

March 30, 2005

Mr. Lee Scott, CEO
Wal-Mart Stores Inc.
702 Southwest Eighth Street
Bentonville, AR 72716-0215

Dear Mr. Scott,

As members of the University of Dayton community, we would like use the occasion of your visit to our campus in order to communicate to you our deep concern regarding the business practices of Wal-Mart Stores. The students, faculty and larger community of the university share a commitment to both the search for truth, conducted under standards of academic excellence, and justice, demonstrated by our commitment to the principles of social justice and universal human rights. Through this letter, we would like to both inform you of some of what we consider to be the most important parts of our university's mission and identity, as well as inform you of some areas where we hope we can cooperate with your corporation in order to improve our common world.

As a Marianist University, the University of Dayton, along with its various subdivisions and organizations is called, at all times, to be in solidarity with the poor, the working, and the voiceless. This requirement of respecting "otherness" is taken very seriously. The commitment to seeking a better tomorrow through education and service that our campus shares is reflected in the accomplishments we have struggled to achieve. We are proud to be among the few cutting edge universities in the United States. UD boasts of having one of the only Human Rights programs offered in the U.S. as well as maintaining the highly reputable Center for Social Concern which works with Campus Ministry and has proven for years to be one of the strongest service and learning organizations at any college. Furthermore, our business department ranks among the top business schools. These are not simply entries in a brochure, but rather, they are achievements in which our entire university takes pride. As a Marianist community, we pledge our commitment to the freedom of all people, especially children, from oppression and economic slavery. We believe protection of the health and safety of workers and the local community, full support and fair participation of all community sectors, especially women, is necessary. Our Marianist Charism demands that we address situations that come to our attention as being

contrary to our core values. Each person is a reflection of God's love and should have a voice in the world economy.

We recognize that our interconnectedness with our neighbors around the globe continues to increase at a rapid pace. Improvements in technology and changes in global marketplace require us to take our responsibilities as both consumers and global citizens even more seriously. We are saddened that many American corporations, including Wal-Mart, fail to use their influence to protect their own dedicated workers and that of their suppliers. In a letter that the UD chapter of United Students Against Sweatshops received in November 2004, Rob Kusiciel, Wal-Mart's Vice President of Global Services, stated that Wal-Mart's influence in factories "can lead to meaningful and positive changes for the workers involved." We share this belief, and are accordingly deeply disappointed to see how little has been done to protect the workers and suppliers of your corporation, one of the largest and most powerful in the world.

Your visit to The University of Dayton follows a visit earlier this year from two courageous women participating in the Bangladeshi Worker's Tour, organized by the National Labor Committee. These women spoke powerfully of laboring long hours under the constant threat of physical abuse to produce clothing for sale at Wal-Mart. Amnesty International reports that children's toys are produced for Wal-Mart at Chinese factories "where working conditions are harsh, workdays are long, and child labor is widespread." Closer to home, Wal-Mart has repeatedly been investigated for violations of labor laws. Your corporation has repeatedly paid large settlements in child labor cases, most recently in January 2005. Over one million Wal-Mart employees have joined a class action lawsuit alleging discrimination against women and sexual harassment. Other employees and former employees have reported dangerous working conditions, forced unpaid overtime and intimidation of potential labor organizers.

Mr. Scott, we implore you to use your enormous power and influence to take effective steps to address these concerns. We know that you have heard many of these issues before, especially at your February 2005 meeting with the Interfaith Center for Corporate Responsibility (ICCR) including representatives from the Marianist Social Justice Collaborative (MSJC) in New York. The time has come to live up to your global responsibility. We are asking you to pledge that Wal-Mart will require its suppliers to submit to frequent unannounced inspections of their factories. See to it that that your code of conduct is translated into the local languages and posted publicly at these factories. We also ask that you list email addresses on your code of conduct posters for Wal-Mart managers in country and in Bentonville, Arkansas who will investigate and correct suppliers' employee complaints. We are asking you to make available to customers inside your stores more complete information about where and how your products are made and release to the public the names and addresses of the factories from which you purchase.

Your invitation to the RISE symposium is a testament to your success in protecting the value of your shareholders investment in your corporation. Your corporate Statement of Ethics pledges that you will also protect these shareholders, including the University of Dayton, "by observing

the highest standard of ethical and legal conduct.” We look forward to hearing from you how Wal-Mart plans to reach this laudable goal.

Sincerely,