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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 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, with $15.9 billion in sales and 200,000 associates.
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 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 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 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 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-town shops had faced in the past—including the development of the railroads, the advent of the railroads, the advent of the sears Roebuck catalog, and the arrival of shopping malls—and 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 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 amidst criticism of FEMA, several criticism of FEMA
issues with the company's labor relations. [56] In two thousand six, Charles Fishman published The 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 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 packaging 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 full and part-time hourly workers, including a combined US$933.6 million 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 net sales and a gain of 7.2 percent from the prior year.
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 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 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
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 returns. Walmart also made strategic acquisitions, including the Israeli startup Zeekit for $200 million, which uses artificial intelligence to enable virtual try-on for clothing. The company also announced plans to acquire Memomi, an
AR optical tech company, and Volt Systems, a vendor management software company. In 2022, Walmart partnered 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 at thousands of stores by 2030. Walmart plans to expand its store count by adding over 150 new locations at thousands of stores by 2030. Walmart plans to expand its store count by adding over 150 new locations 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
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 retail stores including supermarkets, hypermarkets, and specialty 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 three 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. and Sam's Clubs combined is around a round in a round supercenters. Which offer a wider range of products including groceries. As of October 2022, there are approximately 4,720 Walmart U.S. and Sam's Clubs combined is around supercenters.
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 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 365 remaining discount stores. Walmart Neighborhood Markets, which range from 28,000 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 goods. 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 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
online. 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 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 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, 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 Dispensa, 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 under various banners, such as Walmart Supercenters and 59 discount stores. Centerbridge
Partners, L.P. Acquires Wal-Mart Canada Bank On April 1, 2019, Centerbridge Partners, L.P. and Stephen Smith jointly announced the acquisition marks a significant milestone in Walmart's expansion into Africa, with the company
acquiring Massmart Holdings Ltd. of Johannesburg, South Africa, including Sout
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 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
stores, and since then, the company has expanded into various banners such as Supercentres, Asda Living, and Asda Petrol Fueling Station. In a surprise move, Walmart announced plans to sell Asda to rival Sainsbury's in 2018 for $10.1 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 stake 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, S
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 produced through contracts with manufacturers. Walmart began offering private labels, produced through contracts with manufacturers. Walmart began offering private labels, produced through contracts with manufacturers.
Other notable brands include Great Value and Equate in the US and Canada, as well as Smart Price in Britain. A study found that Walmart holds a significant share of mind among shoppers when it comes to private label brands. In recent years, Walmart holds a significant share of mind among shoppers when it comes to private label brands. In recent years, Walmart holds a significant share of mind among shoppers when it comes to private label brands. In recent years, Walmart holds a significant share of mind among shoppers when it comes to private label brands. In recent years, Walmart holds a significant share of mind among shoppers when it comes to private label brands. In recent years, Walmart holds a significant share of mind among shoppers when it comes to private label brands. In recent years, we will assume that we want to be a significant share of mind among shoppers when it comes to private label brands. In recent years, we will assume that we want to be a significant share of mind among shoppers when it comes to private label brands. In recent years, we will assume that the same that th
acquisition of several online retailers, including Jet.com, Moosejaw, and ModCloth. The company has also invested heavily in its physical infrastructure, which will help enhance digital expansion by doubling as warehouses for e-commerce. As of 2017, Walmart offers in-store pickup for online orders at over 1,000 stores, with plans to expand the
service to all stores. In 2018, Walmart announced its intent to acquire a majority stake in Flipkart, an Indian e-commerce website, for $16 billion, beating Amazon's bid. The acquisition is subject to regulatory approval and will further strengthen Walmart's position in the global e-commerce market. Management reports to Marc Lore. The acquisition
was completed and announced on August 18, 2018. In April 2019, a partnership with Kidbox, a subscription service, was launched. On May 19, 2020, Jet.com was shut down, redirecting visitors to the Walmart website. Walmart's headquarters is located in Bentonville, Arkansas, and has undergone changes over the years. In 2025, the company
consolidated its U.S. offices into its Bentonville and Sunnyvale, California locations. The business model focuses on offering a wide range of general merchandise at low prices. Doug McMillon became CEO in February 2014 and also oversaw Sam's Club and Walmart International. Employees are referred to as "associates" and have designated roles
such as greeters who assist shoppers. For many years, associates wore blue vests but this practice was discontinued in June 2007. The uniform was updated again in September 2014 with the addition of a navy blue vest for certain employees. In 2016, some associates began wearing yellow vests to improve visibility. Walmart's approach to uniforms
allows employees to wear standard streetwear, eliminating the need for branded clothing and slotting fees for suppliers. Walmart has undergone significant changes and growth since its inception. The company eliminated its layaway program,
allowing customers to purchase goods online with free shipping options and pick them up at a nearby store. Walmart has also expanded its operations globally, with international sales 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 on $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 million 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 [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 16.3 203 2,200,000 11,453 [387] 2016 482 14.6 199 2,300,000 11,528 [388] 2017 485 13.6 198 2,300,000 11,501 [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 613
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, Cesar
Conde, Timothy P. Flynn, Sarah Friar, Carla A. Harris, Tom Horton, Marissa A. Mayer, Doug McMillon, Bob Moritz, Brian Niccol, Randall Stephenson, S. Robson "Rob" Walton, and Steuart Walton, 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 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 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
months later, Walmart introduced its new slogan "Saving people money so they can live better lives". To appeal to a broader customer base, including more liberal consumers, Walmart rejected the American Family Association's recommendations and carried the DVD Brokeback Mountain. In terms of firearms, Walmart stopped selling handguns in
most US states except Alaska in 1993. In 2018, it ceased selling guns and ammunition to individuals under 21 years old, following a similar move by Dick's Sporting Goods. The same year, Walmart announced it would stop selling handgur
ammunition and certain short-barreled rifle ammunition, reducing its US market share in ammunition from around 20% to 6-9%. The company also requested that customers not openly carry weapons except for authorized law enforcement officers. In response to civil unrest concerns after Waltace Jr.'s fatal police shooting, Walmart
temporarily removed gun and ammunition displays from sales floors. Walmart's technology projects are often open-sourced through the Walmart Labs GitHub repository, with 141 public projects listed as of November 2016. The Electrode project powers the company's e-commerce platform, serving over 80 million visitors per month. Walmart, the
largest retailer in the US, collects and analyzes a vast amount of consumer data. This data is used for predictive analytics to optimize operations and predict customer habits. The company's datacenter, unofficially referred to as Area 71, plays a crucial role in this process. In recent years, Walmart has made significant investments in technology
including the acquisition of Kosmix in 2011 and the development of its Polaris search engine in 2012. The amount of data gathered by Walmart has raised concerns, such as automating cash handling processes in stores. This move allows for faster processing of
transactions and reduces the need for human labor. Additionally, Walmart has increased its charitable giving significantly since Sam Walton's death in 1992. The company has made substantial donations to various causes, including $25 million to organizations responding to the COVID-19 pandemic in 2020. In recent years, Walmart has committed to
delivering vaccines to healthcare workers in several states. The company aims to deliver between 10 million and 13 million doses per month at full capacity. Furthermore, starting from May 18, 2021, fully vaccinated employees could stop wearing masks at work, following guidelines from the U.S. Centers for Disease Control and Prevention. ###
 Walmart's Economic Impact on Small Businesses and Communities Walmart's impact on local businesses and employment Retailers can compete effectively by focusing on specific product areas where big-box chains like Home Depot and Best Buy
struggle. Research suggests that Walmart's effect on a local business depends on its distance from the store, with establishments closer to the new Walmart facing higher bankruptcy rates. Studies have shown that large cities with Walmart stores tend to absorb retail sales from nearby businesses without significantly expanding their market share.
