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## Hourly retail associate assessment walmart answers

Walmart Inc is an American multinational retail corporation that operates a chain of hypermarkets, discount department stores and grocery stores in the US and 23 other countries. It was founded in 1962 by Sam Walton and his brother Bud in Rogers, Arkansas. The company has grown to become the world's largest company by revenue. Given article text here Sam Walton founded Walmart after buying a Ben Franklin store branch from the Butler Brothers in 1945. He focused on selling products at low prices to achieve higher volume sales with lower profit margins. Despite initial setbacks due to high lease prices and branch purchases, Walton found cheaper suppliers than others, enabling him to undercut competitors on pricing. Sales increased significantly over the years, reaching \$250,000 within five years. The store eventually became too expensive to renew, prompting Walton to open a new location in Bentonville, naming it "Walton's Five and Dime". This original store now serves as the Walmart Museum. Wal-Mart expanded across Tennessee in 1973, Kentucky and Mississippi in 1974, and Texas in 1975, with 125 stores employing 7,500 people and generating \$340.3 million in total sales. By the 1980s, Wal-Mart experimented with the Hyper-Mart concept, combining discount store features with supermarkets, pharmacies, video arcades, and other amenities. The company grew rapidly, reaching 1,198 stores by its 25th anniversary in 1987, with \$15.9 billion in sales and 200,000 associates. One factor contributing to Wal-Mart's success between 1980 and 2000 was its strategic expansion pattern, building distribution centers within driving distance of existing Supercenters. The company completed a satellite network in 1987, allowing the corporate office to track inventory and communicate with stores instantly. Sam Walton began sourcing products from China, starting at around 6% to 40%, by 1984. David Glass replaced Walton as CEO in 1988, while Walton remained chairman of the board. The first Wal-Mart Supercenter opened in Washington, Missouri, during this year. By the late 1980s, Wal-Mart surpassed Kmart and Sears in profitability, becoming the largest U.S. retailer by revenue in 1990. Prior to 1990, Wal-Mart had no presence on the West Coast or Northeast except for a single Sam's Club in New Jersey. It expanded into Mexico in 1991, Canada in 1994, and later entered South America in 1995 with stores in Argentina and Brazil, as well as Europe through its purchase of Asda in the United Kingdom in 1999. Wal-Mart introduced the Neighborhood Market concept in 1998, with three stores in Arkansas. \$165 billion.[49] In two thousand and two, it was placed first time as America's largest corporation on Fortune five hundred list, with revenues of \$219.8 billion and profits of \$6.7 billion. It has remained there every year except two thousand and six, two thousand nine, and two thousand twelve.[50] In two thousand and five, Wal-Mart reported US\$312.4 billion in sales, more than six thousand one hundred sixty facilities around the world—including three thousand eight hundred stores in the United States and two thousand eight hundred elsewhere, employing more than one point six million associates. Its U.S. presence grew so rapidly that only small pockets of the country remained more than ninety seven kilometers from the nearest store.[51] As Wal-Mart expanded rapidly into the world's largest corporation, many critics worried about its effect on local communities, particularly small towns with many "mom and pop" stores. There have been several studies on the economic impact of Wal-Mart on small towns and local businesses, jobs, and taxpayers. Kenneth Stone, a professor of economics, found that some small towns can lose almost half of their retail trade within ten years of a Wal-Mart store opening.[52] However, in another study, he compared the changes to what small towns have faced the past—including the development of the railroads, the advent of the Sears Roebuck catalog, and the arrival of shopping malls—concluded that shop owners who adapt to changes in the retail market can thrive after Wal-Mart arrives.[52] A later study in collaboration with Mississippi State University showed that there are "both positive and negative impacts on existing stores in the area where the new supercenter locations" [53] In the aftermath of Hurricane Katrina in September two thousand and five, Wal-Mart used its logistics network to organize a rapid response to the disaster, donating \$20 million, 1,500 truckloads of merchandise, food for one hundred thousand meals, and the promise of a job for every one of its displaced workers.[54] An independent study by Steven Horwitz of St. Lawrence University found that Wal-Mart, The Home Depot, and Lowe's made use of their local knowledge about supply chains, infrastructure, decision makers and other resources to provide emergency supplies and reopen stores well before the Federal Emergency Management Agency (FEMA) began its response.[55] While the company was almost lauded for its quick response amidst criticism of FEMA, several critics were quick to point out that there still remained issues with the company's labor relations.[56] In two thousand six, Charles Fishman published The Wal-Mart Effect, examining the operation of Wal-Mart's supply chain. His book caught the attention of the press and the public. Fishman's case studies illustrate Wal-Mart's drive to lower costs and achieve greater efficiency and suggest that it may have significant upstream effects. Since Fishman's book was published, Wal-Mart has more than doubled in size. Further research on Wal-Mart's role in the food supply chain has tended to be limited and anecdotal.