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UNITED STATES DISTRICT COURT

NORTHERN DISTRICT OF CALIFORNIA

BETTY DUKES, PATRICIA SURGESON, CLEO PAGE, CHRISTINE KWAPNOSKI, DEBORAH GUNTER, KAREN WILLIAMSON AND EDITH ARANA, on behalf of themselves and all others similarly situated, Plaintiff, vs. WAL-MART STORES, INC., Defendant	Case No. C-01-2252 MJJ **DECLARATION OF RICHARD DROGIN, Ph.D. IN SUPPORT OF PLAINTIFFS' MOTION FOR CLASS CERTIFICATION**

A. INTRODUCTION

I, RICHARD DROGIN, declare:

1. I hold a Ph.D. in statistics from the University of California at Berkeley, earned in 1970. I am currently an Emeritus Professor in the Department of Statistics at California State University, Hayward, where I have taught graduate and undergraduate courses in data analysis, non-parametric methods, regression analysis, sample surveys, probability theory, queuing theory, simulation methods, and design of statistical software. I have been employed at California State University, Hayward, since 1973, and became an Emeritus Professor in 1996.

2. I am a partner in the statistical consulting firm of Drogin, Kakigi & Associates. This firm provides consulting services and computerized database management. We have experience in designing sample surveys, supplying census demographic data, organizing and managing large database systems, stochastic modeling, and performing advanced statistical analysis. Our firm has served as statistical consultants to both governmental agencies and the private sector for over twenty years. I have testified as an expert witness (statistical analysis, computer processing) in numerous state, and federal courts. A copy of my curriculum vitae is attached as Appendix 1.

3. I have been retained by Plaintiffs' counsel to analyze statistical questions raised in the Dukes v. Wal-Mart Stores, Inc. litigation. The purpose of my study was to obtain descriptive summaries of computer data, and prepare various statistical analyses relevant to the issues in the case. I examined statistics pertaining to workforce summaries, advancement patterns, and compensation levels.

4. In order to conduct my study, I was provided with computer-readable personnel and compensation data received through discovery as well as documentation and clarification regarding this data, contained in letters, emails between counsel, depositions, and telephonic conferences with

Wal-Mart personnel familiar with their personnel and payroll systems. The first data files turned over by defendants were received in March, 2002.

5. This report will describe the data provided to me, how it was processed, the statistical methodology, and the results of my analysis. The analyses described here are restricted to retail store employees[1] working in Wal-Mart Discount Stores, Supercenters, Sam's Clubs, and Neighborhood Markers in the United States[2], during 1996 through the first quarter of 2002.

Data Sources

6. In March, 2002 Wal-Mart turned over an electronic copy of its personnel database including data for all U.S. employees who were employed between January, 1996 and March, 2002. There were 3,945,151 persons included in this database. A Complete job history for each of these persons was provided, including job history information prior to 1996, if any. This database is called the *PeopleSoft data* For each person, the database includes basic identification information such as employee ID, social security number, name, address, phone number, gender, and race, as well as extensive information on the person's job history at Wal-Mart. The job history gives a chronological account of the jobs held, stores where the person worked, salary changes, personnel actions such as promotion or transfers, status changes indicating whether the person was active or on leave or terminated, whether the person was full-time or part-time, whether the person was salaried or hourly.

7. In late April, 2002 Wal-Mart turned over 250 computer tapes which included detailed bi-weekly payroll information for Wal-Mart U.S. employees. For the most part, this data included the same persons as those included in the PeopleSoft personnel data. Subsequently, in

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[1] Retail store employees are defined in Appendix 2.

[2] In December and January 2003 some data regarding Puerto Rico employees was provided. This data was not used for any analysis in this report.

early July, 2002, Wal-Mart provided year-end summaries of payroll data for each person, for the years 1996-2001. This year-end payroll information was processed, merged into the PeopleSoft data, and is the basis for all earnings studies presented in this report.

8. When Wal-Mart turned over their People-Soft data in March, 2002, they also provided two databases known as the *MCS data*, and *Job Posting data*. These are databases that give limited information about employees who bid for job vacancies. The MCS data includes information about employees applying for salary job vacancies and the Job Posting data includes information about employees applying for hourly job vacancies. As described in more detail later in this report, the MCS and Job Posting data do not contain information useful for analyzing promotions into higher store management positions and upper level hourly supervisory jobs.

9. In early January, 2003 Wal-Mart turned over part of its Associate database, which includes information on recent performance review ratings for hourly employees. This data was processed and used in the analyses described below.

10. Salaried PeopleSoft data was received in mid-December, 2002. Performance Review information is included in this data. However, this data was incomplete. Additional salary PeopleSoft data was provided at the end of January 2003, a few days prior to the completion of this report. This data has not been used for any studies presented in this report.

11. Payroll data covering 2nd, 3rd, and 4th quarters 2002 was turned over in late January 2003. This data has not been used for any studies presented in this report.

12. In late January 2003, a few days prior to completing this report, Wal-Mart turned over additional PeopleSoft data for the 2nd and 3rd quarters of 2002, replacing data provided earlier in January 2003 that was unreadable. This data has not been used for any studies presented in this report.

13. During the period from March 2002 to the present, there were numerous conference calls with defendant and its computer database specialists, as well as emails, and other correspondence with defendant regarding data questions. Several supplementary files were provided by Wal-Mart in response to questions from plaintiffs.

14. The PeopleSoft and payroll data constitute the primary data sources used for the analyses described in this report. From these sources, three main working files were created: A history file, a year-end file, and a file of job moves. The history file includes all the job history records found in the PeopleSoft data, but with only the fields of information relevant for the analyses, and with some additional information merged from other data sources. There are 14,915,700 records in the history file. The year-end file was created from the history file to include one record for each year in which a person worked, for all the people who were included in the data. In addition, yearly payroll information, and hourly performance ratings (if any) were appended to each record. There are 9,082,732 records in the year-end file, covering the years 1996 through 2002.[3] The moves file was constructed from the history file for use in the promotion analyses. It includes one record for each pair of consecutive history records when there was a change in job or there was an action code indicating a promotion took place.

B. DESCRIPTION OF WORKFORCE

Size and Growth

15. Wal-Mart is big and has been steadily growing. During the time period 1996 through 2001 the number of year-end active employees in retail positions increased about 50%, from about 600,000 to about 930,000. The percentage of women decreased slightly from 67% to 64% during this same period. At year-end 2001, approximately 38% of Wal-Mart employees

[3] The 2002 data gives employee status only up to end of the first quarter of 2002.

worked in Wal-Mart Discount stores, 52% worked in Supercenters, nearly 10% worked in Sam' Club stores, and less than 1% worked in Neighborhood Markets. Table 1 below shows the number of men and women working at year-end 2001 in each of the four Wal-Mart store types.

Table 1

Number of Employees by Store Type, 2001

16. Retail store employees include the hourly workforce, the store management, and higher-level managers such as District Managers and Regional Vice Presidents. The store management positions include Store Manager, Co-Managers, Assistant Managers, and Management Trainees. The Management Trainee position is the entry-level position into management and leads directly into the Assistant Manager positions, after a 4-5 month training program. All of the store management positions are salaried jobs, except for the Management Trainee position. A complete list of the retail jobs studied for this report, and how they are classified, is given in Appendix 2.

17. Tables 2a and 2b below show the hierarchical structure of these jobs at Wal-Mart stores (excluding Sam's), and Sam's stores, respectively. This hierarchy was derived from Wal-Mart documents, and analysis of salaries and job movement patterns.

Table 2a

Job Hierarchy at Wal-Mart

Table 2b

Job Hierarchy at Sam's Club

Gender Hierarchy – Management vs. Hourly

18. Women earn less money than men at Wal-Mart. This fact is due to women working disproportionately in the lower paying hourly jobs, and earning less money than men holding the same jobs. Table 3 compares the percentage of women in hourly and salary jobs, in each of the four Wal-Mart store types.

Table 3

Percent Women in Hourly and Salary Jobs

By Store Type, 2001

19. Management employees earn much larger salaries than the hourly employees. For example, in 2001, management employees earned about $50,000 on average, compared to the approximately $18,000 earned by hourly employees.[4] Women are disproportionately working in

[4] Average earnings comparisons are restricted to year-end active employees with full-time status who worked over 45 weeks in the year. Approximately 85% of Wal-Mart workforce is full-time.

the hourly jobs: about 65% of hourly employees are women while about 33% of management employees are women.

20. Not only are women disproportionately working in the lower paid hourly jobs, but they also earn less than men holding the same job, for nearly all jobs, in each year. Overall, women earned about $5,200 less than men, on the average, in 2001. Within the hourly workforce, women earned about $1,100 less than men, and about $14,500 less among management employees, in 2001.

Table 4

Average Earnings, 2001
Full-Time Employees Working At Least 45 Weeks

Group	Total	%Fem	Ave$ M	Ave$ F
Total	508724	67.9	23403.	18184.
Hourly	476813	70.2	18609.	17459.
Salary	31911	33.5	55443.	40905.

Consistency of Gender Hierarchy Across Regions

21. Wal-Mart is administratively broken up into 41 regions[5], each including about 80 stores and headed by a Regional Vice President. The gender hierarchy at Wal-Mart nationwide is repeated across all 41 geographic regions in the country. As of year-end 2001, the percent women in hourly jobs ranged between 52% and 73%, while the percent women in salary jobs ranged between 26% and 42% across regions. In every region, the percent women among hourly employees was higher than the percent women among salaried employees. The following chart illustrates the distribution of percent women among hourly employees compared to the percent women among salaried employees, for each of the 41 regions.

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[5] There are 6 Sam's regions, and 35 Wal-Mart only regions.

Table 5

Percent Women among Hourly and Salary Employees, 2001

Each Region Represented by a Point on Graph

22. The gender hierarchy illustrated in Table 5 leads to lower earnings for women in every region across the country. The following chart shows the distribution of male and female total earnings in 2001, for Full-Time employees active at year-end who worked at least 45 weeks during the year.

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Table 6

Average Total Earnings for Men and Women, 2001

Each Region Represented by a Point on Graph

Gender Hierarchy within Management and Hourly Supervisors

23. The pattern of gender hierarchy between management and hourly jobs is further reflected within the management and hourly supervisor positions, as shown in the following table. The Support Manager, Department Manager, and CSM (Customer Service Manager, which is a supervisor of Cashiers) are the main supervisory hourly jobs.

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Table 7

Percent Women in Store Management and Hourly Supervisors, 2001

24. Within each of the store management jobs, women earn less than men, on the average, for each year 1999-2001. The following table shows these earnings differences within the store management jobs, for 2001.[6]

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[6] Restricted to year-end actives employees with full-time status who worked over 45 weeks in the year. See Appendix 7.