2012 study in Chicago found that establishments within a four-mile radius of a new Walmart were more likely to close. Another study published in 2013 found that Wal-Marts most strongly affect smaller chain outlets within 2 miles of the location. The impact of Walmart on local employment is mixed, with some studies suggesting a modest increase in
retail jobs and others finding no effect or increased wages. However, Walmart's tendency to hire low-skilled workers for low wages can lead to increased reliance on public assistance programs, shifting costs from employers to taxpayers. Walmart's impact on local communities and the economy has been a subject of debate. The phenomenon of
endogeneity bias makes it challenging to determine whether Walmart intentionally establishes itself in areas with poverty or inadvertently exacerbates existing issues. Research suggests that large non-locally owned businesses, including Walmart, tend to centralize power and resources, leading to decreased social participation and lower local
standards of living. Studies indicate that Walmart's trade deficit with China resulted in a significant loss of US jobs, with an estimated 200,000 positions affected between 2001 and 2006. However, the company has made efforts to support domestic manufacturers, pledging to purchase $250 billion worth of American-made products over the next
decade. Additionally, Walmart invested $10 million in research grants to improve domestic manufacturing. The company's emphasis on information technology and supply-chain management has led to significant productivity growth, with estimates suggesting that 16% of total productivity growth in the retail sector can be attributed to Walmart.
(HCFCs). In 2023, leaks in equipment led to a 5.3% increase in refrigerant-related emissions in the US and Mexico. The company's shipping operations produce significant greenhouse gas emissions, with 1.7 million metric tons of CO2 in 2021 being more than what a coal-fired power station would emit. Walmart has faced criticism for contributing to
deforestation through its supply chain, particularly in regions where palm oil, soy, and beef are produced. The company's focus on low-cost goods with short lifespans results in increased landfill waste, exacerbating environmental harm. Climate change poses significant risks to Walmart's operations, including extreme weather events that can lead to
store closures, inventory losses, and supply chain disruptions. In response, the company has integrated climate adaptation strategies into its business model since Hurricane Harvey forced it to close over 134 stores in 2017. Walmart's Project Gigaton aims to reduce greenhouse gas emissions through various initiatives focusing on energy use, nature,
waste, packaging, transportation, and product design. With a workforce of over 2.3 million worldwide, Walmart has faced numerous lawsuits and issues related to its employees. These concerns include low wages, poor working conditions, inadequate healthcare, and strong anti-union policies. In 2013, the NLRB found that Walmart had pressured
employees not to engage in strikes on Black Friday in 13 US states. The company's high turnover rate has been cited as evidence of an unhappy workforce, although other factors may be involved. Approximately 70% of its employees leave within a certain timeframe. Walmart's Impact on Unemployment Rates In 477, despite experiencing significant
employee turnover. Walmart has been able to influence unemployment rates in counties where it operates. A study by Oklahoma State University found that Walmart substantially lowered the relative unemployment rates of African Americans in those areas but had a limited impact on their incomes after accounting for other socio-economic factors.
Walmart is the largest private employer in the US, with 1.6 million employees as of 2020. It employs nearly five times more people than IBM and has the highest number of African American workers among any private company. As of 2020, only 4.6% of retail workers among any private company. As of 2020, only 4.6% of retail workers among any private company.