[33][57] Wal-Mart launched several environmental measures in November 2005 to improve energy efficiency and reduce waste. The company aimed to increase fuel efficiency by 25% in its truck fleet, cut greenhouse gas emissions by 20%, and reduce energy use at stores by 30%. CEO Lee Scott emphasized the importance of being a "good steward of the environment" and using only renewable energy sources. The company designed three experimental stores with innovative features such as wind turbines and solar panels. Wal-Mart also became a major buyer of organic cotton and seller of organic milk, reducing packing and energy costs. In 2006, the company announced plans to remodel its U.S. stores to appeal to a wider range of customers. Wal-Mart introduced new advertising with the slogan "Save money. Live better." in 2007, which resulted in savings for consumers of \$287 billion in 2006. The company also created its own electric company, Texas Retail Energy, to supply its stores with cheap power. In 2008, Wal-Mart removed the hyphen from its logo and introduced a new Spark symbol, which received mixed reviews from design critics. Walmart's financial performance improved during a recession, with \$401.2 billion in net sales and a gain of 7.2 percent from the prior year. The company announced bonuses to its workers, including a combined US\$933.6 million in bonuses to full and part-time hourly workers. In 2010, Walmart acquired Vudu, Inc. for an estimated \$100 million, and began investing in renewable energy with plans to double its biofuel-powered truck fleet's efficiency by 2015. The company launched a mail subscription service called Goodies in 2012, but it shut down in late 2013. Walmart was involved in several high-profile controversies, including a lawsuit filed by comedian Tracy Morgan after he was injured in a multi-car pile-up caused by a Walmart driver who had not slept for 24 hours. The company also made significant investments in solar power and energy storage, with 142 MW of capacity and 17 projects. In 2016, Walmart announced it would close 269 stores, affecting 16,000 workers. Walmart decided to close a total of 269 stores across the globe in 2017, which represented less than one percent of its global square footage and revenue. The majority of these closures were small Neighborhood Market locations that were previously Walmart Express pilot sites. In contrast, the company plans to expand other areas such as Supercenters, e-commerce, pickup services, and international locations. The retail giant announced several major deals in 2016, including a \$3.3 billion acquisition of online retailer Jet.com. This purchase was seen as a strategic move to strengthen Walmart's e-commerce capabilities. Additionally, the company partnered with IBM and Tsinghua University to implement blockchain technology for supply chain tracking in China. In 2017, Walmart continued its efforts to expand its e-commerce presence through several acquisitions, including Moosejaw and Bonobos. The company also invested in Parcel, a same-day delivery service in Brooklyn. Furthermore, Walmart started testing crowdsourced delivery services under the brand "Spark". Walmart Announces Various Initiatives and Changes Amidst Tax Reform and Pandemic Walmart announced several changes in response to the new tax law, including increasing starting wages, distributing bonuses, expanding leave policies, and contributing towards employee adoptions. CEO Doug McMillon stated that these investments will benefit shareholders. The company is also exploring entry into the subscription-video space, with former Epix CEO Mark Greenberg on board to develop a low-cost streaming service. In 2019, Walmart made notable announcements, including the acquisition of Aspectiva, a product review start-up, and the launch of free one-day shipping on over 220,000 items. However, the company also faced challenges, such as regulatory complexities surrounding e-cigarettes and the COVID-19 pandemic's impact on its operations. As the pandemic continued to affect Walmart, the company introduced measures to support its employees, including flexible leave policies and paid time off for those affected by the virus. The company also provided bonuses to its staff, with full-time employees receiving \$300 and part-time or temporary workers receiving \$150. In July 2020, Walmart implemented a mask policy for all stores nationwide. Walmart's business strategy during the COVID-19 pandemic saw significant changes and expansions. In 2022, the company lifted mask requirements and employee benefits. Consumers responded to the crisis by altering their shopping habits, with a decrease in frequent transactions but an increase in purchases when they did shop. Walmart benefited from this shift, with net sales increasing by 10.5% and online sales rising by 74%. The company continued to invest in technology, acquiring Thunder Industries to expand its digital marketing capabilities. In addition, it launched a new service, Carrier Pickup, allowing customers to schedule repairs. Walmart also made strategic acquisitions, including the Israeli startup Zektur, for \$200 million, which uses artificial intelligence to enable virtual try-on for clothing. The company also announced plans to acquire Memoml, an AR optical tech company, and Volt Systems, a vendor management software company. In 2022, Walmart partnered with Paramount to offer Paramount+ content to its subscribers, aiming to compete better with Amazon. However, the company made some notable changes in store operations, including reducing working hours at most stores. Walmart announced plans to raise the minimum wage for U.S. hourly workers from \$12 to \$14 an hour, affecting approximately 340,000 employees. The company also expanded its education program, Live Better U, by adding additional college degrees and certificates. In February 2023, Walmart reported significant financial growth, with sales increasing by 6.7% and profits nearly doubling from the previous year. The company announced plans to install electric vehicle charging stations at thousands of stores by 2030. Walmart plans to expand its store count by adding over 150 new locations across the US over the next five years, while also remodeling an additional 650 existing stores in 47 states and Puerto Rico. The company is shifting focus from online competition to traditional retail, reversing a trend of de-emphasizing new store openings in recent years. As part of its efforts, Walmart has reached its goal for "Project Gigaton," which aimed to reduce Scope 3 emissions from suppliers by 1 billion metric tons by 2030, six years early. The company also reported that 75% of its net sales in fiscal year 2023 came