Table 8

Average Earnings of Men and Women

in Store Management Jobs, 2001

25. The following table shows the average total earnings for men and women holding store management jobs and above store management jobs.

Table 9

Average Earnings Higher-Level Jobs[7]

Job	Total EES	% Women	Average Earnings Men	Average Earnings Women
Regional VP	39	10.3	419435.	279772.
District Mgr.	508	9.8	239519.	177149.
Manager	3241	14.3	105682.	89280.
Co-Mgr	2336	23.0	59535.	56317.
Asst Mgr	18731	35.7	39790.	37322.
Mgmt Trainee	1203	41.3	23175.	-22371.

Earnings Gap – Within Hourly Jobs

26. Table 10 compares average total earnings, and Table 11 compares the average hourly rates for men and women in the four largest hourly jobs. The chart illustrates the shortfall in female earnings and hourly rates compared to men in the same job. A complete list for all jobs, and for part-time and full-time workers, and for the years 1999-2001 is given in Appendices 6a-d and 8a-d.

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[7] The District Managers included here do not include the Specialty Division District Managers in Tire and Lube, Photo, Shoes and Jewelry, Optical, and Pharmacy. These Specialty Division Managers have a higher percentage of women, but they earn much less money, on the average than the regular District Managers. The Sam's Director of Operations position is included in the District Manager row of this table. A complete summary is given in Appendix 7a.

Table 10

Average Earnings

4 Largest Hourly Jobs, 2001[8]

Job	Total EES	% Women	Average Earnings Men	Average Earnings Women
000101 Dept Head	63747	78.3	23518.	21709.
000201 Sales Assoc	100003	67.8	16526.	15067.
000469 HD/HM O/N	29333	57.4	19121.	17870.
000501 Cashier	50987	92.5	14525.	13831.
Total All Hourly	476813	70.2	18609.	17459.

Table 11

Average Hourly Rates

4 Largest Hourly Jobs, 2001[9]

Job	Total EES	% Women	Average $/Hr Men	Average $/Hr Women
000101 Dept Head	63010	78.5	11.13	10.62
000201 Sales Assoc	96539	68.1	8.73	8.27
000469 HD/HM O/N	28408	57.8	9.56	9.29
000501 Cashier	49261	92.6	8.33	8.05
Total All Hourly	463526	70.6	9.55	9.26

27. In hourly jobs overall, and in the largest hourly jobs at Wal-Mart, women earned less total compensation and had lower hourly rates than men. This earnings gap persists, even though women have greater average seniority and higher performance ratings, as described below.

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[8] Restricted to employees active at year-end with full-time status, and who worked at least 45 weeks during the year. The 'HD/HM O/N' job refers to 'Hardlines/Home Area Overnight Associates'.

[9] Restricted to employees active at year-end with full-time status, and at least 1 year since date of hire.

Years With Wal-Mart

28. Women stay in the workforce longer than men at Wal-Mart. This is shown by the fact that the average number of years since date of hire is greater for women than men in the workforce. Among full-time women active at year-end 2001, the average number of years since date of hire was 4.47 years, while the corresponding average for men was only 3.13 years. The average time since hire was greater for women overall, and in salary and hourly jobs separately, for both full-time and part-time employees in 2001. Women had greater time since hire in 97% of the job codes with at least 1000 full-time employees active at year-end 2001. The following table shows the average years since hire for full-time employees active at year-end 2001 for the four largest hourly positions. A complete summary for all jobs is given in Appendix 12.

Table 12

Average Years Since Date of Hire
Full-Time Active Employees at Year-End 2001

Job	Men	Women
Total	3.13 Yrs	4.47 Yrs
All Hourly	2.76	4.39
All Salary	6.69	7.39
Sales Associates	2.53	3.41
Dept Mgr	5.29	7.49
Cashier	1.86	2.53
HD/HM O/N	2.28	3.16

Years to Reach Manager and Asst Manager

29. Not only do women generally have more time with Wal-Mart, and hence have lower turnover rates, it takes women longer to work their way up to an Assistant Manager or Manager position, among those who are eventually promoted into these positions. In particular, the average time since date of hire until first being promoted in an Assistant Manager job was 4.38 years for women, but only 2.86 years for men. The same pattern is true for men and women who eventually

became Store Managers: It took women 10.12 years on the average to reach Store Manager, but it took men only 8.64 years.

Performance Ratings – Hourly Employees

30. Wal-Mart uses a database known as the Associate Database to track hourly employee performance review ratings.[10] Historical review ratings are incomplete, prior to 2001. I have analyzed the performance review data for 2001 and have summarized my computations for hourly jobs in Appendix 9. Ratings for hourly employees are given according to a scale of 1, 3, 5, and 7, where 7 is the highest rating. In 2001, among those with ratings, over 95% received ratings of either 3 or 5. Among hourly employees working in 2001 with ratings, women have a higher average rating than men overall, and in 75% of the jobs with over 1000 employees. The following table shows the average ratings for hourly employees in 2001, and for the four largest hourly positions.

Table 13

Average Performance Rating

Hourly Employees, 2001

Job	Men	Women
All Hourly	3.84	3.91
Sales Associates	3.68	3.75
Dept Mgr	4.28	4.38
Cashier	3.58	3.49
HD/HM O/N	3.81	3.96

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[10] Performance rating data for salaried employees was incomplete until a few days prior to the completion of this report, and therefore has not been utilized for this report.

Gender Distribution by Department

31. Men and women are unevenly distributed in departments. The following table shows the employees and percent women in each of the departments that had at least 5000 employees at year-end 2001. The list is sorted by percent women in the department.

Table 14

Gender Composition By Department, 2001

Departments with At Least 5000 Employees

Department	Total	%Women
34 LADIES SPORTSWEAR	10399	99.2
27 HOSIERY	14061	99.1
19 PIECE GOODS	12931	99.1
46 HEALTH AND BEAUTY AIDS	7901	98.7
26 INFANTS/TODDLERS	8838	98.6
32 JEWELRY	18493	97.3
910 BACK OFFICE	27659	94.2
988 DEMOS	7480	93.0
23 MENS WEAR	9040	92.5
20 DOMESTIC GOODS	7565	92.4
38 DIV 10 D38	10218	91.4
940 DIV 10, D38 & D40	6424	90.8
40 PHARMACY	8347	88.8
25 SHOES	15710	88.0
3 STATIONARY AND BOOKS	6771	87.5
916 MERCH DEPTS: 16.18,56	6078	86.7
98 BAKERY	11621	86.5
80 SERVICE DELI	10804	81.4
49 OPTICAL PROFESSIONAL	7233	79.5
14 HOUSEWARES	7136	79.2
903 OVERNIGHT ASSOCIATES	16853	78.6
990 FRONT END	244251	78.2
2 HEALTH AND BEAUTY AIDS	11398	77.7
85 PHOTO LAB	16047	75.4
Total All Departments	**930770**	**64.0**
1 CANDY, TOBACCO, COOKIES	5881	61.0
994 RECEIVING	5178	59.2
7 TOYS	13837	55.9
931 NIGHT RECEIVING	59764	53.6
5 ELECTRONICS	21966	46.7
10 AUTOMOTIVE	10210	42.0
92 GROCERY DRY GOODS	5647	40.3
930 DAY RECEIVING	58245	39.8
16 HORTICULTURE AND ACCESS	23792	39.3
8 PETS AND SUPPLIES	6289	37.6
284 DIV 28 RECEIVING	19057	30.7
9 SPORTING GOODS	15105	30.2

4 PAPER GOODS	9753	29.5
11 HARDWARE	9943	27.7
90 DAIRY PRODUCTS	6525	25.9
93 MEAT	5611	21.9
995 MAINTENANCE	23283	19.6
94 PRODUCE	7780	19.4
996 SECURITY	7748	11.8
37 TBO SERVICE	14706	6.7

Salary Rate Progress after Hire

32. I examined whether the pay rate difference between men and women changed over time, for employees hired in hourly positions in the same year. I examined this for all hourly hires during 1996[11], and followed their progress in salary rate through 2001, and separately for hourly hires into the same job position. I repeated this for 1998 hires. The following chart shows the initial difference in starting hourly rate for men and women hourly hires in 1996, and how this pay gap increased over time during the period 1996 through 2001, for employees remaining in the Wal-Mart workforce. The chart shows the results for all employees hired into hourly jobs in 1996, and for those hired as Sales Associates and Cashiers separately, the jobs with the greatest number of hires. About 65% of new hires start in one of these two positions. The complete summary of this analysis is given in Appendix 11.

33. As shown on the chart below, 1996 women hired in hourly jobs in 1996 were paid $0.35 per hour less than men hired in hourly jobs that year. For those 1996 hourly hires who stayed at Wal-Mart through 2001, the gender gap between men and women increased to $1.16 per hour, on the average. For 1996 hires into the Sales Associate, the largest job, the shortfall in average hourly rate for women when hired was $0.20 per hour. Among employees hired into Sales Associate jobs in 1996 who were still active employees at year-end 2001, men were being paid $1.17 more than

[11] 1996 is the first year for which complete data on hires is available, and 2001 is the latest full year with data.

women. I also examined the progress of 1998 hires, and found a similar pattern of increasing salary rate gap over time between men and women hired in same year and job.

Table 15

Gender Gap in Hourly Rate Over Time

for 1996 Hires Into Hourly Jobs

Changes in Stores, Districts, and Regions

34. Most employees stay in the same store when moving up through hourly positions. Moves into the position of Management Trainee, and higher level positions usually involve a change in store, or even a change in district and region. The following table shows the percent of

times when an employee changed store, district, or region when being promoted into the target jobs listed in the table.

Table 16

Percent of Promotions[12] Where Employee

Changed Store, District, or Region, 1996 and later

Target Job	Change Store	Change District	Change Region
Store Manager	91.2%	69.4%	35.6%
Co-Manager	81.3	57.0	32.6
Assistant Manager	63.3	40.2	22.0
Management Trainee	62.2	32.5	17.0
Area Manager, Sam's	17.4	5.4	2.8
Support Manager	4.8	7.6	6.0

35. I also examined the number of times store management employees changed store, district, or region after first entering those positions. This is summarized in the following table.

Table 17

Number of Changes in Store, District and Region

After Entering Store Management Jobs

	Changed Store		Changed District		Change Region	
Target Job	≥ Once	Ave	≥ Once	Ave	≥1 Once	Ave
Store Manager	97.8%	3.60	88.7%	2.77	67.1%	1.72
Co-Manager	95.8	2.96	83.0	2.22	61.5	1.31
Assistant Manager	85.4	2.80	68.9	1.98	49.6	1.17
Management Trainee	86.2	3.04	68.7	2.04	47.8	1.16
Area Manager	48.5	1.15	31.6	0.64	26.5	0.50
Support Manager	36.3	0.82	34.0	0.64	24.4	0.41

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[12] These include moves during 1996 or later, and also lateral moves classified as promotions in PeopleSoft.

