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November 2, 2005

S. Robson Walton  
Chairman of the Board  
Wal-Mart Stores, Inc.  
Bentonville, AK 72716-8611

Dear Mr. Walton:

On behalf of the Obesity Action Coalition (OAC), a non-profit organization dedicated to educating and advocating on behalf of those affected by obesity, I am writing to request that Wal-Mart publicly renounce discrimination against the obese in its employment practices.

The recently released memo, titled "Reviewing and Revising Wal-Mart's Benefits Strategy," continues to explicitly condone the long-time trend by Wal-Mart to discriminate against obese employees. We specifically urge the Wal-Mart Board of Directors and Management to develop comprehensive prevention and treatment programs addressing obesity among its employees. In addition, we call for Wal-Mart to cease (or reject) any hiring and/or promotion practices discriminating against those affected by obesity.

#### **Develop a Comprehensive Prevention and Treatment Plan**

According to the memo, Wal-Mart has higher rates of illness associated with obesity-related diseases than the national population. The OAC strongly believes this trend is due to Wal-Mart's previous failure to recognize the challenge of obesity and take significant action, as many other corporations have, in combating obesity among its employees. A wide variety of corporations and health benefit plans have developed comprehensive prevention and treatment plans including discounted health-club and weight-loss program memberships and insurance coverage for medical nutrition therapy, physician-supervised medical weight management and bariatric surgery. It is time for Wal-Mart to invest in a comprehensive program (at a much more significant level than discounted fruits and vegetables and "cart gathering") in an effort to improve the quality of health and life of its employees and reduce the long-term costs of obesity-related diseases such as diabetes and coronary artery disease.

#### **Cease (or Reject) Discriminatory Hiring and/or Promotion Practices**

The memo also states that Wal-Mart should specifically seek employees who are "low-utilizers" of health insurance services and specifically mentions that this group has a lower prevalence of obesity. We believe that any discrimination based on a person's obesity is reprehensible and potentially illegal. Obese employees and applicants should have equal employment opportunities. All hiring, firing and promotion decisions should solely be based on an employee's qualifications and competencies. A person's weight is a measurement of their size, not their quality as a person or employee.

It is time for a significant change in how Wal-Mart views its current and future employees affected by obesity. We strongly urge you to end and reject practices that discriminate against the obese. The OAC stands ready to assist Wal-Mart in developing a comprehensive prevention and treatment program for obesity to better serve your current and future employees.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Nadglowski".

Joseph Nadglowski, Jr.  
President and CEO