from suppliers participating in the initiative. In recent months, Walmart has announced several changes, including removing self-checkout from some stores due to customer feedback and launching a new service to transport goods from Asia to the US. Additionally, the company has ended its diversity, equity, and inclusion programs and delisted products designed for transgender minors. Walmart is also making efforts to improve employee benefits, including introducing stock grants of up to \$20,000 and increasing the bonus plan for store managers. The company plans to expand its advertising sales through an acquisition of Vizio for \$2.3 billion. Walmart operates a diverse range of real stores including supermarkets, hypermarkets, and 366 other stores such as electronics, restaurants, and home improvement centers. Walmart U.S. is the company's largest division, accounting for over 65% of total sales, with the main formats: Supercenters, Discount Stores, and Neighborhood Markets. The company's emphasis has shifted towards supercenters, which offer a wider range of products including groceries. As of October 2022, there are approximately 4,720 Walmart U.S. stores, with 90% of the population residing within a 10-mile radius. The total number of Walmart U.S. and Sam's Clubs combined is around 5,320. Walmart has expanded significantly since its inception, with various store formats emerging over the years. Initially, all HyperMart USA stores were converted into Supercenters, and as of October 31, 2022, there were 3,572 Walmart Supercenters operating in 49 US states, the District of Columbia, and Puerto Rico. However, Hawaii remains without a Supercenter location. The largest Supercenter in the world can be found in Crossgates Commons, Albany, New York, covering an area of 260,000 square feet. In terms of sales, a typical Supercenter sells approximately 120,000 items, whereas Walmart's online store sells around 35 million products. However, with time, the term "Supercenter" has been phased out in favor of simply using the "Walmart" name, starting from the introduction of a new logo in 2008. This shift is noticeable even among Canadian stores, which still retain the "Supercentre" branding. Walmart Discount Stores, on the other hand, are smaller in size, ranging from 30,000 to 221,000 square feet, with an average store covering around 105,000 square feet. These discount department stores carry general merchandise and limited groceries. Many newer locations have expanded grocery sections, similar to Target's PFresh department. Some Walmart Discount Stores also feature additional services such as garden centers, pharmacies, tire shops, optical centers, one-hour photo processing labs, portrait studios, bank branches, cell phone stores, and fast-food outlets. The concept of discount stores originated with Walmart in the 1990s, with their first Bud's Discount City location opening in Bentonville in 1990. However, these stores were eventually replaced by Supercenters, and as of October 31, 2022, there are only 265 remaining discount stores. Walmart Neighborhood Markets, which range from 38,000 to 65,000 square feet, serve a similar purpose but are significantly smaller than Supercenters. These markets primarily sell groceries along with household items and general merchandise. Walmart Neighborhood Markets focus on groceries and three major sales categories: pharmacy services, fuel stations, and select fresh produce. The stores offer various products such as deli items, bakery goods, prepared foods, cleaning supplies, pet food, and frozen foods. Some locations feature made-to-order pizza and drive-through pharmacies, while others provide wine and beer sales. Customers can also pick up online orders at Neighborhood Market stores, with the same prices as those found in larger supercenters. The company's pricing strategy gives its grocery chain a competitive edge over rivals like Whole Foods, Kroger, and Trader Joe's. Walmart initially expanded the Neighborhood Markets slowly to fill gaps between supercenters and discount stores before accelerating expansion plans in 2010. As of October 2022, there were 682 Neighborhood Market stores employing around 90-95 full-time and part-time workers each. The total number of small-format stores combined with other formats is 783. Walmart rebranded its Express format stores to Neighborhood Markets by January 2012, aiming to simplify its retail offerings. The company continued to open new Neighborhood Market locations. As of October 31, 2022, there were 101 small-format stores in the US, including convenience stores and pickup locations. In 2016, Walmart announced it would close 269 stores globally, including 102 previously planned Express locations. Between 2002 and 2022, Walmart owned the Amigo supermarkets chain in Puerto Rico before selling it to Pueblo Inc. Walmart also launched a generic drug program at \$4 per prescription in 2006, expanding to all Florida stores by January 2007. The company sources many low-cost generics from India, including products made by Ranbaxy Laboratories and Cipla. In 2007, Walmart introduced a movie download service, which was later discontinued due to low sales. In 2008, the company tested the Marketside concept in Phoenix, Arizona, but closed the four stores in 2011. Walmart began offering free grocery pickup services in 2015, allowing customers to choose their pickup time. As of December 17, 2017, this service was available in 39 US states. In May 2016, Walmart adjusted its ShippingPass service from three-day delivery to two-day delivery, priced at \$49 per year compared to Amazon Prime's \$49 per year. In June 2016, the company announced it would test a last-mile grocery delivery using services like Uber and Lyft. Walmart introduced its delivery service for groceries and adult beverages, allowing customers to request delivery at checkout for a small fee. The initial rollout was planned for Denver and Phoenix, but it expanded to 100 metropolitan regions in the US by the end of 2018. Walmart also launched its private label wine selection, which received positive reviews from critics. In addition to expanding its grocery delivery service, Walmart introduced a new membership program called "Walmart +” in February 2020. This