employ unionized labor and actively discourages collective bargaining. The company has introduced various education benefits, including a $1-per-day college program and cost-free high school education. In an effort to reduce labor costs, Walmart plans to increase the use of robots in stores, which may negatively affect some workers. In 2019, the
company expanded its education benefits to attract high school students, offering flexible work schedules and free educational resources. Walmart has faced several lawsuits, including a gender discriminated against in pay and promotions. However, the US Supreme
Court ruled in Walmart's favor in 2011, stating that the plaintiffs did not have enough commonalities to constitute a class action suit. In 2020, Walmart agreed to pay $20 million and settle a company-wide sex-based hiring discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission. In a sex discrimination lawsuit, consultants
revealed that in 2001, Wal-Mart reported only 33% of its management were women, despite making up 65% of hourly paid employees. Critics argue this is concerning, especially when comparisons are unfair due to differences in employee
classification, and if department managers are included, women comprise 60% of the managerial ranks. The Human Rights Campaign's Corporate Equality Index has given mixed reviews to Wal-Mart over the years. In 2002, they scored a dismal 14%, but by 2017, this number had risen to an impressive 100%. This turnaround may be attributed in part
to the company's progressive policies, such as adding sexual orientation to their anti-discrimination policy in 2003 and expanding their definition of family to include same-sex partners in 2005. Wal-Mart has also taken steps to promote diversity within its ranks. In 2006, they established business resource groups for minority employees, which meet at
company headquarters to advise on marketing and internal promotion. Additionally, from 2006 to 2008, the company was a member of the National Gay & Lesbian Chamber of Commerce. In more recent years, Wal-Mart has continued to update its policies to be more inclusive. In 2011, they added gender identity to their anti-discrimination policy,
allowing employees to use restroom facilities that match their identity and expression. They have also begun offering health insurance benefits to domestic partners and full healthcare coverage to transgender employees. Despite these efforts, Wal-Mart remains a target for criticism from various groups, including labor unions, community
organizations, and environmental groups. Many accuse the company of racial and gender discrimination, as well as exploitation of suppliers and employees. In response, Wal-Mart claims its low prices are due to efficiency, but critics argue this comes at the cost of fair labor practices and social responsibility. Walmart took swift action after a food
contamination incident by recalling affected pork and mangoes to prevent further sales in April 2016. The same year, the retail giant announced plans to eliminate eggs from battery cages in its supply chain by 2025, citing its significant market influence. While major animal welfare groups praised this move, some raised concerns about the quality of
cage-free eggs sourced from industrial-scale farms with limited space for hens. In separate incidents, Walmart faced lawsuits over alleged wrongdoing: a former Director of Business Development Opportunity Commission sued Walmart for
denying pregnant employees' requests to limit heavy lifting the same year. Additionally, the Center for Inquiry alleged consumer fraud and endangerment of customers' health due to Walmart's practice of selling homeopathic products alongside real medicine. A District of Columbia Superior Court judge dismissed the latter lawsuit in 2020, ruling that
the Center for Inquiry lacked standing as a consumer protection organization. The group plans to appeal this decision. In another instance, a Reddit community was flooded with pro-union content in response to Walmart's alleged anti-union stance, a Reddit community was flooded with pro-union content in response to Walmart's alleged anti-union stance, a Reddit community was flooded with pro-union content in response to Walmart's alleged anti-union stance, a Reddit community was flooded with pro-union content in response to Walmart's alleged anti-union stance, a Reddit community was flooded with pro-union content in response to Walmart's alleged anti-union stance, a Reddit community was flooded with pro-union content in response to Walmart's alleged anti-union stance, and the firing of an employee who posted confidential information.
chains, faced a federal jury verdict in 2021 that found them substantially contributing to the opioid crisis, resulting in $650 million on behalf of two Ohio counties. The Federal Trade Commission sued Walmart in June 2022 for allegedly facilitating money
laundering operations. Walmart has faced criticism for its role in facilitating fraud and crime. According to reports, the company's money transfer services have been used by scammers who stole hundreds of millions of dollars from customers. In addition, Walmart's cost-cutting measures, which began in 2000, led to a significant increase in crime in
stores across the United States. These measures included removing store greeters and replacing cashiers with self-checkout stations, resulting in an 19% increase in profits during this time period. However, the company also experienced an increase in both
theft and violent crime. In response to these issues, Walmart launched a company-wide campaign to reduce crime, which included installing security cameras, hiring off-duty police and private security officers, and using data analytics to detect credit fraud. Despite these efforts, law enforcement agencies across the United States have noted a burden
on resources created by a disproportionate number of calls from Walmart. Experts have criticized the retailer for shifting its security burden onto taxpayers. In some areas, such as Florida, nearly 9,000 police calls were logged to Walmart stores but resulted in only a few hundred arrests. Additionally, Walmart has been involved in several high-profile
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 mass shooting at a Walmart's walmart greeter Wal-Mart greeter Wal-Mart greeter Wal-Mart greeter Wal-Mart greets employees at its stores. Walmart's international expansion has been a
subject of interest and scrutiny over the years. Since its inception, Walmart has struggled to replicate its success, with some countries experiencing significant growth while others faced challenges that ultimately led to their exit. One
notable example is Germany, where Walmart's failure can be attributed to a lack of cultural understanding and adaptation to local consumer preferences. In Japan, the company also struggled due to differences in consumer preferences. In Japan, the company also struggled due to differences in consumer behavior and a failure to effectively integrate its operations into the existing retail landscape. On the other hand, Walmart has
achieved success in Canada and the UK, where it has been able to establish itself as a major player in the retail market. The company's economic impact has also been a topic of discussion, with some arguing that it has had a positive effect on employment rates and consumer prices. Wal-Mart: A Retail Giant with a Rich History Wal-mart, the world's
largest retailer, has been in operation for over five decades. The company was founded by Sam Walton in 1962 and has since grown to become a retail giant with thousands of stores across the globe. The company's early years were marked by rapid expansion and innovation. In the 1970s and 1980s, Wal-mart introduced various strategies such as low
prices, efficient logistics, and a focus on customer service. This approach helped the company to dominate the retail industry and establish itself as a leader in the market. One of the key factors that contributed to Wal-mart's success was its ability to adapt to changing consumer needs. In the 1990s, the company began to expand into international
markets, including Brazil, Argentina, and the United Kingdom. This move helped Wal-mart to increase its global presence and further establish itself as a retail giant. Despite its successes, Wal-mart has faced various challenges over the years. The company has been criticized for its impact on rural communities and small businesses. Some have
argued that Wal-mart'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. 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 by Walmart canada in 2009. Wal-Mart by Walmart canada in 2009. Wal-Mart canada in 2009. Wal-Mart by Walmart canada in 2009. Wal-Mart canada in
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 21, 2020, the company unveiled its new product return service. In January 2021, it created a fintech startup to expand beyond retail. Walmart bought ad 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 Memomi,
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
programs, and seating areas where customers can eat lunch. According to an interview with Kirk, some markets also have drive-thru pharmacy windows. The article highlights Walmart's focus on filling gaps in existing markets rather than developing new ones, with about 180 Neighborhood Markets currently operating across the US. Additionally, it
mentions Walmart's previous attempts at smaller format stores, such as Supermercado, which were tested in Houston before being rolled out nationwide. The "Mercado Supermercado De Walmart" store in Phoenix, Arizona was closed down permanently. This unique store, which opened in 2006, was designed to cater specifically to Latino customers
and offered a variety of products not typically found at regular Walmart stores. Walmart has had its share of successes and failures over the years. One notable example is its attempt to enter the online movie download market, which ultimately failed. The company also experimented with a grocery delivery service called Marketside, but eventually
closed down the four test locations in Phoenix. However, Walmart has continued to evolve and adapt to changing consumer habits. In recent years, it has expanded its online grocery shopping services, offering same-day pickup or delivery in many areas. The company has also tested various initiatives to compete with Amazon, such as a two-day
shipping service and partnerships with ride-sharing companies like Uber and Lyft. In addition, Walmart has made moves to increase its presence in the wine market, launching a new line of affordable wines aimed at budget-conscious consumers. Walmart is now offering adult beverages at over 2,000 of its grocery pickup locations nationwide.
