candidates who are interested, qualified and eligible. We will partner with community organizations to provide resume writing skills, interviewing skills and other applicable pre-employment workshops to assist applicants' success;
- Walmart is an EEO employer, committed to identifying interested, qualified and eligible community applicants. We will continue our existing partnerships and develop new partnerships with local non-profit and job training services in order to provide the under-employed with equal opportunities for success. Interested and qualified job applicants will be considered for employment, including, but not limited to local minorities, women, persons with disabilities, veterans, and at-risk youth;
- Walmart shall ensure that all new associates and transfers from other stores are provided health and safety training appropriate for retail employees. Said training will include:
 - Understanding employee protections and rights under the Occupational Safety and Health Act (OSHA);
 - Identifying and correcting potential hazards in the workplace;

- Determining education, training and protective equipment required to perform a job safely;
- Using ladders safely and working at elevated heights;
- Handling and lifting heavy objects and merchandise properly;
- Preventing slips, trips and falls;
- Using hand tools and mechanical equipment safely;
- Responding safely when confronted with a situation involving shoplifting or robbery;
- Providing safety in and around the store as needed;
- Dealing with harassment from customers or co-workers;
- Cleaning and using chemical agents properly and understanding MSD's (Material Safety Data information);
- Preparedness addressing fires, power outages, severe weather alerts or other emergencies.

WAGE & BENEFITS

Full-time and part-time associates working in the Pullman Park store will be eligible for company benefits and programs as defined in the Company annual benefit plan documents which today include:

- Competitive market salaries utilizing a pay performance and position salary progression;
- Walmart offers a comprehensive benefits package to its associates;

- ALL interested and qualified associates have the opportunity to advance their career into a supervisory or management position; historically almost 70% of management began as hourly associates;
- ALL associates can become eligible for bonus incentives based on store performance;
- ALL associates can become eligible for the Associate Discount Program, which includes a discount on fresh fruits and vegetables;
- In Year 1, eligible Walmart associates earn sick time and personal days.

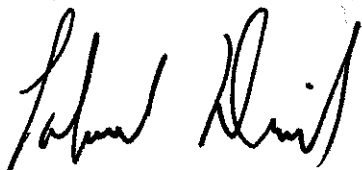
Walmart will work with local officials and the community to identify and support important community initiatives and not-for profit organizations.

Any term or agreement in this document is subject and contingent upon business conditions that will continue to ensure a productive relationship with the City and its citizens.

Walmart shall comply with the terms of any and all applicable City of Chicago laws, regulations and ordinances.



Julie Murphy
SVP, Walmart Midwest Division



Labeed Diab
RGM, Northern Illinois