move came after the discontinuation of its personal shopping service, Jetblack. As of October 1, 2022, Walmart operates over 5,266 stores globally, with more than 800,000 employees in 23 countries outside the US. The company is one of the largest private employers in the US and Mexico, and has operations in various international markets, including Argentina, Brazil, Canada, and the UK. Note that I've removed some specific details and statistics to condense the text into a more general summary. Walmart International Presence Walmart's international division sales were US\$120.824 billion in fiscal 2019, accounting for 23.7 percent of total sales. The company operates a range of retail units, from 1,400 to 186,000 square feet, and wholesale units, from 24,000 to 158,000 square feet. Kathryn McLay serves as the president and CEO of Walmart International. The company owns 51 percent of the Central American Retail Holding Company (CARHCO), which operates over 868 stores across seven countries in Central America, including Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, Chile, and Mexico. In these markets, the company operates under various banners, such as Walmart Supercenter, Despensa Familiar, Maxi Despensa, Paiz, and Lider. In Canada, Walmart has operated since 1994, acquiring 122 stores from Woolworth Canada, Inc. As of October 31, 2022, the company operates 402 locations, including 343 supercenters and 59 discount stores. Centerbridge Partners, L.P. Acquires Wal-Mart Canada Bank April 1, 2019, Centerbridge Partners, L.P. and Stephen Smith jointly announced the acquisition of Wal-Mart Canada Bank for a undisclosed amount. The bank will be rebranded as Duo Bank of Canada. The acquisition marks a significant milestone in Walmart's expansion into Africa, with the company acquiring Massmart Holdings Ltd. of Johannesburg, South Africa in 2010 for over US\$4 billion. Today, Walmart has a total of 411 stores across 11 countries in Africa, including South Africa, Botswana, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, Eswatini, and Tanzania. Walmart's presence in China is also significant, with the company operating 369 stores under the Walmart Supercenter and Sam's Club banners. The company has a joint venture in China and majority-owned subsidiaries, and has invested heavily in the country's online supermarket sector. In October 2016, Walmart launched the Food Safety Collaboration Center in Beijing, China, to promote the use of blockchain technology in tracking pork supply and enhance food safety. Walmart's foray into India began in 2006 when it partnered with Bharti Enterprises to open Best Price Modern Wholesale stores. The partnership involved two joint ventures, with Bharti handling the retail end and Walmart focusing on logistics and cold chains. Despite initial optimism, expansion faced challenges, including lobbying for Indian FDI approval and allegations of bribery. In 2013, Bharti and Walmart separated to pursue business independently. However, in 2018, Walmart acquired a majority stake in Flipkart for \$16 billion, further solidifying its presence in the market. Today, there are 28 Best Price Modern Wholesale locations across India, marking a significant milestone in Walmart's retail journey. Walmart's expansion into international markets has been marked by several key events and controversies. The company's initial entry into Germany in the early 2000s led to a public backlash over its restrictive employee policies and potential violation of labor laws. This ultimately resulted in Walmart announcing its withdrawal from the country due to financial losses, estimated to be around €3 billion. Asda remains a grocery chain with a focus on non-food items, but its parent company Walmart has been involved in several significant changes and controversies. In 2010, Asda acquired Netto UK Groceries, and since then, the company has expanded into various banners such as Asda Living, Asda Fuel, and Asda Petrol Fueling Station. In a surprise move, Walmart announced plans to sell Asda to rival Sainsbury's in 2018 for \$1.1 billion, but was blocked by the UK's Competition and Markets Authority due to concerns over market dominance. The deal was later revised with Walmart selling a majority of Asda to a consortium of Zuber and Mohsin Issa and private equity firm TDR Capital for €6.8bn. Walmart also owns Seiyu in Japan, operating under various banners including Hypermarket, Supermarket, General Merchandise, Livin, and Sunny. The company has faced allegations of corruption, including claims that it paid bribes to officials in Mexico to secure construction permits and other favors. An investigation by The New York Times found credible evidence of bribery, which led to the resignation of several executives. The bribery scandal surrounding Walmart was a symptom of deeper management issues, according to some experts. This came to light when allegations emerged about mistreatment of workers at CJ's Seafood, a partner company in Louisiana. The H-2B visa workers from Mexico were subjected to harsh conditions, physical threats, and verbal abuse, with many fearing retaliation if they spoke out. Eventually, eight workers confronted management, leading to an investigation by Walmart, which resulted in CJ's Seafood being severed from its partnership. Further investigations uncovered potential violations of the Foreign Corrupt Practices Act, prompting a massive internal probe that expanded beyond Mexico to include operations in China, Brazil, and India. This controversy has fueled debates about foreign investment and its impact on local economies. Walmart's Global eCommerce division provides online retailing services for Walmart, Sam's Club, Asda, and other international brands worldwide. The company has multiple locations in the US and abroad, including San Bruno, Sunnyvale, Brisbane, and Portland in California and Oregon, as well as Shanghai, Leeds, and Bangalore outside the US. Approximately 40% of Walmart's products are private labels, produced through contracts with manufacturers. Walmart began offering private label brands in 1991, starting with Sam's Choice, which became popular quickly and was the third-most-popular beverage brand in the US by 1993. Following this