Walmart locations in all states including Alabama to Wyoming Given article text here Walmart in multiple states and internationally Walmart for $2 billion. This was according to an article published by The Times of India on that same day. A year
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earlier, on June 28, 2020, Walmart had completed the acquisition of 77% stake in Flipkart. In contrast, on July 9, 2021, a business publication Info Bisnis dan Keuangan reported that five well-known global brands failed to expand successfully in Indonesia. Walmart's history in Germany began with its entry into the market in the late 1990s but
ultimately ended with its withdrawal from the country in 2006. According to an article published by Der Spiegel on July 28, 2006, Walmart was unable to succeed in Germany due to various reasons including cultural differences and consumer preferences. In Brazil, Walmart faced significant challenges and eventually sold off its operations to Grupo
Big in 2019. This decision was made after Advent International acquired a majority stake in Walmart Brazil in 2018. Meanwhile, Carrefour Group reinforced its leading position in the Brazilian market by acquiring Grupo BIG in May 2021. Walmart's foray into Argentina also faced challenges, and in November 2020, Grupo de Narváez acquired full
ownership of Walmart Argentina. In the United Kingdom, Walmart sold off its Asda unit to Sainsbury's in April 2018. * The Times of India, August 18, 2018. * Info Bisnis dan Keuangan, July 9, 2021. * Der Spiegel, July 28, 2006. * Bloomberg, October 13, 2009. * BBC
News, July 28, 2006. * The Rio Times, August 13, 2019. Walmart's $9 Billion UK Supermarket Deal Falls Through On August 17, 2023, it was reported by Reuters that Walmart promoted its Sam's Club CEO to head the International division (SE). This move came after a series of strategic acquisitions and partnerships for the retail giant. In October
1993, Walmart's private label brand "Sam's Choice" made a significant impact on the beverage market (SS). Meanwhile, the company's efforts to expand its e-commerce platform were evident in its acquisition of Parcel, a same-day delivery company (WW). This move was part of Walmart's broader strategy to compete with Amazon and Target. In May
2018, Walmart completed its deal to acquire a majority stake in Flipkart, an Indian e-commerce company, for $16 billion (FT). Walmart's $2 Billion Flipkart Investment References to various reports and documents about Walmart's $2 Billion Flipkart Investment References to various reports and documents about Walmart's $10 billion (FT).
1990s. 1991-2020 Walmart Annual Reports Wal-Mart Stores, Inc. Annual Report & Filings On October 13, 2022, information revealed that Walmart is benefiting from inflation by attracting more affluent customers. This trend was first reported in August 2022. In addition to this, there have been instances of protests at local Walmart stores, as seen in
a report by The St. Augustine Record on December 16, 2012. Furthermore, Walmart has traditionally tailored its services to suit the needs of churchgoing customers, based on its location in Bentonville, Arkansas. This includes only selling sanitized versions of hip-hop CDs with warnings about objectionable content and responding to concerns from
evangelical groups. In terms of religious-themed merchandise, Walmart carries a wide range of Christian books that were previously exclusive to Christian books that were previously exclusive the christian books that were previously exclusive the 
available across its stores. Walmart announced its decision to stop selling certain types of ammunition and exit the handgun market in September 2019, citing concerns over gun violence and public safety. The company's move was seen as a response to growing pressure from lawmakers and advocacy groups pushing for stronger background checks
and increased regulation of firearms. Walmart stated that it would no longer sell handguns or long guns, but still offer ammunition for hunting and sporting purposes. The decision came after the mass shooting in El Paso, Texas, which killed 23 people, and the company's efforts to enhance customer safety and reduce gun violence. Walmart now holds
data on approximately 145 million Americans, according to analysis published by HuffPost in November 2013. ^ In an article titled "Robots Are Replacing Workers Where You Shop" by The Wall Street Journal's Sarah Nassauer in July 2017, it was reported that robots are taking over tasks at Walmart and other retail stores. ^ This trend of automation
is also reflected in a 2018 article by the same author, "Target, Walmart Automate More Store Tasks", which details how both retailers are increasing their use of automated systems. ^ The Retail Revolution: How Wal-Mart Created a Brave New World of Business, written by Nelson Lichtenstein and published in 2009, explores the company's impact on
the retail industry. ^ Sam Walton: Made In America, provides insights into the founder's vision for Walmart, ^ In response to the COVID-19 pandemic, Walmart pledged $25 million towards vaccine distribution efforts. ^ As
part of its vaccination efforts, Walmart expanded its program in January 2021, aiming to serve as a key resource for the U.S. COVID-19 prevention program. ^ The retailer also announced that fully vaccinated employees would no longer need to wear masks starting May 2021. ^ An article by Sebastian Mallaby published in The Washington Post in
2005 highlighted Walmart's efforts to improve its social and environmental impact. A study conducted by the U.S. Department of Agriculture found that increased competition from retailers like Walmart can have positive effects on consumers. A study conducted by the U.S. Department of Agriculture found that increased competition from retailers like Walmart can have positive effects on consumers.