C. INFERENTIAL STATISTICS

Statistical Methodology

36. In statistics a distinction is made between *descriptive* and *inferential* statistics. Descriptive statistics simply report or summarize counts, percentages, or averages, based upon some given data set. Descriptive statistics speak for themselves, they make no assumptions about the underlying population or how the data was selected; there is no probability model assumed. Inferential statistics attempt to measure whether certain disparities, calculated from descriptive statistics, are within the range of what might be expected if variation were due simply to random fluctuation.

37. Inferential statistics ask the question, "Is the observed disparity consistent with what would be expected from random fluctuation?" To answer this question requires some definition of random fluctuation. Random fluctuation is usually represented by a random selection process, where all individuals in a certain pool are assumed to have the same chance of selection. The probability model determines which results are expected and which results are unlikely.

38. The likelihood that a disparity as big as the one actually observed will occur by random fluctuation is called the *significance probability*. If this probability is very low then doubt is raised as to whether the disparity is the result of random fluctuation expected from the model.

39. The significance probability of an observed result can be expressed in terms of a *Z-value*, which gives the size of the disparity in terms of standard deviations. Significance probabilities and Z-values are equivalent. That is, one can be determined from the other. A Z-value of 1.96 indicates that a disparity has 1 chance in 20 of occurring by random fluctuation. A Z-value of 2.58 (+ or -) indicates that a disparity has 1 chance in 100 of occurring by random

fluctuation. The following table summarizes the appropriate correspondence between Z-values and significance probabilities:

Table 18

Z-Values and Probability of Occurrence

Z-Value	Probability of Occurrence	
1.96	1 chance in 20	(.05)
2.58	1 chance in 100	(.01)
3.08	1 chance in 500	(.002)
3.3	1 chance in 1,000	(.001)
3.9	1 chance in 10,000	(.0001)
5.0	1 chance in 1,000,000	(.000001)
6.0	1 chance in 100,000,000	(.00000001)
20.0	less than 1 chance in 10 to 88th power	

D. ANALYSIS OF PROMOTIONS

Methodology

40. As described above, women are under-represented in management positions compared to their representation in the hourly workforce. Wal-Mart has a strong "promote from within" policy, as shown by its statement that "72% of all Salaried Management started as hourly Associates"[13]. Moreover, most hourly Associates start in the entry level positions of Sales Associate or Cashier. Employees reach Salaried Management positions by first becoming a Management Trainee, which leads directly into the Assistant Manager position. Higher level store management positions of Manager and Co-Manager are filled almost entirely by employees who have been Assistant Managers. The large disparity between the percentage of women in store management positions, and in the hourly workforce is a result of Wal-Mart's failing to promote women at the same rate it promotes similarly situated men. The following sections will describe

[13] Wal-Mart Stores career opportunities document, Bates WMHO 714869.

my analysis of this pattern for promotion into several positions above the entry level hourly workforce.

41. The promotion analysis of moves into a particular target job compares the percentage of women among those promoted into that job, to the percentage of women in the availability pool for that promotion. To perform this analysis, it is first necessary to specify the target job. and identify the promotions into that job. The definition of the target jobs, and promotion into these jobs, is detailed in Appendix 2. Basically, a person is counted as being promoted into a target job if his or her previous job is a lower position, and his or her job history data shows a change code of 'PRO', indicating that he or she was promoted.[14] Secondly, it is necessary to identify the percentage of women in the availability pool for the promotion.

Determining the Availability Pool for Promotions

42. There are two methods that are often used for determining the availability pool for a promotion. One method is to use applicant flow data, and a second method is to determine the availability pool from the incumbents in historical feeder jobs for the promotion. Using applicant flow data to determine availability is useful when all job vacancies are posted, complete data is maintained on applicants and selections, and the fairness of the job posting system is not contested. If these criteria are not met, then it may be impossible to use applicant flow data, or using applicant flow data to determine availability pools will not give meaningful results.

43. Wal-Mart has two systems used to collect some applicant data. Their Job Posting System is used for some hourly job vacancies, and their Management Career Selection System

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[14] Promotions into Support Manager (1050) are defined as any move from a lower job, since Wal-Mart does not use the 'PRO' code for promotions into Support Manager.

(referred to as MCS) is used for some Management job vacancies. These two systems provide no useful data for analyzing promotions into the upper level hourly supervisory, and store management positions considered in this report. The following sections describe the inadequacies of these two databases.

Job Posting Data

44. The job posting data identifies applicants for some hourly jobs, and those who were selected for openings.[15] Support Manager is the only target job analyzed in this report that is included in the job posting data. However, the data included in the job posting system for Support Manager contains only a fraction of the vacancies that were actually filled, as determined from the PeopleSoft personnel database. The job posting data shows only 4504 promotions into Support Manager for the period 1997-2002. However, the PeopleSoft data shows there were 22,388 promotions into Support Manager for the same period[16]. The number of job posting acceptances into Support Manager represents only 20% of the PeopleSoft promotions into Support Manager. The following table provides a breakdown of the applicants and acceptances for Support Manager vacancies found in the job posting data, compared to the actual number of promotions found in the PeopleSoft data.

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[15] See February 12, 2002, Steve Catlett letter. The applicant table was named "intvwrq" and identified as "Interview_request" table, and the selectees were identified as those with nonblank "offer made date.".

[16] Data for 2002 goes through the 1st quarter only.

Table 19

Job Posting Data For Promotions into Support Manager

Compared to PeopleSoft Data

		Job Posting		PeopleSoft
Job Title	Year	Bids	Accepts	Moves
Support Mgr	1997	1029	173	4316
Support Mgr	1998	7426	729	4559
Support Mgr	1999	9209	823	3939
Support Mgr	2000	12952	1218	4630
Support Mgr	2001	13385	1315	4153
Support Mgr	2002	1155	246	791
Support Mgr	Total	45146	4504	22388

MCS Data

45. The MCS system was intended to allow "Assistant, Store and District Management the opportunity to view and apply for field management openings throughout"[17] the company. Thus, the system was not intended to collecting applicant information for Management Trainee, Assistant Manager and Co-Manager vacancies[18]. MCS data contains no data for any management positions in Sam's stores[19]. The MCS allows for the collection of information on applicants for vacancies and acceptances.[20] The table below shows the number of MCS applicants and selections compared to the actual number of moves in the PeopleSoft data.

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[17] See Management Career Selection Guide, Bates WMHO 217238.
[18] See deposition of Debra Kintzele, October 2, 2002, page 41-42.
[19] See deposition of Jeffrey Reeves, January 14, 2003, page 159, lines 22-23.
[20] From MCS tables job_appnew, app_offernew, job_slotnew, job_openingnew and app_acceptnew. These were used to link job_opening_id to job_slot_id to MCS jobcode. Promotion occurs if Accept indicator is "Y".

Table 20

MCS Applicants by Job Code[21] 1997-2002

Number of Applicants	MCS Accepts	PeopleSoft Moves	Target Job
41000	3707	4821	Store Manager[22]
0	0	4124	Co-Manager
641	113	24604	Assistant Manager
0	0	15043	Management Trainee

46. The MCS system contains no information about how vacancies in Management Trainee and Co-Manager positions were filled. The information on Assistant Manager vacancies is negligible. For Store Manager, the total number of acceptances was 3,687 during 1998-2002. There were a total of 3,980 moves to Store Manager in the Wal-Mart data in PeopleSoft. Table 21 below provides a breakdown of MCS applicants for Store Manager by year.

Table 21

MCS Applicants For Store Manager and Assistant Manager by Year

		MCS		PeopleSoft
Job Title	Year	Bids	Accepts	Moves
Manager	1998	8807	755	803
Manager	1999	10121	910	993
Manager	2000	9088	933	1035
Manager	2001	10585	979	1054
Manager	2002	1832	110	95
Manager	Total	40433	3687	3980

47. The MCS system does not give a true measure of applicant flow for the positions of Store Manager and above. To get a true measure of applicant flow, it would be necessary to have an

[21] The MCS system uses different codes to identify jobs than are used in the PeopleSoft data. Defendant provided a mapping of PeopleSoft to MCS job codes included in a June 24, 2002 email from defendant's counsel. That mapping was used for MCS summaries by job appearing in this report.

[22] PeopleSoft Store Manager moves in Tables 20 and 21 include lateral moves where employee prior job was store manager, but there was a change in store or a promotion was indicated in the job history data. Moves into Store Manager at Sam's are excluded.

open bidding system where employees would determine whether they wanted to come forward and bid for a vacancy, and the vacancy would be filled from these applicants. This is not the case with the MCS system, since "positions may be filled outside of the Management Career Selection process",[23] and individual exceptions may be made to stated eligibility criteria.[24] Moreover, the system requires pre-screening of applicants before they can be considered for promotion.[25]

48. Due to the limitations of the Job Posting and MCS system described in the previous paragraphs, availability pools in the promotion analysis are determined from the incumbents in historical feeder jobs for the promotion.

49. The availability pool for a particular promotion is constructed to represent the group of employees who are similarly situated to the person promoted. In my analysis, I have specified employees as *similarly situated* if they worked in the same job and geographic area as the person promoted, as of the year-end prior to the promotion. Geographic area is taken to be district or store, depending on the target job. In order to determine the appropriate geographic area to be used in restricting the availability pool for a particular promotion, I relied on the historic pattern of changes in store, districts and regions for employees being promoted into each of the target jobs, which is described in a previous paragraph. This is a conservative approach that may mask some discrimination due to differential assignment of men and women to stores or jobs with greater earnings or promotion potential.

50. Wal-Mart policy is that all hourly employees are eligible for a Management Trainee position. If this pool were used, instead of controlling for job, a much higher female availability percentage would result, and consequently the shortfall in female promotions discussed below

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[23] See Management Career Selection Guide, Bates WMHO 217239. bottom of page 2.
[24] See Management Career Selection Guide, Bates WMHO 217238. middle of page 1. See also
[25] See deposition of Debra Kintzele, October 2, 2002, page 157 through top of page 159.

would be greater. This also would be true if the availability pool were defined to include hourly supervisors such as Department Head, Customer Service Manager, and Support Manager, instead of controlling for historic feeder jobs.

51. By using prior job held by person promoted in determining the feeder pool for that promotion, any discrimination by Wal-Mart in selecting the job positions from which promotions are made would not be reflected in the promotion analysis. To illustrate this point, consider a hypothetical example where there were two jobs, one with all men and one with all women. Assume that employees in each of these jobs were equally qualified for promotion. If Wal-Mart always selected from the job with all men, then the availability pool would be 100% male, and there would be no disparities observed in the promotion analysis controlling for job.