success, Walmart introduced its private label brands in 2006, with the third-most-popular private label brand being Walmart's Great Value brand. A study by the University of California, Berkeley, found that Walmart's private label brands have a higher profit margin than national brands. Walmart's private label brands have become a significant part of its revenue, accounting for 23.7% of its total revenue in 2019. The company is the world's 23rd-largest public corporation according to Forbes Global 2000 list, ranking as the largest public corporation by revenue. In terms of financial performance, Walmart's net income has grown steadily over the years, from \$6.6 billion in 2019 to \$514 billion in revenue. As of the financial year ending January 31, 2020, the company had a total of \$140,000 contributed to the Rule of Law Defense Fund. Here are some key trends and statistics about Walmart's growth: \* Revenue: \$1968 (US\$12.6 million) to \$514 billion \* Net income: from \$0.48 billion in 1968 to \$6.6 billion in 2019 \* Total assets: from 24 employees in 1968 to an estimated \$140,000 contributed to the Rule of Law Defense Fund in 2020 \* Employees: from 1,500 in 1971 to an estimated 2.4 million employees worldwide as of 2020 \* Stores: from 38 stores in 1971 to over 12,000 stores globally as of 2020 2009 404 13.3 163 2,100,000 7,870 [381] 2010 408 14.3 170 2,100,000 8,416 [382] 2011 421 16.3 180 2,100,000 8,970 [383] 2012 446 15.6 193 2,200,000 10,130 [384] 2013 468 16.9 203 2,200,000 10,773 [385] 2014 476 16.0 204 2,200,000 10,942 [386] 2015 485 16.3 202 2,200,000 11,453 [387] 2016 482 14.6 199 2,200,000 11,528 [388] 2017 485 13.6 198 2,300,000 11,695 [389] 2018 500 8.9 204 2,300,000 11,718 [390] 2019 514 6.6 219 2,200,000 11,361 [391] 2020 523 14.8 236 2,200,000 11,501 [392] 2021 559 13.5 252 2,300,000 11,443 [11] 2022 572 13.6 244 2,300,000 10,593 [393] 2023 611 11.6 243 2,100,000 10,623 [394] 2024 648 15.5 252 2,100,000 10,616 [395][396] Walmart's governance structure includes an eleven-member board of directors elected annually by shareholders. The chairman is Gregory B. Penner, while Doug McMillon serves as president and CEO. Current members of the board include: Gregory B. Penner, Cesar Cordero, Timothy P. Flynn, Sarah Friar, Carla A. Harris, Maria A. Mayer, Doug McMillon, Bob Moritz, Brian Niccol, Randall Stephenson, S. Robson "Rob" Walton, and Stewart Walton. Notable former members include Hillary Clinton and Tom Coughlin. The company is registered with the U.S. Securities and Exchange Commission and has its registered office in Delaware. As of March 2017, Walmart Inc. has 3,292,377,090 outstanding shares held by the Walton family, institutions, and funds, including Walton Enterprises LLC, Walton family Holdings Trust, The Vanguard Group, Inc., and others. The top holdings of the world's largest mutual fund are: State Street Corporation 1.37% BlackRock Institutional Trust Company 0.94% Vanguard Total Stock Market Index Fund 0.77% and more, with Walmart being one of its key competitors in the grocery market. Walmart has rebranded some of its stores, such as E-mart in certain locations. However, the company faced challenges when trying to replicate its business model abroad due to its rigid approach. In China, Walmart is working to adapt to local preferences, like allowing customers to choose their own live seafood, which led to increased sales. The company's expansion in the US started in the Southeast and lower Midwest but has since spread across the country. As of 2019, some states had a higher concentration of Walmart stores per capita than others, with Arkansas having the most. Customers in the US are loyal to the brand, citing low prices as the main reason for shopping at Walmart. The company categorizes its customers into three groups: those prioritizing low prices, those seeking well-known brands, and wealthier shoppers looking for deals. The average annual income of a Walmart customer is around \$80,000. During times of inflation, customers tend to opt for cheaper food items. Research has shown that Walmart shoppers lean towards conservative politics, with a significant percentage opposing same-sex marriage. The company caters to its Christian customer base by selling faith-based products and censoring certain types of media. Walmart's annual revenue surpassed \$1 billion in 2006, following a shift towards catering to specific demographic groups in its US stores. This change aimed to better reflect the needs of African-Americans, affluent customers, empty-nesters, Hispanics, suburbanites, and rural residents. Around six violent incidents, including attempted kidnappings, stabbings, shootings, and murders at its stores across the United States. In one notable incident, 23 people were killed in a Walmart store in El Paso, Texas, in 2019. Walmart's aggressive expansion has led to the decline of local stores and the loss of jobs in rural areas. In recent years, Wal-mart has made efforts to address these concerns. The company has introduced various initiatives aimed at supporting small businesses and promoting community development. These efforts include providing training and resources for entrepreneurs, as well as investing in local initiatives that promote economic growth and job creation. Today, Wal-mart remains one of the world's largest retailers, with a global presence and a reputation for innovation and customer service. The company continues to evolve and adapt to changing consumer needs, while also prioritizing its commitment to community development and sustainability. A collection of news articles and publications from 1997 to 2009 provides insight into the operations and policies of Wal-Mart. These sources include academic studies, media reports, and press releases, which discuss various aspects of the company's business practices, community involvement, and branding. The articles cover topics such as the economic impact of Wal-Mart on local businesses in Mississippi, the company's response to natural disasters like Hurricane Katrina, and its efforts to adopt more sustainable and environmentally friendly practices. Additionally, there are reports on changes to the company's logo and branding, including a new slogan and logo design introduced in 2006, as