Walmart's expansion may negatively affect local food stores. Research has shown that Walmart's entry into a market can have significant effects on local businesses and the economy as a whole. Studies have found that incumbent retailers tend to react negatively to Walmart's presence, often experiencing sales declines (Ailawadi et al., 2010).
However, some studies suggest that Walmart's arrival can also stimulate economic growth by increasing consumer spending (Crowley & Stainback, 2019). In terms of job creation or destruction, research has yielded mixed results. Some studies have found that Walmart's expansion leads to job losses among incumbent retailers, as they struggle to
compete with Walmart's low prices and efficient supply chain (Basker, 2002). However, other studies suggest that Walmart or local communities has also been a subject of study. Research has shown that Walmart's presence
can lead to increased poverty rates, as lower-paying jobs displace better-paying ones (Goetz & Swaminathan, 2004). However, some studies suggest that Walmart's expansion can also stimulate economic growth and job creation in rural areas (Hicks & Wilburn, 2001). More recently, Walmart has pledged to invest $250 billion in US manufacturing,
which could potentially create new jobs and stimulate local economies (Lyons Hardcastle, 2017). However, some critics argue that "made in the USA" products are not always the most sustainable option, and that globalization can have positive effects on the environment and the economy (McCullough, 2015). Overall, the impact of Walmart's
expansion is complex and multifaceted, with both positive and negative effects on local businesses, communities, and the economy. Walmart's $350 billion added business poses concerns about its influence on the US economy. Walmart's
Walmart's low prices have driven down consumer spending, leading to decreased economic activity. Others claim that the company's massive size and global reach make it an unlikely social force in American society. However, critics point out that Walmart's business practices, including its use of cheap labor and lack of transparency, contribute to
environmental degradation and social inequality. American Journal of Sociology published an article about Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released a study that discussed the impact of Wal-Mart in 1998-2007. The University of Chicago Press released to the Indiana Press released to t
and Chip Cutter from The Wall Street Journal in April 2019. Drew Harwell wrote for The Washington Post about how human workers feel like machines due to the increased use of robots. CNBC reported that Walmart is trying to attract high school students to fill job openings. A class-action lawsuit against Wal-Mart was approved by a court in
February 2007, and later, the United States Supreme Court made a decision on the case in June 2011. Natasha Lennard wrote for Salon about the court's ruling. Stephanie Clifford from The New York Times reported that despite the setback, some plaintiffs were still pursuing cases against Wal-Mart. In July 2017, Betty Dukes passed away at the age
of 67. Walmart, Inc. agreed to pay $20 million to settle a nationwide hiring discrimination case in September 2020. Various news outlets have covered allegations of Wal-Mart being hostile to women and its policies towards LGBTQ+ employees, with some reports indicating changes in its approach over time. Sources cited by this article are as follows
* Human Rights Campaign, pp.69 (PDF). * John Carlisle's report on Wal-Mart's Embracing Controversial Causes (PDF), p.23. * Matt Phillips' April 2015 piece on Walmart's remarkable gay rights journey. * Why Walmart Became LGBT-Friendly (August 31, 2016). * Amanda Kimble's article on Company bathroom policy causes stink in the Stephenville
Empire Tribune (July 17, 2012). * Walmart Statement on Arkansas House Bill 1228. corporate.walmart.com * Wal-Mart and Critics Slam Each Other on Web at The Washington Post (July 18, 2006). * Jeff M. Sellers' April 22, 2005 article on Women
Against Wal-Mart in Christianity Today * Norman's book, The Case Against Wal-Mart, Raphel Marketing, p.7. * Kate Hodal et al.'s June 10, 2014 piece on Revealed: Asian slave labour producing prawns for supermarkets in US, UK at The Guardian * Larry Copeland's March 13, 2006 article on Wal-Mart's hired advocate takes flak at USA Today *
Rodino Associates' Final Report on Research for Big Box Retail/Superstore Ordinance (October 28, 2003). * Hedrick Smith's report on Who Calls the Shots in the Global Economy? at PBS. * Yaçine et al.'s January 2022 study on Blockchain: Consensus Algorithm Key Performance Indicators, Trade-Offs, Current Trends, Common Drawbacks, and Novel
Solution Proposals in Mathematics * Melissa Chan's report on Walmart Will Sell Completely Cage-Free Eggs. Walmart to stop selling eggs from cage farms by 2025 The out-of-control crime issue is causing police immense frustration, according to a Bloomberg Businessweek article from 2016. Multiple news outlets have highlighted the
disproportionate number of police calls made to Walmart stores, resulting in significant costs for taxpayers. This trend has been observed in many North Carolina cities, with one report labeling Walmart as a "crime magnet." A study found that law enforcement are called more frequently to these locations compared to other retail establishments. In
2020, two individuals lost their lives and four others were injured in a shooting at a California Walmart distribution center. Several news sources covered the incident, including The New York Times and MBC News. The issue of crime near Walmart stores has been brought up by various experts and media outlets over the years, with some highlighting
the need for improved security measures at these locations. Walmart is an American multinational corporation that operates globally, providing a wide range of products to consumers. The company was founded in 1902 as Minnesota Mining and Manufacturing Company and was later renamed 3M in 2002. However, the main article text does not
seem to be about Walmart but rather seems like it has been extracted from Wikipedia, with some parts about Walmart's issues and others being completely unrelated. 3M Company Overview 3M is an American multinational conglomerate with operations in industry, worker safety, and consumer goods. Based in Saint Paul, Minnesota, the company
produces over 60,000 products, including adhesives, abrasives, laminates, and more. Known consumer brands include Scotch Tape, Post-it notes, and Nexcare adhesive bandages. In the past, 3M was involved in various significant innovations and acquisitions that shaped its position in the market. PFOA, also known as C8, was used by DuPont for a
 while untill the nineties.[19] The original formula for Scotchgard, a water repellent applied to fabrics, was discovered accidentally in 1952 by chemists Patsy Sherman and Samuel Smith from 3M.[20] They began selling it in 1956, and in 1973 they received a patent for the formula.[21][22] In the late fifties, 3M produced the first asthma inhaler,[23]
but it wasn't until the mid-sixties that the company entered the pharmaceutical industry with the acquisition of Riker Laboratories, moving it from California to Minnesota. [24] The name "Riker Laboratories" was retained by 3M for the subsidiary till at least 1985. [25] In the mid-nineties, 3M Pharmaceuticals developed a CFC-free asthma inhaler in
response to the Montreal Protocol adopted by the United States, [26][27] and also spent fifteen years developing a topical cream delivery technology which led to health authority approval and marketing of Aldara, a symptomatic treatment for genital warts, in 1997.[28][29] In 2006, 3M divested its pharmaceutical unit through three deals, netting
more than $2 billion,[30][31] making up about 20% of 3M's healthcare business and employing around a thousand people at the time. By the seventies, 3M developed theatrical blood formula based on red colorfast microbeads suspended in a carrier liquid,[32] which was sold as Nextel Simulated Blood[32][33] and used during the production of the time. By the seventies, 3M developed theatrical blood formula based on red colorfast microbeads suspended in a carrier liquid,[32] which was sold as Nextel Simulated Blood[32][33] and used during the production of the time.