52. The promotion analyses described in the following paragraphs give results for Wal-Mart and Sam's combined. The results for Sam's alone are discussed in a separate section below. Appendix 13e-h includes Sam's promotion summaries. All of the promotion analyses include promotions during 1997 through first quarter 2002. Promotions during 1996 are not included, because determining the availability pool would require knowing incumbents in 1995, and 1996 is the earliest year of complete data.

Promotions into Support Manager

53. Support Manager is the highest level hourly supervisory position below Management Trainee, and many Support Managers are eventually promoted into Management Trainee and higher positions. Sales Associates and Department Managers are the largest feeder jobs into the Support Manager job. Women comprise about 70% of the Sales Associates and Department Managers, but only about 45% of the Support Managers. About 95% of employees promoted into Support Manager positions stay in the same store when promoted. Accordingly, in the analysis of

promotion into Support Manager, I have used store as a geographic control, thus considering employees in the same job, and same store to be similarly situated for promotion.

54. The analysis of promotions into Support Manager shows that women received 2891 promotions fewer than would be expected from their representation in the availability pool, controlling for feeder job, store, and year of move. This disparity has a Z-value of -54.38 indicating a high degree of statistical significance, which is practically impossible to occur by random fluctuation.

Table 22

Analysis of Promotions Into Support Manager, Wal-Mart

	Promotions			% Women		
Year	Tot	Women		in Pool	Loss	Z-Value
1997	4316	2094	48.5	62.6	-608.2	-25.61
1998	4559	2161	47.4	61.4	-637.5	-26.59
1999	3939	1695	43.0	56.6	-535.6	-24.20
2000	4630	1941	41.9	54.2	-569.7	-23.59
2001	4153	1664	40.1	50.8	-446.1	-19.84
2002	791	294	37.2	49.1	-94.2	-9.02
Total	22388	9849	44.0	56.9	-2891.4	-54.38

Promotions into Management Trainee

55. The Management Trainee position is a transitional job leading directly into an Assistant Manager assignment, after the employee has completed a 4-5 month training program. Employees who were promoted into Management Trainee positions changed stores 62% of the time when being promoted. Thus, when Wal-Mart promotes an hourly employee into a Management Trainee position in a particular store, the company usually looks outside that store to select an employee to fill the vacancy. and sometimes it goes out of the district.

56. I have performed a promotion analysis comparing the percentage of women among those promoted into Management Trainee positions with the percentage of women in the available

pool of hourly workers. The available pool of hourly workers for a particular promotion into a Management Trainee job consists of those employees who held the same job as the person promoted, and who worked in the same district, at the end of the year prior to the promotion. For example, if an employee was promoted into a Management Trainee position in 1998, had previously held a Sales Associate position (201) and was working in District 26, then the availability pool for that promotion would be the group of employees in the Associate position in District 26 at year-end 1997. In statistical terms, this definition of an availability pool for the promotions is referred to as "controlling for feeder job, district[26], and year of move". Thus, employees in the same availability pool for a promotion are *similarly situated* in that they held the same job, in the same district, at the end of year prior to the promotion.

57. The next table below summarizes the results of the analysis of promotions into Management Trainee jobs. Women received 2952 promotions fewer than expected according to their representation in the availability pools, during 1997-2002. The Z-value corresponding to this disparity is –60.81, indicating a statistically significant shortfall that is virtually impossible to occur by chance, if promotions were selected at random from the availability pool.

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[26] In the promotion analyses that include a control for district, districts are defined separately for Sam's and non-Sam's. For example, Sam's employees with district=1 are considered to be in a separate district from non-Sam's employees with district=1.

Table 23

Analysis of Promotions Into Management Trainee, Wal-Mart

Year	Promotions Tot	Promotions Women		% Women in Pool	Loss	Z-Value
1997	1569	640	40.8	60.0	-302.0	-20.11
1998	2390	958	40.1	59.3	-460.3	-23.67
1999	2946	1142	38.8	59.4	-607.7	-28.34
2000	4003	1593	39.8	59.2	-777.6	-31.27
2001	3463	1407	40.6	59.9	-668.5	-28.25
2002	672	273	40.6	60.9	-136.3	-12.69
Total	15043	6013	40.0	59.6	-2952.5	-60.81

Promotions into Co-Manager

58. Larger stores have a Co-Manager position, which is above the Assistant Manager but below Manager within the store. Nearly all Co-Manager vacancies are filled by promotion of an Assistant Manager, and involve a change in store over 80% of the time. The analysis of promotions into Co-Manager controls for district, job, and year of promotion.

59. Women received 346 promotions fewer than expected according to their representation in the availability pools, during 1997-2002.[27] The Z-value corresponding to this disparity is –13.81, indicating a statistically significant shortfall that is virtually impossible to occur by chance, if promotions were selected at random from the availability pool.

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[27] Data for 2002 includes only the 1st quarter.

Table 24

Analysis of Promotions Into Co-Manager, Wal-Mart

Year	Tot	Promotions Women		% Women in Pool	Loss	Z-Value
1997	533	94	17.6	28.1	-55.8	-5.84
1998	652	118	18.1	29.5	-74.2	-6.96
1999	899	205	22.8	31.3	-76.4	-5.90
2000	1017	237	23.3	31.2	-80.4	-6.15
2001	868	209	24.1	30.2	-52.8	-4.46
2002	155	38	24.5	28.9	-6.8	-1.35
Total	4124	901	21.8	30.2	-346.4	-13.01

Promotions into Store Manager

60. Each store has a Store Manager who is the person most responsible for running the store. About 60% of Manager vacancies are filled by promotion of a Co-Manager, and the remainder mostly are filled by Assistant Managers. The promotion involves a change in store over 90% of the time. The analysis of promotions into Manager controls for district, job, and year of promotion.

61. Women received 155 promotions fewer than expected according to their representation in the availability pools, during 1997-2002. The Z-value corresponding to this disparity is –7.72, indicating a statistically significant shortfall.

Table 25

Analysis of Promotions Into Store Manager

Year	Tot	Promotions Women		% Women in Pool	Loss	Z-Value
1997	607	126	20.8	24.3	-21.4	-2.53
1998	624	100	16.0	20.4	-27.3	-3.56
1999	706	103	14.6	19.9	-37.6	-4.74
2000	758	142	18.7	23.1	-32.9	-3.35
2001	809	153	18.9	23.2	-35.0	-3.38
2002	63	14	22.2	24.4	-1.4	-0.45
Total	3567	638	17.9	22.3	-155.7	-7.72

Promotions at Sam's

62. The above analysis looked at total Wal-Mart, including Sam's. I have also analyzed promotions into higher level hourly and store management positions at Sam's alone. The analyses include promotions into Store Manager, Co-Manager, Management Trainee, and Area Managers[28], in Sam's stores. There are statistically significant shortfalls for promotions into Area Manager, Management Trainee, and Store Manager at Sam's, but not for promotions into Co-Manager. However, the position of Co-Manager is much less frequently used at Sam's than at regular Wal-Mart stores. For example, the ratio of the number of Co-Managers to Store Managers at regular Wal-Mart stores is about 4:5, while at Sam's this ratio is less than 1:5. Moreover, there are relatively few promotions into Co-Manager at Sam's, compared to the number at Wal-Mart stores. The results of the analysis for Sam's alone are given in Appendices 13e-h.

Consistency of Promotion Disparities Across Regions

63. The pattern of under-promotion of women into Support Managers, Management Trainee, Co-Manager and Manager jobs is consistent in nearly every geographic region at Wal-Mart. The following table summarizes the number of regions that have a shortfall, or excess, of promotions of women.

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[28] The position of Area Manager is only used in Sam's, and is similar to a Support Manager at non-Sam's stores, in that they are both the highest position below Management Trainee. The job codes for Sam's Area Managers are 043350, 043360, and 043550. The job code 043500, with title 'Area Mgr' is actually an Assistant Manager position at Wal-Mart.

Table 26

Count of Promotion Disparities Across Regions

Minus column gives number of regions

where women received fewer promotions than expected

	All Regions			Regions Where Disparity Statistically Significant		
Target Position	Total	Plus	Minus	Total	Plus	Minus
Support Manager	40	2	38	35	0	35
Management Trainee	41	0	41	40	0	40
Co-Manager	40	3	37	22	0	22
Store Manager	40	6	34	13	0	13

For promotions into Support Manager, women received fewer promotions than expected in 95% of regions across the country. For promotions into Management Trainee, women received fewer promotions than expected in 100% of regions across the country, and in 40 out of 41 regions the female shortfall was statistically significant. For each target job, there was no region that showed a statistically significant excess of promotions of women.

E. ANALYSIS OF TOTAL EARNINGS AND HOURLY RATES

Methodology

64. Descriptive statistics of the Wal-Mart workforce indicate that women are paid less than men even within the same job[29]. These earnings differences could be due to extraneous factors such as how much seniority a person has, whether a person is a part time or full time employee, which store a person works in or how many weeks during the year the person worked. For example, if women generally have less seniority than men, this could explain why they earn less than men, or women might earn less because more of them are part time than men.

[29] See Appendix 6.

65. Total annual earnings[30] were analyzed to determine if women are paid less than men even after taking into account extraneous factors, using a statistical technique known as regression analysis. Regression analysis is widely used by statisticians to make comparisons between male and female earnings, while accounting for the effects of any extraneous factors. In a regression model, total earnings are assumed to be a function of the independent variables plus a random error. The basic steps in this procedure are outlined as follows:

a. Use all the data to estimate the function of the independent variables, including gender.

b. Determine the 'gender coefficient' of the resulting regression function.

c. Determine if the gender coefficient is statistically significant.

66. A negative gender coefficient indicates that women are compensated less than similarly situated men. Negative coefficients may be expressed as a percentage difference. For example, if the coefficient as a percentage were 10%, this means that, all other factors being equal, a woman earns 10% less than a man. Statistical significance is determined by a t-value which measures the size of the gender coefficient in standard deviation units. For large sample sizes, t-values larger than 2.00 are considered statistically significant. If the gender coefficient is statistically significant, the disparity cannot be explained by chance variation and the coefficient measures a real difference between male and female earnings.

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[30] Total annual earnings includes three types of earnings found in the yearend payroll data: regular, overtime and other earnings.

Total Annual Earnings Comparisons

67. The initial regression[31] of total annual earnings included variables which account for how long an employee has worked for the company, how many weeks the employee worked during the year, whether the employee was hired or terminated during the year, whether the employee was full time or part time, which store the employee worked in, whether the employee was ever hired into an retail store management position, and whether the employee is a woman. Regressions were run for each year, 1996-2001, and were restricted to non-probationary employees in a retail store job who worked and had earnings[32]. The results of the initial regressions show that women are paid at least 9.3% less than similarly situated men in every year. These results are highly significant with t-values more extreme than -120.5 in every year. The initial regression shows that the earnings difference between men and women is significant even after taking into account factors such as seniority, weeks worked, part time status and store location.