well as a rebranding effort launched by Walmart Canada in 2009. Wal-Mart's Corporate Milestones and Controversies Wal-Mart Opens in Grundy, Va. Walmart made significant moves in recent years. In January 2018, they abruptly closed 63 Sam's Club stores and laid off thousands of workers. However, this was accompanied by a pay raise and cash bonus for their employees. Later that year, Walmart acquired start-up Aspectiva, marking its first Israeli acquisition. The company also rolled out next-day delivery in May 2019, aiming to compete with Amazon.com. In September 2019, they decided to stop selling e-cigarettes due to health concerns. Additionally, Walmart leveraged healthcare by partnering with other companies like Amazon. In June 2020, the company spent \$428 million on employee bonuses. They also required masks nationwide starting July 20, 2020, as COVID-19 cases rose. Walmart's online sales surged 74% during the pandemic, and they continued to see success through 2020. Walmart's year-by-year progression from December 17, 2020, to November 26, 2024, included various announcements and acquisitions. On December 21, 2020, the company unveiled its new product return service. In January 2021, it created a fintech startup to expand beyond retail. Walmart bought and tech in February to target small-business advertisers. The same month saw Meet feature one of only two Israeli women to secure a nine-figure exit. In November, Walmart announced participation in both the Stephens Investment Conference and Morgan Stanley's Virtual Global Consumer & Retail Conference. On June 29, 2022, it acquired Memoml, powering virtual try-on for eyewear using AR technology. Walmart then partnered with Paramount+ and acquired Volt Systems, an omnichannel tech specialist. The company confirmed no plans to make stores 24/7 again in August 2022. In January 2023, Walmart raised its minimum wage due to a tight retail labor market. It beat Q4 expectations during the holiday shopping period that same year. By April 2023, Walmart had committed to adding thousands of EV charging stations by 2030. Over 150 stores were set to open or expand in January 2024. In April, it was announced that Walmart would roll back its diversity, equity and inclusion policies amidst a broader industry trend. Additionally, the company removed self-checkout from select stores and unveiled new marketplace seller services for an expected holiday boost in August 2024. Various news articles from reputable sources such as USA TODAY, CNBC, Deadline Hollywood, and Bloomberg L.P. mentioned Walmart unveiling a new logo and making significant business moves like acquiring Vizio for \$2.3B. Walmart's focus on employee stock and its impact on the labor market were also discussed in these articles. Additionally, there are reports about Walmart's efforts to offer discount gas to customers, expanding its online shopping options, and shuttering its Bud's chain. These news pieces provide insight into Walmart's business strategies and operations over the years. The article discusses Walmart's expansion into smaller format stores, specifically Neighborhood Markets, which make up a significant portion of the company's revenue in the US grocery business, accounting for 56% of its sales. These stores offer a range of amenities, including drink bars, pizza, and more. Walmart's expansion has also been marked by several acquisitions, including the Israeli startup Zektur for \$200 million, which uses artificial intelligence to enable virtual try-on for clothing. The company also announced plans to acquire Memoml, an AR optical tech company, and Volt Systems, a vendor management software company. In 2022, Walmart partnered with Paramount to offer Paramount+ content to its subscribers, aiming to compete better with Amazon. However, the company made some notable changes in store operations, including reducing working hours at most stores. Walmart announced plans to raise the minimum wage for U.S. hourly workers from \$12 to \$14 an hour, affecting approximately 340,000 employees. The company also expanded its education program, Live Better U, by adding additional college degrees and certificates. 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The company's emphasis has shifted towards supercenters, which offer a wider range of products including groceries. As of October 2022, there are approximately 4,720 Walmart U.S. stores, with 90% of the population residing within a 10-mile radius. The total number of Walmart U.S. and Sam's Clubs combined is around 5,320. Walmart has expanded significantly since its inception, with various store formats emerging over the years. Initially, all HyperMart USA stores were converted into Supercenters, and as of October 31, 2022, there were 3,572 Walmart Supercenters operating in 49 US states, the District of Columbia, and Puerto Rico. However, Hawaii remains without a Supercenter location. The largest Supercenter in the world can be found in Crossgates Commons, Albany, New York, covering an area of 260,000 square feet. In terms of sales, a typical Supercenter sells approximately 120,000 items, whereas Walmart's online store sells around 35 million products. However, with time, the term "Supercenter" has been phased out in favor of simply using the "Walmart" name, starting from the introduction of a new logo in 2008. This shift is noticeable even among Canadian stores, which still retain the "Supercentre" branding. Walmart Discount Stores, on the other hand, are smaller in size, ranging from 30,000 to 221,000 square feet, with an average store covering around 105,000 square feet. These discount department stores carry general merchandise and limited groceries. Many newer locations have expanded grocery sections, similar to Target's PFresh department. Some Walmart Discount Stores also feature additional services such as garden centers, pharmacies, tire shops, optical centers, one-hour photo processing labs, portrait studios, bank branches, cell phone stores, and fast-food outlets. The concept of discount stores originated with Walmart in the 1990s, with their first Bud's Discount City location opening in Bentonville in 1990. However, these stores were eventually replaced by Supercenters, and as of October 31, 2022, there