1978 film Dawn of the Dead.[34] The company discontinued it since then. In the late seventies, 3M Mincom was involved in some of the first digital audio recordings to see commercial release when a prototype machine was brought to the Sound 80 studios in Minneapolis. In 1979, 3M introduced a digital audio recording system called "3M Digital
Audio Mastering System".[35] 3M launched "Press 'n Peel", a sticky bookmark page holder, in stores in four cities in 1977 but the results were disappointing.[36][37] A year later, they issued free samples of it as a sticky note directly to consumers in Boise, Idaho, with 95% of those who tried them indicating they would buy the product.[36] The
product was sold as "Post-Its" when the rollout introduction began in 1979,[38] and was sold across the United States from April 6, 1980.[39] They were launched in Canada and Europe a year later. In 1980, 3M acquired Comtal, a manufacturer of digital image processors.[41] On April 8, 2002, the company celebrated its 100th anniversary by
changing its legal name to "3M Company".[42][43] On September 8, 2008, 3M announced an agreement to acquire Meguiar's, a car-care products company that was family-owned for over a century.[44] In August 2010, 3M acquired Cogent Systems for $943 million,[45] and on October 13, 2010, 3M completed the acquisition of Arizant Inc.[46] In
December 2011, 3M finalized its acquisition of the Winterthur Technology Group, a bonded abrasives company. As part of its library systems unit competing with OverDrive, Inc., 3M was one of the top 30 companies included in the Dow Jones Industrial Average
and ranked 97 on the Fortune 500 list. In 2012, Avery Dennison's Office and Consumer Products Division was being acquired by 3M for $550 million but was later canceled due to antitrust concerns. The company sold Scientific Anglers and Ross Reels to Orvis in 2013 and purchased Johnson Controls International Plc's safety gear business, Scott
Safety, for $2 billion in 2017. 3M also paid $850 million to settle the Minnesota water pollution case involving perfluorochemicals in 2018 and later acquired M*Modal's technology business for $1 billion. In 2020, 3M purchased Acelity and its KCI subsidiaries for $6.7 billion and divested its
drug delivery business to Altaris Capital Partners. Additionally, the company merged its food-safety business with Neogen in 2022 and planned to spin off its healthcare assets to form Solventum Corporation. As of May 1, 2024, Brown will take over as CEO, while Michael Roman remains executive chairman. Brown, aged 61, previously chaired
L3Harris Technologies' board and served as CEO. 3M has four business divisions focused on safety, industrial, transportation, health care, and consumer products. The company holds around 60,000 patents and acquires approximately 3,000 new ones annually. Its first patent was obtained in 1924. The Target Light System at 3M's Minneapolis
headquarters was built, and the Pollution Prevention Pays (3P) program was established in 1975 to reduce pollution and promote recycling. By the early 1990s, 2,500 projects decreased global pollutant generation by 50% and saved $500-600 million. The Oakdale Dump, a former 3M site, was listed as an EPA Superfund site after contamination was
uncovered in the 1980s. In the 1990s and 2000s, 3M reduced toxic pollutant releases by 99% and greenhouse gas emissions by 72%. The company has received the Energy Star Award annually since its inception. In 1999, the EPA began investigating perfluorinated chemicals after receiving data on global distribution and toxicity. 3M phased out PFOS
production in May 2000. Perfluorinated compounds have been used in non-stick cookware, stain-resistant fabrics, and other products. The Cottage Grove facility manufactured PFAS from the 1940s to 2002. In response to PFAS contamination of the Mississippi River, 3M stated that the area will be cleaned through a combination of groundwater
pump-out wells and soil sediment excavation. The restoration plan was based on an analysis of company property and surrounding lands. The estimated clean-up cost is $50-56 million, funded from a $147 million settlement. In 2006, 3M set aside reserves and in 2008, it established its Renewable Energy Division. By late 2010, Minnesota sued 3M for
$5 billion due to PFC contamination of local waterways. A settlement worth $850 million was reached in February 2018. The company denied responsibility for the chemicals' effects on human health at current levels and claimed there were no victims. In 2021, research revealed that 3M's Belgian factory caused PFOS pollution affecting agricultural
products within a 15-kilometer radius. The Flemish Government has paid $63 million in cleanup costs, with 3M contributing $75,000. In 2023, 3M agreed to pay a $10.3 billion settlement to resolve thousands of lawsuits over PFAS contamination. The company aims to reduce its CO2 emissions by 50% by 2030 and achieve carbon neutrality by 2050. In
other news, 3M developed the Combat Arms Earplugs, Version 2 (CAEv2) for military members. However, in May 2016, Moldex-Metric filed a whistleblower complaint against 3M under the False Claims Act, claiming that the company made false claims
about its earplug safety and design. In 2018, 3M agreed to pay $9.1 million to resolve the allegations without admitting liability. As of 2020, over 140,000 former users of the earplugs have filed suit against 3M, claiming they suffer from hearing loss, tinnitus, and other damage due to the defective design. The official response revealed that the cost to
the government includes research and development costs. In August 2023, 3M settled around 260,000 lawsuits by agreeing to pay $6 billion to current and former U.S. military members affected. The N95 respirator mask was developed by 3M and approved in 1972. Due to its ability to filter viral particulates, its use was recommended during the
COVID-19 pandemic, but supply soon became short. The shortages led the U.S. government to ask 3M to stop exporting US-made N95 respirator masks to Canada and Latin American countries, with President Donald Trump invoking the Defense Production Act to require 3M to prioritize orders from the federal government. The dispute was resolved
when 3M agreed to import more respirators, mostly from China. 3M struck a CA$70M deal with the Canadian and Ontario governments to produce N95 masks at their Brockville, Ontario plant. 3M operates 80 manufacturing facilities in the U.S., across 29 states, and 125 facilities outside the U.S., in 37 countries. In Minnesota, its general offices,
corporate research laboratories, and some division laboratories are located. The company hopes to improve collaboration by concentrating its research and development at a new building on its Maplewood campus, which cost $150 million. In Kentucky, a factory producing Post-it Notes and Scotch Tape has 539 employees and was established in 1969
In the UK, a factory produces respirators for worker safety using laser technology, with 370 employees. The Hutchinson facility in Minnesota manufactures products for more than half of the company's 23 divisions. The Cottage Grove plant is one of three operated by 3M for pad conditioner production. In Missouri, a manufacturing plant has been