68. The initial regression was also run separately for hourly and salaried employees[33]. The results for hourly employees show that women are paid at least 6.7% less than comparable men and are highly significant with t-values more extreme than -89.3 in every year. The results for salaried employees show that women are paid at least 12.6% less than similarly situated men in every year. These results are highly significant with t-values more extreme than -24.6 in every year. These models show that the earnings difference between men and women are more pronounced among salaried than hourly employees.

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[31] Referred to as model 1 in Appendix 15.
[32] Technical descriptions of regression models are given in Appendix 14.
[33] Referred to model 1h for hourly and model 1s for salaried in Appendix 15.

69. A second regression model was run, with job position added as a control factor in addition to those included in the initial model. This second model[34] measures differences in earnings within the same job position. As noted earlier in this report, women are under-represented in management jobs and have significant shortfalls in management promotions. Therefore, job positions held by women may be the result of discrimination and would be a tainted variable. Accordingly, regressions including job as a control factor will not reflect any discrimination due to failure to promote women. Nevertheless, the job that a person held was added as a variable to the initial model in order to explore whether earnings differences persist within jobs, notwithstanding the possible discrimination in job positions. The results show that women are paid at least 4.5% less than comparable men in every year, and are highly significant with t-values more extreme than -54.9 in every year. Thus, women still earn less than similarly situated men even after taking into account the job they held.[35]

70. The second model was also run separately for hourly and salaried employees[36]. The results for hourly employees show that women are still paid at least 4.5% less than similarly situated men in each year, and are highly significant with t-values more extreme than -53.84 in every year. The results for salaried employees show that women are paid least 5.8% less than similarly situated men, and are highly significant with t-values more extreme than -12.1 in every year. Thus, among hourly and salaried employees, women earn less than similarly situated men even after taking into account the job they held.

71. Job review ratings for hourly employees take on values 1, 3, 5, and 7, with 7 being the best rating. As mentioned earlier in this report, ratings of 3 and 5 comprise over 95% of the ratings given. To assess the effect of job review ratings on annual earnings, variables for the four

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[34] Referred to as model 2 in Appendix 15.

[35] The variable of "Store" may also be a tainted, because female managers may be assigned to stores with less earnings potential.

[36] Referred to as models 1h and 1s in Appendix 15.

rating values were added to the second model.[37] This third model[38] was run only for year 2001 when ratings data was most complete and excluded about 25% of hourly employees because they did not have a valid rating. The third model shows that women are paid 6.1% less than comparable men in 2001 with a highly significant t-value of -77.35. The 6.1% figure is higher than disparities when ratings were not taken into account, which is consistent with the earlier finding that women tend to have higher ratings than men.

72. Table 27 below summarizes all regressions on total earnings. Details by year are attached as Appendix 15.

Table 27

Summary of Annual Earnings Regressions

Initial model controls for seniority, weeks worked, store, PT/FT status, whether hired or terminated during year, whether a management hire. All models exclude probationary employees and employees who did not work or had zero earnings.

Employees Included	Model	Range of Yearly Results, 1996-2001	
		Percent Difference	t-value
Hourly & Salary	1 Initial	9.37% to 10.52%	-120.59 to -147.87
Hourly only	1h Initial	6.75% to 8.14%	-89.36 to -115.64
Salary only	1s Initial	12.63% to14.72%	-24.62 to -37.03
Hourly & Salary	2 Adds job	4.54% to 5.60%	-54.96 to -71.37
Hourly only	2h Adds job	4.54% to 5.58%	-53.84 to -69.56
Salary only	2s Adds job	5.46% to 7.07%	-12.17 to -20.05
Hourly only	3h Adds job and ratings	6.14%	-77.35*

* Year 2001 only, restricted to hourly employees with valid job review rating.

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[37] Performance review data for management employees was not used in any regressions, because the data provided was incomplete until a few days prior to the completion of this report, and because performance ratings are not used for determining pay for Managers and Co-Managers.

[38] Referred to as model 3

Hourly Pay Rate Comparisons

73. In the preceding regressions for hourly employees, total annual earnings were significantly less for women than for men. Total earnings for hourly employees are affected by regular and overtime hours worked and by hourly pay rates. To investigate differences in pay rates, regressions on dollar per hour rates were run for non-probationary hourly retail store employees who were active at year-end. These first regressions on hourly rates[39] control for how long an employee has worked for the company, whether the employee was hired during the year, whether the employee was full time or part time, which store the employee worked in, whether the employee was ever hired into a retail store management position, what job the employee held, and whether the employee is a woman[40]. Gender coefficients for these regressions are expressed in dollars and represent the dollar difference in hourly rates between women and men. For example, if the gender coefficient is -0.30, then this means that hourly women earn $0.30 per hour less than similarly situated men.

74. The hourly rate regressions show that women are paid at least $0.18 per hour less than similarly situated men, and results are highly significant with t-values more extreme than -62.3 in every year[41]. Also, the disparities get steadily worse from 1997 to 2001 when women were paid $0.18 per hour less than men in 1997 to $0.34 less per hour in 2001. These regressions show that the hourly pay rate difference between men and women cannot be explained by factors such as seniority, part time status, store location and job held.

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[39] Referred to as model 4h.
[40] Details of the regression models are given in Appendix 14.
[41] Details of these regressions are given in Appendix 15.

75. Job review ratings were added to the hourly rate regressions to investigate whether ratings could explain differences in hourly pay rates. This second model on hourly rates[42] was run only for year 2001 when ratings were most complete. The results show that women are paid $0.37 per hour less than comparable men in 2001, and are highly significant with a t-value of -102.65. Thus, women are paid at a lower hourly rate than similarly situated men even after taking into account both the job they held and their job review ratings, as well as the basic factors in the model. The $0.37 disparity is higher than the disparity when ratings are not taken into account, which is again consistent with the earlier finding that women tend to have higher ratings than men. Table 28 below summarizes the regressions on hourly pay rates, and details by year are given in Appendix 15.

Table 28

Summary of Pay Rate Regressions on Hourly Employees

All models control for seniority, store, PT/FT status, whether hired during year, whether a management hire, job held. All models exclude probationary employees, those not active at year end, and those without a pay rate.

Employees Included	Model	Range of Yearly Results, 1996-2001	
		$/hour Difference	t-value
Hourly only	4h Has job	$0.18 to $0.34	-62.30 to -101.18
Hourly only	5h Has job and rating	$0.37	-102.65*

* Year 2001 only, restricted to hourly employees with valid job review rating.

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[42] Referred to as model 5h.

Consistency in Regressions Across Regions

76. In all regressions on total annual earnings and hourly pay rates, the gender coefficients are statistically highly significant because actual earnings and pay rates for women tend to be lower than what would be predicted for similarly situated men. To determine if women are paid less or at a lower rate consistently across regions, the average female difference between actual and predicted values was computed for every region in year 2001. For every regression model in this report, these averages were negative in 100% of all regions (41 out of 41), indicating that women are earning less and are paid at a lower hourly rate than similarly situated men in every region. Details by region are given in Appendix 16.

F. CONCLUSION

77. Based on my analyses of Wal-Mart personnel and payroll data, and documents I have reviewed, I reach the following conclusions:

a) Women are disproportionately employed in lower paying hourly jobs. In each of the 41 regions at Wal-Mart, the percentage of women among hourly employees was approximately twice their percentage among salaried employees, at year-end 2001.

b) The total earnings paid to men is about $5000 more than earnings paid to women, among full-time employees working at least 45 weeks, on the average, in 2001. In each of the 41 regions across the country men earned at least $2200 more than women, and in 35 out of 41 regions men earned at least $4000 more than women, among full-time employees working at least 45 weeks, during 2001.

c) Women have lower hourly rates than men in hourly jobs, on the average. Women have lower hourly rates than men working in the same job in 2001, in 76% of the

jobs with over 1000 employees, for employees who were employed for at least 1 year since date of hire.

d) Women have more years employed at Wal-Mart than men overall, in salary jobs, and in hourly jobs. Women have been working at Wal-Mart longer than men in the same job, for 97% of jobs with at least 1000 employees in 2001.

e) Women have higher performance ratings in hourly jobs than men, on the average in 2001. The average performance rating is higher for women than men in the same job, for 75% of hourly jobs with at least 1000 employees with ratings in 2001.

f) The hourly pay rate for men is $1.16 more than for women, on the average, at year-end 2001, among men and women hired in hourly positions in 1996, and still employed in 2001. Among men and women hired into the same hourly job in 1996, and still employed in 2001, the average hourly pay rate for men is higher than the rate for women in 80% of the hourly jobs with over 1000 hires in 1996.

g) Over 95% of Store Managers and Co-Managers change stores at least once when entering those positions or later, and over 80% change district, and over 60% change region. Store Managers change stores 3.6 times on the average, when entering that position and subsequently.

h) Over 80% of Assistant Managers and Management Trainees change stores at least once when entering those positions or later, and over 60% change district at least once.

i) 80% of the promotions into Support Manager positions do not appear in the job posting data.

j) The Management Career Selection system (MCS) was not used for selecting promotions into Management Trainee or Co-Manager jobs.

k) The MCS system includes information on less than 1% of the promotions into Assistant Manager positions.

l) Women received 2891 fewer promotions into Support Manager than would be expected from their representation in the feeder pools.

m) Women received 2952 fewer promotions into Management Trainee than would be expected from their representation in the feeder pools.

n) Women received 346 fewer promotions into Co-Manager than would be expected from their representation in the feeder pools.

o) Women received 155 fewer promotions into Store Manager than would be expected from their representation in the feeder pools.

p) Total earnings paid to women ranged between 5% and 15% less than total earnings paid to similarly situated men in each year 1996-2001, even when accounting for factors such as seniority, status, and store.

q) In 2001 when performance ratings were available, the shortfall in earnings for female hourly employees was greater when including performance ratings as a possible explanatory factor for earnings differences than when it was not included.

r) Among hourly employees, women were paid between 18 and 34 cents per hour less than similarly situated men during 1996-2001, even when accounting for factors such as seniority, status, and store. The shortfall in female hourly pay rates became steadily worse from 1997 to 2001.

s) In 2001 when performance ratings were available, the shortfall in hourly rate paid to female hourly employees was greater when including performance ratings as a possible explanatory factor for earnings differences than when it was not included.

t) Women had lower total earnings, and lower hourly rates, than would be predicted for similarly situated men in every one of the 41 regions across the country.

78. Women employees at Wal-Mart are concentrated in the lower paying jobs, are paid less than men in the same job, and are less likely to advance to management positions than men. These gender patterns persist even though women have more seniority, have lower turnover rates, and have higher performance ratings in most jobs. The shortfall in female earnings, pay rates, and promotion rates have a high degree of statistical significance.