are only 265 remaining discount stores. Walmart Neighborhood Markets, which range from 38,000 to 65,000 square feet, serve a similar purpose but are significantly smaller than Supercenters. These markets primarily sell groceries along with household items and general merchandise. Walmart Neighborhood Markets focus on groceries and three major sales categories: pharmacy services, fuel stations, and select fresh produce. The stores offer various products such as deli items, bakery goods, prepared foods, cleaning supplies, pet food, and frozen foods. Some locations feature made-to-order pizza and drive-through pharmacies, while others provide wine and beer sales. Customers can also pick up online orders at Neighborhood Market stores, with the same prices as those found in larger supercenters. The company's pricing strategy gives its grocery chain a competitive edge over rivals like Whole Foods, Kroger, and Trader Joe's. Walmart initially expanded the Neighborhood Markets slowly to fill gaps between supercenters and discount stores before accelerating expansion plans in 2010. As of October 2022, there were 682 Neighborhood Market stores employing around 90-95 full-time and part-time workers each. The total number of small-format stores combined with other formats is 783. Walmart rebranded its Express format stores to Neighborhood Markets by January 2012, aiming to simplify its retail offerings. The company continued to open new Neighborhood Market locations. As of October 31, 2022, there were 101 small-format stores in the US, including convenience stores and pickup locations. In 2016, Walmart announced it would close 269 stores globally, including 102 previously planned Express locations. Between 2002 and 2022, Walmart owned the Amigo supermarkets chain in Puerto Rico before selling it to Pueblo Inc. Walmart also launched a generic drug program at \$4 per prescription in 2006, expanding to all Florida stores by January 2007. The company sources many low-cost generics from India, including products made by Ranbaxy Laboratories and Cipla. In 2007, Walmart introduced a movie download service, which was later discontinued due to low sales. In 2008, the company tested the Marketside concept in Phoenix, Arizona, but closed the four stores in 2011. Walmart began offering free grocery pickup services in 2015, allowing customers to choose their pickup time. As of December 17, 2017, this service was available in 39 US states. In May 2016, Walmart adjusted its ShippingPass service from three-day delivery to two-day delivery, priced at \$49 per year compared to Amazon Prime's \$49 per year. In June 2016, the company announced it would test a last-mile grocery delivery using services like Uber and Lyft. Walmart introduced its delivery service for groceries and adult beverages, allowing customers to request delivery at checkout for a small fee. The initial rollout was planned for Denver and Phoenix, but it expanded to 100 metropolitan regions in the US by the end of 2018. Walmart also launched its private label wine selection, which received positive reviews from critics. In addition to expanding its grocery delivery service, Walmart introduced a new membership program called "Walmart +” in February 2020. This move came after the discontinuation of its personal shopping service, Jetblack. As of October 1, 2022, Walmart operates over 5,266 stores globally, with more than 800,000 employees in 23 countries outside the US. The company is one of the largest private employers in the US and Mexico, and has operations in various international markets, including Argentina, Brazil, Canada, and the UK. Note that I've removed some specific details and statistics to condense the text into a more general summary. Walmart International Presence Walmart's international division sales were US\$120.824 billion in fiscal 2019, accounting for 23.7 percent of total sales. The company operates a range of retail units, from 1,400 to 186,000 square feet, and wholesale units, from 24,000 to 158,000 square feet. Kathryn McLay serves as the president and CEO of Walmart International. The company owns 51 percent of the Central American Retail Holding Company (CARHCO), which operates over 868 stores across seven countries in Central America, including Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, Chile, and Mexico. In these markets, the company operates under various banners, such as Walmart Supercenter, Despensa Familiar, Maxi Despensa, Paiz, and Lider. In Canada, Walmart has operated since 1994, acquiring 122 stores from Woolworth Canada, Inc. As of October 31, 2022, the company operates 402 locations, including 343 supercenters and 59 discount stores. Centerbridge Partners, L.P. Acquires Wal-Mart Canada Bank April 1, 2019, Centerbridge Partners, L.P. and Stephen Smith jointly announced the acquisition of Wal-Mart Canada Bank for a undisclosed amount. The bank will be rebranded as Duo Bank of Canada. The acquisition marks a significant milestone in Walmart's expansion into Africa, with the company acquiring Massmart Holdings Ltd. of Johannesburg, South Africa in 2010 for over US\$4 billion. Today, Walmart has a total of 411 stores across 11 countries in Africa, including South Africa, Botswana, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, Eswatini, and Tanzania. Walmart's presence in China is also significant, with the company operating 369 stores under the Walmart Supercenter and Sam's Club banners. The company has a joint venture in China and majority-owned subsidiaries, and has invested heavily in the country's online supermarket sector. In October 2016, Walmart launched the Food Safety Collaboration Center in Beijing, China, to promote the use of blockchain technology in tracking pork supply and enhance food safety. Walmart's foray into India began in 2006 when it partnered with Bharti Enterprises to open Best Price Modern Wholesale stores. The partnership involved two joint ventures, with Bharti handling the retail end and Walmart focusing on logistics and cold chains. Despite initial optimism, expansion faced challenges, including lobbying for Indian FDI approval and allegations of bribery. In 2013, Bharti and Walmart separated to pursue business independently. However, in 2018, Walmart acquired