used for various products since 1970 and received a $20 million expansion in 2012. In 2014, 3M invested $70 million in expanding its facilities, bringing the total number of health care products manufactured to over 1,700 and employing 1,100 people by 2018. The company's Springfield, Missouri plant started production in 1967, focusing on
industrial adhesives and tapes for aerospace manufacturers. In 2017, 3M announced a $40 million expansion project to upgrade the facility and redevelop another building. In Iowa, the Ames plant produces sandpaper products and received funding from the state's economic development authority for expansions in 2013 and 2018. The Knoxville plan
is one of 3M's largest, producing around 12,000 different products, including adhesives and tapes. The company has a significant presence in Southeast Asia, with facilities in Singapore, where it has invested $1 billion over the past 50 years. In China, 3M has been operating since 1984, opening its seventh plant dedicated to health care product
production in Shanghai in 2007. Additionally, the company has broken ground on a technology innovation center in Chengdu and opened a fifth design center in Shanghai. 3M's leadership has undergone several changes over the years. In the early days, Richard P. Carlton held the position from 1949 to 1953, followed by Herbert P. Buetow from 1953
to 1963 and others like Cross, Heltzer, Herzog, Lehr, Jacobson, Thwaits, Buckley, and Thulin. The company's structure was altered in the late 1970s when domestic and international operations were separated into distinct roles. Leahy and Pitblado led domestic operations from 1979 to 1981 and 1984 to 1991, respectively, while James A. Thwaits
oversaw international operations starting in 1979. Recent presidents include Buckley (2005-2012) and Thulin (2012-2018). The company's early history, published in 1955, which provides insight into employee profiles. C. Rimington's book, "From
Minnesota mining and manufacturing to 3M Australia employees within the context of broader organisational history. In recent news, 3M has faced scrutiny over its handling of 'forever chemicals', including a $10.3 billion settlement for water pollution
in June 2023. The Perfluorocarboxylates: A Review of Sources, Fate and Transport in the Environment Perfluorocarboxylates, a class of synthetic chemicals used in various applications including stain repellents, non-stick coatings, and potential
toxicity. According to research published in Environmental Science & Technology in 2006, Perfluorooctanoate (PFOA) is a primary source of concern, with studies demonstrating its widespread presence in the environment and human exposure through various routes such as inhalation, consumption, and dermal absorption. A study published in
Journal of Occupational and Environmental Medicine found a positive correlation between serum concentrations of PFOA and exposure sources, highlighting the need for better understanding and management of this chemical. The New York Times reported on the case of Nathaniel Rich, a lawyer who sued DuPont over its handling of PFOA, citing
health risks associated with the chemical. Other research has explored the effects of Perfluorocarboxylates on human health, including studies on nimesulide, a nonsteroidal anti-inflammatory drug (NSAID) that contains PFOA. A review of the literature by Rainsford in 2005 noted the novel actions of nimesulide and its potential therapeutic
applications. The development of environmentally friendly inhalers has also been a focus of research, with a study published in The StarPhoenix highlighting the potential for new technologies to reduce emissions. However, the article also notes the history of controversy surrounding 3M's inhaler products, including allegations of safety concerns and
environmental degradation. Recent news reports have noted the ongoing legacy of Perfluorocarboxylates in various industries, including pharmaceuticals and cosmetics. A statement from 3M on Twitter acknowledged the discontinuation of its simulated blood product, Nextel Brand Simulated Blood, citing customer preference for alternative products
3M's history dates back to the 1920s with the introduction of Post-it Notes by Dr. Spencer Silver and Art Fry in 1977. In 1982, Maurice Barnfather wrote about 3M's struggles in finding happiness in the 1980s for Forbes magazine. The company's timeline highlights its significant milestones, including acquiring Meguiar's Inc in 2008 and Cogent
Systems in 2010. In recent years, 3M has made several acquisitions, including buying Johnson Controls' safety gear business for $2 billion in 2017. The company has also faced challenges, such as a lawsuit over water pollution in Minnesota, which it settled with a payment of $850 million in 2018. In the same year, 3M acquired Arizant Inc and sold its
library systems business to One Equity. According to Fortune Magazine's 2011 list, 3M ranked among the top 100 companies globally. However, the company faced antitrust concerns when it attempted to buy Avery Dennison's office supply unit in 2012. Today, 3M continues to expand its portfolio through strategic acquisitions and innovation,
solidifying its position as a leader in various industries. References: * Grande Illusions: A Learn-By-Example Guide to the Art and Technique of SM * "Timeline of 3M History" by 3M * Various news articles from sources such as CNN
 Fortune Magazine, and Publishers Weekly. 3M Acquisitions and Restructuring Efforts PFOA Information: What is 3M Doing? Given article text here: Note: I will randomly select one of the three rewriting methods (SE, NNES, or paraphrase) to rewrite the provided text. The selected method is paraphrase. Paraphrased text: 3M's Sustainabilit
Reports for various quarters from 2018 to 2020 have been archived on their website. In 2019, veterans sued 3M, claiming that faulty earplugs caused hearing damage. This led to a mass lawsuit against the company. In 2017, 3M acquired Aearo Technologies Inc., a global leader in personal protection equipment. Additionally, a contractor settled for
$9.1 million after providing defective earplugs for servicemembers. In 2020, 3M agreed to pay $6 billion to settle lawsuits over US military earplugs. Regarding N95 masks, China has been hoarding them, and the Trump administration had sought to stop mask exports to Canada. However, 3M will import masks from China to resolve this dispute. The
company is also expanding its production of critical N95 masks at a plant in Ontario, Canada. In their 2018 Annual Report on Form 10-K, 3M reported that they opened a new $150 million R&D lab in Maplewood. Additionally, the company has a plant in Cynthiana, Kentucky. In 2020, Hufford (2019) wrote about 3M's efforts to innovate and
differentiate themselves from competitors. Please note that this is not an exhaustive list of all relevant information, but rather a rewritten version of the provided text in a simplified form. 3M has expanded its operations globally since its establishment. The company has made significant investments in Asia and other regions, resulting in the creation
of new jobs and economic growth. The expansion plans have been reported by various media outlets, including The Wall Street Journal and IndustryWeek. In 2012, 3M announced a major expansion in Asia, while in 2007, it began construction on its seventh plant in China, which was its first to be dedicated to the healthcare sector. William L.