I declare under penalty of perjury of the laws of the United States and State of California that the foregoing is true and correct.

This Declaration was signed by me on April 23, 2003, at Berkeley, California.

Richard Drogin

Richard Drogin, Ph.D.

DECLARATIONS and TESTIMONY
since 1990
Dr. Richard Drogin
as of January, 2003

SALGADU v. MABUBANI, et. al, No, CV01-04360 FMC, Central District of California, declaration 2002, deposition January, 2003.

MITCHELL, et. al. v.METROPOLITAN LIFE INSURANCE CO., 01 Civ.2112 (WHP) declaration December 2002 and deposition January, 2003.

SAVAGLIO V. WAL-MART STORES, CASE NO. 835687-7 Superior Court of The State of California, County of Alameda; declaration and deposition, December 2002.

STONE V. FIRST UNION CORP., NO. 94-6932-CIV-GOLD, U.S. District Court, Southern District of Florida, Miami Division, declaration, 2002.

BELL V. FARMERS INSURANCE, NO.774013-0, Alameda County Superior Court, State of California; declarations, deposition,1999-2001, trial testimony 2001;

YBARRA et al V. CALIFORNIA REDI-DATE COMPANY, No. CV 00-7043/7044 U.S. District Court, Northern District, California, declaration and deposition, 2001;

AGUARDO et al. V. PIZZA HUT, San Francisco County Superior Court, State of California, Case No. 994947; declaration February 2001;

BROOKS V. FIRST UNION, Superior Court of New Jersey, Middlesex Country, No. L-2401-99; declaration February 2001;

SINGLETON V. REGENTS OF THE UNIVERSITY OF CALIFORNIA, No. 807233-1, Alameda County Superior Court, State of California; declarations and deposition 2000-2;

BECKMANN V. WCCO et. al., File No. 3-96 Civ. 1172, declaration and deposition, 1999;

CHARLES V. SECRETARY OF NAVY, C 91-2153 MHP, declaration, 1998;

JARVAISE V. RAND Corp, NO 1:96CV02680 (HHG); declaration and deposition, 1998;

TURNER V. TOROTEL, INC., No. 96-0646-CV-W-5, declaration and deposition, 1998;

BUTLER v. HOME DEPOT U.S.A., INC., No. C 95-2182 SI, U.S. District Court, Northern District, California, various declaration and deposition, 1997;

CANADY V. ALLSTATE INSURANCE COMPANY, ET AL., NO. 96-0174-CV-W-2, U.S. District Court, Western District of Missouri, Western Division; declaration 1997;

BYRD v. SPRINT CORPORATION, ET AL., No. CV92-18979, Circuit Court of Jackson County, Missouri at Kansas City; declaration 1996;

SHORES v. PUBLIX SUPER MARKETS, INC., No. 95-1162-CIV-T-25E, U.S. District Court, Middle District of Florida, Tampa Division; declarations submitted for class certification, 1995; presentation to mediator in settlement talks 1996;

PLUMMER v. DON COTE, ALAMEDA COUNTY, C-94-0838 EFL, Superior Court, Alameda County, California; declaration submitted, February, 1996;

JONES v. FORD MOTOR COMPANY, No. 95-MD-1044, 95-71123, 3-93-370, Eastern District of Michigan, Southern Division; declarations submitted for class certification, deposition, 1995-1996, 1998;

APPLETON, v. DELOITTE & TOUCHE, No. 3-95-0483 (Middle District of Tennessee); declaration submitted for class certification, deposition, 1995, 1996;

FRANK V. UNITED AIRLINES, INC., N.D. Cal. Case No C92 0692 CAL declarations and deposition, 1995-96;

ROBERT ADAMS, JR. v. PINOLE POINT STEEL COMPANY, NO. C-92-1962 MHP, U.S. District Court, Northern District, California; declaration submitted for class certification, deposition 1993, 1994, 1995;

SONDRA W. HYMAN v. FIRST UNION CORPORATON, Civil No. 94-1043 (EGS), U.S. District Court, District of Columbia; various declarations, 1994, 1995, 1997;

WHITING v. HUNTER, MO. 676752-50H, Alameda Country Superior Court, California; deposition and trial testimony, 1995, 1996;

BABBITT v. ALBERTSON'S INC., No. C92 1883 SBA (PJH), Northern District of California; declarations, 1994;

TAYLOR v. O'CHARLEY'S, No. 3:94-0489, U.S. District Court, Middle District of Tennessee; declarations, 1994;

BARBARA JEAN HERRING v. SAVE MART, No. C-90-3571 BAC, U.S. District Court, Northern District, California, December 17, 1993;

NANCY J. STENDER v. LUCKY STORES, Inc, No. C-88-1467 MHP, U.S. District Court, Northern District, California, 1991 & 1992, deposed and submitted reports for liability and damage trials;

HAYNES v. SHONEY, No. PCA 89-30093-RV, U.S. District Court, Northern District of Florida; declaration submitted for class certification, 1991;

PINES v. STATE FARM, SA CV 89 - 631 AHS (RWRx), U.S. District Court, central District of California; declaration submitted for class certification, 1991;

SIBI SOROKA, SUE URRY, and WILLIAM D'ARCANGELO v. DAYTON HUDSON CORP., dba TARGET STORES, No. H-143579-3, Superior Court, County of Alameda, California; declaration 1990;

TRIAL TESTIMONY
since 1990
Dr. Richard Drogin
as of January, 2003

BELL V. FARMERS INSURANCE, NO.774013-0, Alameda County Superior Court, State of California; declarations, deposition,1999-2001, trial testimony 2001;

LUCICH v. CITY OF OAKLAND, No. 599409-2, 1991;

NANCY J. STENDER v. LUCKY STORES, Inc, No. C-88-1467 MHP, U.S. District Court, Northern District, California, June-July, 1991 & September-October, 1992;

WHITING v. HUNTER, MO. 676752-50H, Superior Court of the State of California, County of Alameda-Hayward, January 10, 1996;

Vita of RICHARD DROGIN

rdrogin@dkstat.com
www.dkstat.com

CURRENT POSITIONS

Professor Emeritus of Statistics, Calif. State University, Hayward, CA, since 1996;
Partner in Drogin, Kakigi and Associates, Statistical Consultants, since 1977;

PRIOR WORK EXPERIENCE

Professor of Statistics, Calif. State University, Hayward, CA, 1973-96;
Currently Professor Emeritus;
Ass't Professor of Mathematical Statistics, Columbia University, N.Y., 1971-73;
Faculty Fellow, Mathematics, University of Sussex, Brighton, England, 1970-71;

EDUCATION

University of California, Berkeley, 1967-70, Statistics, Ph.D.;
Columbia University, New York, 1966-67, Statistics;
University of California, Berkeley, 1961-66, A.B.;

JOURNAL PUBLICATIONS

"An Invariance Principle for Martingales", Annals of Mathematical Statistics, Vol. 43, No. 2, 1972, pp. 602-620;

"Convergence in Probability to Brownian Motion", Annals of Probability, Vol. 1, No. 2, April, 1973, pp. 254-262;

Co-author, with Michael Orkin, of "Risky Business", a review of the spreadsheet/simulation program PREDICT, appeared in PC World, October, 1987, pps 178-183;

BOOK PUBLICATION

Vital Statistics, (Co-Author, Michael Orkin), McGraw Hill, 1974;

SOFTWARE

Developer of "NIGHTSHIFT" program, an artificial intelligence system utilizing genetic algorithms to identify patterns in databases (1995);

Certified Apple Software Developer, and member of Apple Programmer's and

Developer's Association; May, 1987 to 1993;

Beta tester for Borland International for Turbo Pascal for the Macintosh (1986-87), and Turbo Pascal Database Toolbox for the Macintosh (1987);

Co-developer, with Michael Orkin, of "THE EXPERT": artificial intelligence system for identifying patterns in football and basketball data for PC's, 1990, and other sports database programs;

Co-developer, with Micharel Orkin and Roxy Roxborough, of "ROXY'S POWER RATINGS", a power ratings system for pro-football for PC's, 1990;

LEGAL CONSULTING

Testified as expert witness in statistics over twenty times in federal, state, and superior Court;
A partial list of clients includes the Equal Employment Opportunity, The California State Department of Fair Employment and Housing, the Federal Public Defender's Office, Office of Civil Rights, Littler Mendelson Fastiff Tichy Mathiason, Morrison & Foerster, the Alameda County Public Defender's Office, the City Attorney's Office of Oakland, Legal Aid Society of Alameda County, San Francisco Neighborhood Legal Assistance, Public Advocates, Equal Rights Advocates, the Employment Law Center, Center for Law in the Public Interest, California Teachers Association, Internation Brotherhood of Electrical Workers, California State Employees Association, Mexican American Legal Defense and Educational Fund, and the NAACP Legal Defense Fund, the law firm of Saperstein, Goldstein, Demchak and Baller, the law firm of Sprenger and Lang, and the law firm of Lieff, Cabraser, Heimann and Bernstein.

OTHER CONSULTING

Retained by the California State Department of Fair Employment and Housing to analyze employment data for Lawrence Livermore Laboratory, 2001;

Retained by Office of Civil Rights, Department of Education, to analyze law school admission and criteria for several University of California Law Schools, 1997-8;

Calculation of probabilities of various card game outcomes for Casino San Pablo, 1996-7;

Custom programming to produce summaries of personnel data for California

hospital associations, 1996-7;

Analysis of phone quality data for J Walter Thompson advertising agency, 1990;

Sample design and review of drug testing program for IBEW, 1990;

Sample design and analysis of data for BART study of commuter patterns, 1989;

Development of market research multiple regression software package for Gazette Press, Inc., 1987

Analysis of employment patterns among Operating Engineers, Local 3, for the Affirmative Action Trust Fund, appointed by defendants and plaintiffs, 1986-87;

Analysis of 1970 and 1980 census data regarding changes in occupational status of women, Institute for the Study of Social Change, U.C., Berkeley, July, 1984;

Analysis of University Admissions data at U.C., Berkeley, for Student Affirmative Action Advisory Committee, September, 1982;

Analysis of employment patterns and opinion survey data for the U.S. Forest Service, in preparation of an affirmative action plan, 1981-82;

Analysis of housing sales in the Fruitvale and West Oakland areas of Oakland for Oakland Community Organization, 1980-81;

Statistical consultant on survey of Mexican Immigration patterns, 1980-81;

Statistical analysis of Law School Admissions data for Mexican American Legal Defense and Education Fund, 1980;

Develop statistical analysis of California Loan Registry Data for Legal Aid Society of Alameda County, Legal Aid Society of Los Angeles, California Rural Legal Assistance, San Francisco neighborhood Legal Assistance, and Public Advocates, 1978-81;