a majority stake in Flipkart for \$16 billion, further solidifying its presence in the market. Today, there are 28 Best Price Modern Wholesale locations across India, marking a significant milestone in Walmart's retail journey. Walmart's expansion into international markets has been marked by several key events and controversies. The company's initial entry into Germany in the early 2000s led to a public backlash over its restrictive employee policies and potential violation of labor laws. This ultimately resulted in Walmart announcing its withdrawal from the country due to financial losses, estimated to be around €3 billion. Asda remains a grocery chain with a focus on non-food items, but its parent company Walmart has been involved in several significant changes and controversies. In 2010, Asda acquired Netto UK Groceries, and since then, the company has expanded into various banners such as Asda Living, Asda Fuel, and Asda Petrol Fueling Station. In a surprise move, Walmart announced plans to sell Asda to rival Sainsbury's in 2018 for \$1.1 billion, but was blocked by the UK's Competition and Markets Authority due to concerns over market dominance. The deal was later revised with Walmart selling a majority of Asda to a consortium of Zuber and Mohsin Issa and private equity firm TDR Capital for €6.8bn. Walmart also owns Seiyu in Japan, operating under various banners including Hypermarket, Supermarket, General Merchandise, Livin, and Sunny. The company has faced allegations of corruption, including claims that it paid bribes to officials in Mexico to secure construction permits and other favors. An investigation by The New York Times found credible evidence of bribery, which led to the resignation of several executives. The bribery scandal surrounding Walmart was a symptom of deeper management issues, according to some experts. This came to light when allegations emerged about mistreatment of workers at CJ's Seafood, a partner company in Louisiana. The H-2B visa workers from Mexico were subjected to harsh conditions, physical threats, and verbal abuse, with many fearing retaliation if they spoke out. Eventually, eight workers confronted management, leading to an investigation by Walmart, which resulted in CJ's Seafood being severed from its partnership. Further investigations uncovered potential violations of the Foreign Corrupt Practices Act, prompting a massive internal probe that expanded beyond Mexico to include operations in China, Brazil, and India. This controversy has fueled debates about foreign investment and its impact on local economies. Walmart's Global eCommerce division provides online retailing services for Walmart, Sam's Club, Asda, and other international brands worldwide. The company has multiple locations in the US and abroad, including San Bruno, Sunnyvale, Brisbane, and Portland in California and Oregon, as well as Shanghai, Leeds, and Bangalore outside the US. Approximately 40% of Walmart's products are private labels, produced through contracts with manufacturers. Walmart began offering private label brands in 1991, starting with Sam's Choice, which became popular quickly and was the third-most-popular beverage brand in the US by 1993. Following this success, Walmart introduced its private label brands in 2006, with the third-most-popular private label brand being Walmart's Great Value brand. A study by the University of California, Berkeley, found that Walmart's private label brands have a higher profit margin than national brands. Walmart's private label brands have become a significant part of its revenue, accounting for 23.7% of its total revenue in 2019. The company is the world's 23rd-largest public corporation according to Forbes Global 2000 list, ranking as the largest public corporation by revenue. In terms of financial performance, Walmart's net income has grown steadily over the years, from \$6.6 billion in 2019 to \$514 billion in revenue. As of the financial year ending January 31, 2020, the company had a total of \$140,000 contributed to the Rule of Law Defense Fund. Here are some key trends and statistics about Walmart's growth: \* Revenue: \$1968 (US\$12.6 million) to \$514 billion \* Net income: from \$0.48 billion in 1968 to \$6.6 billion in 2019 \* Total assets: from 24 employees in 1968 to an estimated \$140,000 contributed to the Rule of Law Defense Fund in 2020 \* Employees: from 1,500 in 1971 to an estimated 2.4 million employees worldwide as of 2020 \* Stores: from 38 stores in 1971 to over 12,000 stores globally as of 2020 2009 404 13.3 163 2,100,000 7,870 [381] 2010 408 14.3 170 2,100,000 8,416 [382] 2011 421 16.3 180 2,100,000 8,970 [383] 2012 446 15.6 193 2,200,000 10,130 [384] 2013 468 16.9 203 2,200,000 10,773 [385] 2014 476 16.0 204 2,200,000 10,942 [386] 2015 485 16.3 202 2,200,000 11,453 [387] 2016 482 14.6 199 2,200,000 11,528 [388] 2017 485 13.6 198 2,300,000 11,695 [389] 2018 500 8.9 204 2,300,000 11,718 [390] 2019 514 6.6 219 2,200,000 11,361 [391] 2020 523 14.8 236 2,200,000 11,501 [392] 2021 559 13.5 252 2,300,000 11,443 [11] 2022 572 13.6 244 2,300,000 10,593 [393] 2023 611 11.6 243 2,100,000 10,623 [394] 2024 648 15.5 252 2,100,000 10,616 [395][396] Walmart's governance structure includes an eleven-member board of directors elected annually by shareholders. The chairman is Gregory B. Penner, while Doug McMillon serves as president and CEO. Current members of the board include: Gregory B. Penner, Cesar Cordero, Timothy P. Flynn, Sarah Friar, Carla A. Harris, Maria A. Mayer, Doug McMillon, Bob Moritz, Brian Niccol, Randall Stephenson, S. Robson "Rob" Walton, and Stewart Walton. Notable former members include Hillary Clinton and Tom Coughlin. The company is registered with the U.S. Securities and Exchange Commission and has its registered office in Delaware. As of March 2017, Walmart Inc. has 3,292,377,090 outstanding shares held by the Walton family, institutions, and funds, including Walton Enterprises LLC, Walton family Holdings Trust, The Vanguard Group, Inc., and others. The top holdings of the world's largest mutual fund are: State Street Corporation 1.37% BlackRock Institutional Trust Company 0.94% Vanguard Total Stock Market Index Fund 0.77



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