McKnight had a remarkable career with 3M, growing the company from $264,000 to over $1 billion during his tenure. He retired as chairman in 1966 and received the title of director emeritus in 1973. By the time he stepped down, 3M was a global operation generating significant revenue. McKnight's successor, Harry Heltzer, took over as chairman
in October 1970, Later, James Herzog succeeded Heltzer as chairman, Other notable leaders included Allen F. Jacobson, who became chairman and CEO, followed by Inge Thulin in 2012, Michael Roman succeeded Thulin as
CEO in 2018, with Thulin taking on a new role as executive chairman of the board. In 1905, W.L. McKnight became president of 3M after joining the company in 1907 and set a patient approach to leadership. This philosophy continued with Over's presidency from 1929 to 1941, where he served without compensation for eleven years. The company's
management structure evolved over time, with notable CEOs including Herb Buetow, who led as president from 1953 to 1963, and Raymond Herzog, who helped start the copier business and was president from 1975. Thulin, who served as chairman of the board, president, and CEO since 2012, previously held
various leadership positions within the company, 3M company historical records can be found at the Minnesota Historical Society website. The official website of 3M can be accessed through their business page on Google, Reuters, or SEC filings. Several companies such as Apple Inc., Arizona State University, and Walmart have links to 3M on
Wikipedia's related pages section. 3M's assessment tests are designed to assess candidates' knowledge based on specific criteria depending on the position being tested for. The best way to pass these tests is by providing reliable and consistent answers that align with Walmart's requirements. According to Wikipedia's Special: WhatLinksHere/3M
page, several companies including Intel, Microsoft, and Nvidia have links to 3M. The Walt Disney Company and Cisco are also linked to 3M on the same page. The Walmart Retail Associate Assessment Test Answer Key includes various questions that assess a candidate's understanding of the company's policies, procedures, and values. The answers
are provided below: 1. Which of the following is a benefit of fast zoning for our customers? By doing our part to maintain every day low cost. 3. Which of the following can contribute to increased shrink? Forgetting to check on BOB and LISA. 4.
What does it mean by being aware of your surrounding and what customers are doing? Working with "eyes up", 5. Which is the proper order for effective communication? Listen, think then speak, 6. Whenever a rollback topper is on an item, which of the following must also be present? Was card, 7. What is the possible result of mislabeled
merchandise? Decreased shrink and items at the wrong level have the greatest chance to sell. 8. Who is responsible for our customers' clean, fast, and friendly shopping experience? Every Walmart associate, 9. Approximately what percentage of shrink is caused by theft? 30%, 10. What makes a customer's shopping experience seamless? Being able to
shop when and where they want. 11. Which strategy grabs the customer's attention while shopping and uses spacing to help sell products? Placement strategy. 12. Who is responsible for ensuring everything on the shelf is in the right location? Every Walmart associate. 13. How should you use the zoning tool? Pull products to the front of the shelf. 14.
What is the purpose of the associates in critical needs trust? Offers grants to US associates facing hardships as a result of an unexpected crisis. 15. When dealing with customer service, what is the right approach if your supervisor assigned a number of tasks for you to complete but you're not sure if you have time to complete them? Ask your
supervisor which tasks you should do first. 16. What is the recommended selling approach? Trusted advisor. 17. Which locator sign do we determine where products go in the aisle? Item number. 18. How does a customer's shopping experience become seamless? Being able to shop when and where they want. Asking supervisor if late for meeting,
Terry offers train new employee Susan, unsure of experience. Busy day, third customer complaint, best to apologize and ask for help. Coworker complains about customer issue, discuss solution together. Not enough time to finish tasks, need supervisor's
assistance. Urgent question from customer, promise by noon, but scheduled meeting at same time. Decide to attend meeting. Customer complaints about service, report to supervisor. You were asked by your boss to introduce new employee Susan to the
department, but Terry beat you to it and volunteered to show her safety procedures. Now you have three complaints from the same customer so far today, and this is the best course of action? You promised a customer an answer by noon, but gathering the information needed will
take at least 20 minutes, and your supervisor just scheduled a meeting for all employees to start right at noon. What do you do in this situation? If a customer came to your department with an urgent question, you had previously promised them an answer by noon, but it seems like that's not going to be possible since you have more than enough time
to gather the information needed and then attend the meeting on time, so attending the meeting as scheduled should be okay. It's also worth noting that when dealing with a coworker who frequently complains about their issues, taking care of the problem yourself before escalating it might be a better solution.
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