INVITED LECTURES & SEMINARS

Panelist at ABA Labor & Employment Law Conference, March 29, 2001, breakout session on the "Use of Statistical Evidence in Employment Discrimination Litigation"

Presented seminar on statistical methods and expert witness testimony in Title VII cases at Hastings School of Law, February, 1997, March, 1998, and February, 1999;

Appeared on cable TV interview show to discuss statistical analysis in employement discrimination litigation, Calif. State University, Hayward, CA, November 10, 1995;

Presented lecture on computers, databases, and statistical proof in large class action lawsuits, at the "Litigating Civil and Statuory Class Actions" conference, Hastings College of Law, April 30, 1994;

Presented a seminar on statistical methods in age discrimination cases for Practicing Law Institute, February 13, 1987;

Presented seminar on statistical methods at Golden Gate University Law School, February, 1983;

Presented one day seminar for attorneys and staff of the State Department of Fair Employment and Housing, on statistical methods, February 5, 1982;

Presented a talk to the American Statistical Association meeting, February, 1982, on statistical methods used in Title VII cases;

Presented talks at the MALDEF-EEOC conferences on discrimination and the Law, San Francisco, June, 1978, and Los Angeles, October, 1978;

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Berkeley, CA 94705
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FEE SCHEDULE as of January, 2003

1. Consulting, analysis, development	
Partners	$250/hour
Staff programmer	$125/hour
2. Deposition/Testimony	$350/hour

Job Group and Promotion Analysis Definitions

Promotion Analyses Conducted

Target Job	Divisions Tot	Divisions Sams
Store Manager	Yes	Yes
Co-Manager	Yes	Yes
Mgmt Trainee	Yes	Yes
Area Manager		Yes
Support Manager	Yes	

Definitions

JobCds	Store Manager
040000	Manager /

Promotions into Store Mgr
= Any Move into Store Manager job code
with Action or Action Reason = 'PRO',
and feeder job code 049999 or below,
and feeder job code not Store Manager,
and into division not 06.
Exclude Rehires.

JobCds	Co-Manager
041000	CO-MANAGER /
041200	SAM'S CO-MGR /
041220	SAM'S CO-MGR /
041420	SC CO-MGR /

Promotions into Co-Mgr
= Any Move into Co-Manager job code,
with Action or Action Reason = 'PRO'
and feeder job code 049999 or below,
and feeder job not a Store Manager or Co-Manager.
Exclude Rehires.

JobCds	Asst Mgr
043000	Asst Mgr /
043010	Resid. Asst /
043015	Asst Mgr- Hard /
043020	Asst Mgr- Home /
043025	Asst Mgr- Soft /
043030	Asst Mgr- Oper /
043035	Asst Mgr- Deli /
043040	Asst Mgr- Prod /
043045	Asst Mgr- Bake /
043050	Asst Mgr- CONV /
043051	Asst Mgr- Groc /

