



## Washington, DC Community Partnership Initiative

The proposed Walmart projects in Washington, DC will benefit neighborhoods where they are located and residents throughout the District while also offering merchandise and services reflective of the community. Walmart is committed to working collaboratively to improve the neighborhoods and communities we serve by creating a long term partnership with DC residents, businesses, churches, non-profits, and the city government.

As a valuable corporate partner, Walmart's priority and emphasis will be on bringing jobs to the residents of DC, creating and maximizing economic opportunities for local DC businesses, and supporting work force development, hunger and education initiatives that can help provide much needed support to the local community.

Over the next 5-7 years Walmart will bring an estimated 1,800 new jobs to Washington, DC and create approximately 600 construction jobs, generate an estimated \$15 million in new tax revenue for the city and act as a catalyst for local economic development.

Additionally, as part of our partnership with the District, Walmart will identify and create charitable partnerships during this timeframe worth \$21 million in critical areas of unmet needs such as hunger relief, health and wellness, education, and workforce development.

From the construction phase to the hiring process, Walmart will:

- Work with city council members and the *DC Department of Small and Local Business Development (DSLBD)* to identify qualified Certified Business Enterprises (general contractors, subcontractors) interested in being engaged during the construction phase of planned Walmart stores in Washington, DC.
- Work closely with the city government in its efforts to assist in building increased capacity for DC CBE entities.

## **CONSTRUCTION**

Walmart's Construction Department will:

- Require the selected general contractor to incorporate and encourage them to meet the project developer's *CBE* procurement goals of 35% for CBE entities and local DC based business enterprises.
- Require the general contractor to provide notification to all contractors involved with their project that diversity is an important principle, that all contracting parties are responsible for encouraging CBE participation, and that all contractors are required to have a CBE participation plan.
- Require general contractors to report on the CBE subcontractors working on the project and the amount of work assigned to each identified subcontractor. The general contractors shall provide this report on a monthly basis throughout the duration of the project.
- Market opportunities and give consideration to CBE's with proper bonding capacity the opportunity to participate in renovations or expansions of existing Walmart stores in neighboring states outside of the District of Columbia.

- Implement a series of transportation demand management measures for each new store constructed to create a safe and efficient multi-modal transportation system that meets the access and mobility needs of DC residents, the local workforce, and visitors in a complementary manner. These measures have a cumulative value of more than \$2 million and could include elements such as; Capital Bikeshare stations, bus shelters, bike racks, SmartTrip kiosks, electric car charging stations, collaboration with WMATA to assess capacity of existing bus routes, and other measures determined in consultation with the District.

### **CITY-WIDE LOCAL HIRING**

- Working with local NGOs and the city government, Walmart will create and fund a city wide workforce development program that provides educational job training services for DC residents, with emphasis on programs that assist low-income families, minorities, veterans, at-risk youth and formerly incarcerated residents.
- Walmart will open accessible hiring centers in wards in which Walmart stores will be located, providing access to job opportunities for local residents, with the expectation of filling a majority of available positions with DC residents.
- Walmart will hold job fairs prior to the opening of each new store, with locations and timing to be determined in consultation with the District.
- Walmart will work with local community groups and others such as The Community College of DC and the DC Department of Employment Services to source candidates who are interested, qualified and eligible for positions in Walmart stores. Walmart will partner with locally based community organizations to provide resume writing skills, interviewing skills and other applicable pre-employment workshops to assist applicants' success.

- Walmart is an EEO employer, committed to identifying interested, qualified and eligible community applicants. Through existing relationships and new partnerships with local non-profit and job training services, Walmart seeks to provide the under-employed with equal opportunities for success, particularly among local minorities, women, persons with disabilities, veterans, and at-risk youth;
- Walmart shall ensure that all associates are provided health and safety training, which is appropriate for retail employees.

## **WAGE & BENEFITS**

Currently, full and part-time associates working in the Washington, DC stores can become eligible for company benefits and programs as defined in the company annual benefit plan documents, including:

- Competitive market salaries compared to those offered by competitors (including unionized grocers) in the District utilizing a pay performance and position salary progression.
- Walmart offers a comprehensive benefits package to its associates.
- All interested and qualified associates have the opportunity to advance their careers into supervisory and management positions; Almost 75% of Walmart's store management team began their career as hourly associates.
- All associates can become eligible for bonus incentives based on store performance.
- All associates can become eligible for the Associate Discount Program, which includes a discount on general merchandise as well as fresh fruits and vegetables.
- In year one, eligible Walmart associates earn sick time and personal days.
- All associates will have access to education opportunities through the company's lifelong learning program.

## WARD SPECIFIC COMMUNITY PARTNERSHIPS

- Walmart will not sell guns or ammunition at our DC stores.
- At each new store, Walmart will attempt to provide space for a display of locally-sourced products and individual store managers will have discretion to identify and stock these local products.
- Walmart will pursue local retailers, where opportunities exist, to provide goods and services within Walmart stores (coffee shop, small restaurant, or other ancillary service typically located in leased areas of new stores).
- Walmart will agree to the formation of a Community Advisory Committee composed of residents, businesses and non-profit groups immediately adjacent to (located within 1,000 feet of the development) the four proposed new stores and will meet with the group regularly (at least quarterly) for a period of time to discuss the store's progress and ongoing community engagement.

Any intentions or commitments contained in this document are subject and contingent upon business conditions that will continue to ensure a productive relationship with the city and its residents.

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

A handwritten signature in blue ink, appearing to read "Henry Jordan", with a long horizontal line extending to the right.

Henry Jordan  
SVP, Walmart East Division