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043100 Night Receiving /
043320 Asst Mgr -Sales /
043330 Asst Mgr -Mdse  /
043370 Asst Merch Mgr1 /
043380 Asst Merch Mgr2 /
043390 Asst Bus Mgr    /
043500 Area Mgr        /
813004 Asst Mgr        /
```

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==========================================================
JobCds  Mgmt Trainee
------ -----------------
046000 TRAINEE HOURLY  /
046010 TRAINEE HOURLY  /
046015 FIL Train. Hrly /
046018 Trainee - Sam's /
046021 Accel Tr - Sams /
046022 AsstMgr Tr Sams /
046200 SAM'S TRAIN Sal /

Promotions into Mgmt Trainee
       = Any Move into Mgmt Trainee job code,
         with Action or Action Reason = 'PRO', and
         and feeder job code 049999 or below,
         and Feeder Job is Hourly,
         and feeder job code is not Mgmt Trainee.
         Exclude Rehires.

==========================================================
JobCds  Area Mgrs - Sams
------ -----------------
043350 Front End Area  /
043360 Area Mgr- Recv  /
043550 Sams Area Mgr   /

Promotions into Area Mgrs
       = Any Move into Area Mgr job code,
         with Action or Action Reason = 'PRO'
         from a Sam's store
         and feeder job code is Hourly other than Mgmt Trainee,
         and feeder job code is not Area Mgr.
         Exclude Rehires.

==========================================================
JobCds  Support Mgr
------ -----------------
001050  SUPPORT        /

Promotions into Support Mgr
       = Any Move with hourly feeder Job,
         and where feeder job code < 001050.
         Exclude Rehires.

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List of Retail Jobs
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* = Job Type
H = Hourly
M = Mgmt Trainee
S = Salary

Job Code	Short Title	*	Long Title
000088	EXECUTIVE	S	EVP Pres & CEO WMT Stores
000089	REGIONAL V	/ S	VP Regional VP8
000095	EXECUTIVE	S	EVP Pres & CEO Sam's
000100	LEAD	/ H	LEAD
000101	TEAM LEAD	/ H	TEAM LEADER
000102	CUSTOMER S	/ H	LEAD ASSOCIATE
000103	SLOTTER	/ H	DIV 28 STOCKER
000104	PAY COORDI	/ H	LEAD ASSOCIATE
000105	MDSE SPRT	H	MERCHANDISE SUPPORT
000106	BUSH PHONE	H	BUSH ASSOC PHONE OPERATOR
000107	BUSH CREDI	H	BUSH ASSOC CREDIT
000108	BUSH PART	H	BUSH PARTNER
000109	BUSH BOXER	H	BUSH ASSOC BOXERS
000110	BUSH SHIPP	H	BUSH ASSOC SHIPPERS
000150	SETUP ASOC	/ H	REMODEL SETUP ASSOC
000180	TEMP SETUP	/ H	TEMPORARY SETUP ASSOCIATE
000181	O/N TEMP	H	O/N TEMP SET UP ASSOCIATE
000182	IMPULSE	/ H	IMPULSE MDSE ASSOCIATE
000197	DIV PRES	S	WM Divisional Vice Presid
000200	EMBRDY PAR	/ H	EMBROIDERY PARTNER
000201	SALES ASSOC	/ H	WIRELESS ASSOCIATES
000202	MASTERPACK	/ H	GAS STATION PARTNER
000203	SLOTTER	/ H	RX CLERK
000205	PRE-PRESS	/ H	SALES FLOOR ASSOCIATE
000209	SALES ASSC	/ H	SALES FLOOR ASSOCIATE
000210	TRAVEL MGR	H	TRAVEL MANAGER
000211	TRAVEL CON	/ H	CONSULTANT
000220	SALES COOR	/ H	SALES COORDINATOR
000234	SALES ASSC	/ H	SALES FLOOR ASSOCAITE
000237	FITTING RM	/ H	FITTING ROOM
000246	SALES ASSC	/ H	SALES FLOOR ASSOCIATE
000284	FLORAL ASC	/ H	FLORAL ASSOCIATE
000285	FLWR SHOP	H	FLOWER SHOP ASSOC.
000300	SHOE MGMT	/ H	NIGHT MERCHANDISER
000301	STOCK PERS	/ H	STOCK PERSON
000302	O/N TECH	/ H	O/N LAB TECH
000303	FLORAL	/ H	FLORAL ASSOCIATE
000304	BTL RDMPTN	/ H	BOTTLE REDEMPTION ASSOC
000306	DAY MNTCE	/ H	SPRCTR DAY MAINTENANCE
000310	SKATER/MAY	/ H	SKATER/MAY I HELP YOU
000311	COMP SHP	/ H	COMP SHOPPER
000312	CAFE PARTN	/ H	CAFE PARTNER
000314	NTE FORLIF	/ H	NIGHT FORKLIFT DRIVER
000315	FORKLIFT	/ H	FORKLIFT DRIVER
000320	DEMO PTNR	/ H	DEMO PARTNER
000325	DEMO COORD	/ H	DEMO COORDINATOR
000330	ASSEMBLER	/ H	ASSEMBLER
000401	CAR WASH	H	CAR WASH ASSOCIATE
000402	TANKWART	H	GAS STATION ATTENDANT
000410	NEW STORE	/ H	NIGHT RECEIVING
000415	RESTOCKER	/ H	UNLOADER
000416	INTERNATIO	/ H	MERCHANDISE PROCESSORS
000420	UNLOADER	H	AFTERNOON UNLOADER
000450	INV TEAM	/ H	INVENTORY CONTROL TEAM

000451	ICS LEAD	/	H	ICS TEAM LEADER
000460	O/N SFTL	/	H	O/N SOFTLINES PROCESSOR
000461	RECVG DOCK	/	H	RECEIVING DOCK PARTNER
000462	STOCKER	/	H	STOCKER
000463	NITE RECVG	/	H	WMN DSD/CLAIMS
000464	DAY MERCH	/	H	DAY MERCHANDISER
000465	DSD REC.	/	H	DSD RECEIVING
000466	S/L RC/STK	/	H	SOFTLINES REC/STKR
000468	HDLN/HMLN	/	H	STOCKER
000469	HD/HM O/N	/	H	OVERNIGHT STOCKER
000470	STRAT STKR	/	H	STRATEGIC STOCKER
000501	CASHIER	/	H	CASHIER
000502	MASTERPACK	/	H	EVENT ASSOCIATE
000503	MALL CASH	/	H	MALL CASHIER
000504	LIFT DRIVE	/	H	SPECIALTY SHOP CASHIER
000505	PE DRIVER	/	H	LAB TECH
000506	CASH #2 FR		H	CASHIER 2ND FRONT ENT
000507	CASH #2 ML		H	CASHIER 2ND MALL ENT.
000508	SAT CASH		H	SATELLITE REG CASHIER
000510	CSM	/	H	CUSTOMER SERVICE MANAGER
000511	LEAD CSM	/	H	LEAD CUSTOMER SERVICE MGR
000513	MALL CSM	/	H	MALL CSM
000514	CSM-#2FR		H	CSM - 2ND FRONT ENT.
000515	CSM-#2 MAL		H	CSM - 2ND MALL ENT.
000520	ACCOUNTING	/	H	PEOPLE GREETER
000521	PURCHASING	/	H	EXIT GREETER
000522	GC GREETER	/	H	G.C. GREETER
000523	ML PPL GRT	/	H	MALL PEOPLE GREETER
000524	GREET-#2FR		H	GREETER - 2ND FRONT ENT
000525	GREET-#2MA		H	GREETER - 2ND MALL ENT.
000526	ACC. CHECK	/	H	SACKER
000527	REPORTS CL	/	H	CASHIER TRAINEE
000530	CART PTNR	/	H	COURTESY CLERK
000540	SRVICE DSK	/	H	COURTESY DESK
000541	RETURNS	/	H	RETURNS PARTNER
000543	MALL INFO		H	MALL INFORMATION DESK
000550	LAYAWAY	/	H	LAYAWAY
000551	LAYW STCKR	/	H	LAYAWAY STOCKER
000560	PULL TAB	/	H	PULL TAB COORDINATOR
000600	OF ASSOC	/	H	OFFICE ASSOCIATE
000601	UPC	/	H	INVENTORY AUDIT TEAM
000602	INVOICE	/	H	INVOICE CLERK
000603	CLAIMS	/	H	GROCERY RECLAMATION ASSOC
000604	CASH	/	H	CASH OFFICE
000605	FIRST IN L		H	FIRST IN LINE
000606	ON-LINE OD	/	H	PERSONNEL/TRAINING CORD.
000607	OFF-LINE O	/	H	TRAINING COORDINATOR
000608	RESERVE ST	/	H	PRICE VERIFICATION ASSC
000609	REPLENISH	/	H	COMPETITIVE PRICE CHECKER
000610	2/c press	/	H	D.O.'S ASST
000611	4/c press	/	H	BACKUP PERSONNEL ASSOC
000612	REG ASST.		H	REGIONAL ASSISTANT
000613	OFFICE	/	H	OFFICE ASSOCIATES
000614	PPL ADMIN		H	PEOPLE ADMINISTRATOR
000615	ADMIN		H	ADMINISTRATIVE
000620	OFFICE AST		H	OFFICE ASSISTANT
000621	MSR		H	MEMBER SERVICE REP
000622	REPORT TEC		H	REPORTING/GRAPHICS TECH
000623	SR MSR		H	SR MEMBER SERVICE REP
000650	STR SUPPL		H	STR SUPPLIES ASSOC
000700	1NL TRAINE	/	H	FIRST IN LINE TRAINEE
000701	TELEMARKET	/	H	TELEMARKETER
000702	ADVANTAGE	/	H	ADVANTAGE SALES PARTNER
000703	INSIDE MR	/	H	INSIDE MR
000705	PE DRIVER	/	H	FAX ORDER SALES PARTNER

000706	ON-LINE OD	/	H	NEW BUSINESS MR
000707	OFF-LINE O	/	H	MEMBERSHIP DESK SALES
000709	REPLENISH	/	H	DELIVERY PARTNER
000710	NEW STORE	/	H	O/N MAINTENANCE
000711	DAY MAINT.	/	H	DAY MAINTENANCE
000712	FORKLIFT	/	H	FORKLIFT MAINTENANCE
000713	TECH MAINT		H	TECH MAINTENANCE
000714	NGT MAINT	/	H	NIGHT MAINTENANCE
000715	REPAIR TEC		H	REPAIR TECHNICIAN
000743	LOSS PREV		H	LOSS PREVENTION SUPERVISR
000747	DLP TRNEE		H	DISTRICT LP TRAINEE
000748	DISTR.LOSS		H	DISTRICT LOSS PREVENT
000749	REGNL.LOSS		H	REGIONAL LOSS PREVENTIO
000750	SECURITY	/	H	LOSS PREVENTION
000751	OFF DY SEC	/	H	OFF DUTY SECURITY GUARD
000752	PARK LT PR	/	H	PARKING LOT PATROL
000753	UNIFORM GD	/	H	UNIFORM GUARD
000801	PHOT TECH	/	H	PHOTO TECHNICIAN
000802	PHOT SPEC	/	H	PHOTO SPECIALIST
000803	PC MGR TRN	/	H	WIRELESS/PHOTO TRAINEE
000810	CA MGR TRN		H	CAL. TLE MGR. TRAINEE
000811	TLE MGR		H	TLE EXPRESS MANAGER
000812	NON-CON OR	/	H	TLE MANAGER TRAINEE
000813	DEPT MGR	/	H	CALIFORNIA TLE MGR
000814	SER MGR-HR	/	H	TMA LEAD
000815	WRTR/GRTR	/	H	SERV WRTR/GREETER
000816	TIRE TECH	/	H	TIRE TECHNICIAN
000817	L.BAY TECH	/	H	LOWER BAY TECHNICIAN
000818	U.BAY TECH	/	H	UPPER BAY TECHNICIAN
000819	ALIGN TECH	/	H	ALIGNMENT TECHNICIAN
000820	QUAL TECH	/	H	QUALITY CONTROL TECHNICIA
000821	CRTSY TECH	/	H	COURTESY TECHNICIAN
000822	SER MGR-SA		H	SERVICE MANAGER-SALARY
000823	SERV TECH	/	H	SERVICE TECHNICIAN
000824	TECH - BSS		H	SERVICE TECH - BSS
000840	RX MANAGER	/	H	PHARMACY MANAGER
000841	STAFF RX	/	H	STAFF PHARMACIST
000842	ROUTE/FORK	/	H	OTC MANAGER
000843	RX TECH 1	/	H	RX TECHNICIAN
000844	RX ASSTMGR	/	H	PHARMACY ASST MGR
000845	Relief Pha	/	P	RELIEF PHARMACIST
000846	VISITNG RX	/	P	VISITING PHARMACIST
000847	PRE GRD IN	/	H	PRE GRAD PHARMACY INTERN
000848	RX TECH 2	/	H	RX TECHNICIAN
000849	DOCUTECH	/	H	RX TECHNICIAN
000850	CA VC MGR		H	CALIFORNIA VISION MANG
000851	VISION MGR		H	VISION CENTER MANAGER
000852	OPTICIAN	/	H	NON CERTIFIED ASSOCIATE
000853	LAB TECH	/	H	CERTIFIED ASSOCIATE
000854	OPT TRN	/	H	MTP NON CERTIFIED
000855	OPTOMETRIS		H	OPTOMETRIST
000856	LIC OPTICI	/	H	LICENSED OPTICIAN
000857	OPT ASST 1	/	H	MTP CERTIFIED
000858	V.C. MGR.		H	VC MANAGER - CANADA
000859	PT OPTOMET	/	H	PART-TIME OPTOMETRIST
000860	V.C.ASST		H	V.C. ASSISTANT MANAGER
000862	OPT ASST 2		H	OPTIMETRIC ASST #2
000863	SCREENER	/	H	VISION SCREENER
000864	MFG LAB MG		H	MANUFACTURING LAB MGMNT
000865	LAB ASSOC		H	MANUFACTURING LAB ASSOC
000866	VC ASSOC		H	VISION CARE ASSOCIATE
000867	STUD OPTIC		H	CA STUDENT OPTICIAN
000868	CA VT PHAR		H	CALIFORNIA VISIT PHAR
000869	CA PH AMGR		H	CA PHARM ASSTMGR
000870	PHAR. LIC.		H	PHAR LIC. CANADA

000871	CAN INTERN	H	CANADA PHARMACY INTERN
000872	CA PHR INT	H	CA PRE GRAD PHAR INTERN
000873	OPT TRN RE	H	OPTICAL TRAINEE RELO
000874	CAN ST PHA	H	CAN HRLY STAFF PHARMACIST
000875	CAN RL PHA	H	CAN HRLY RELIEF PHARM
000876	CAN PH INT	H	CAN HRLY PHARM INTERN
000885	MANAGER	/ H	WIRELESS/PHOTO MANAGER
000886	CA 1HR MGR	H	CALIFORNIA PHOTO MANG
000903	DEPT MGR	/ H	DEPARTMENT MANAGER
000904	FOOD REC.	/ H	FOOD RECEIVING
000910	LEAD	/ H	GE LEAD
000911	OTC LEAD	/ H	LEAD ASSOCIATE
000915	PROCESSOR	/ H	PROCESSOR
000930	FRSH MAINT	/ H	FRESH MAINTENANCE
000931	HM PROCESS	H	HOME MEAL PROCESSOR
000932	WRAPPER	/ H	PACKAGER
000933	PACKER	/ H	DELI PROCESSOR
000934	FORKLIFT D	/ H	MEAT PROCESSOR
000935	JOB TICKET	/ H	FRESH DEMO
000936	MACHINE OP	/ H	EXPANDED FRESH MERCHANDIS
000937	PAPER CUTT	/ H	ROTISSERIE
000938	FH PROCESS	H	FOOD HANDLING PROCESSOR
000970	DELI WALL	H	DELI WALL ASSOCIATE
000981	BAKER	/ H	BAKER
000982	DONUT CREW	/ H	DONUT CREW
000983	CAKE DCTR	/ H	CAKE DECORATOR
001000	DM IN TRAI	H	DISTRICT MRG IN TRAINING
001001	GEN MGR	H	GENERAL MANAGER
001002	DISTR MGR	H	DISTRICT MGR - PHOTO LAB
001003	REGIONAL	H	REGIONAL-PHOTO
001004	REGION MDS	H	REGIONAL MDS INSTRUCTOR
001005	HARD/L A/M	H	HARDLINES ASST.
001006	HOME/L A/M	H	HOMELINES ASST.
001007	SOFT/L A/M	H	SOFTLINES ASST.
001008	RECV MGR	H	RECEIVING AREA MANAGER
001009	BUS MGR	H	BUSINESS MANAGER
001010	MEAT MGR	H	MEAT MANAGER
001011	MERCH MGR	H	MERCH II MANAGER
001012	BAKERY MGR	H	BAKERY MANAGER
001013	S PLANNING	H	STORE PLANNING
001014	WNM MGR	H	WNM STORE MANAGER
001015	MERCH MGR	H	MERCH I MANAGER
001016	NITE MRG	H	NIGHT AREA MANAGER
001017	FRT END MG	H	FRONT END AREA MANAGER
001018	FRESH MERC	H	FRESH MERCHANDISER
001019	RSM	H	REGIONAL SALE MANAGER
001020	FRESH NCD	H	FRESH NCD
001021	BUYER MIT	H	BUYER MIT
001022	COL REC	H	COLLEGE RECRUIT
001023	AREA NCD	H	AREA COACH NCD
001050	TEAM LEAD	/ H	SUPPORT MANAGER
001059	CMI AGENT	H	CMI AGENT
001060	HR MANAGER	H	PEOPLE MANAGER
001070	REG ASST	H	REG VICE PRES ASSISTANT
001080	MGR TRAINE	/ H	MANAGER TRAINEE
001081	TRAINEE	/ H	SC MGMT TRAINEE
001082	MGT DEVLOP	H	MANAGEMENT DEVELOPMENT
001083	MERC TRAIN	H	MERCHANDISE DEV TRAINEE
001084	VISITING	H	TEMP VISITING ASSOCIATE
001085	INTERN	/ H	INTERN
001086	IN ROAD IN	H	IN ROAD INTERN
001087	PT TIME IN	H	PART TIME INTERN
001088	HVAC MAINT	H	HVAC MAINTENANCE
001090	GROC MGR	/ H	GROCERY MANAGER
001091	SC MTP TRN	/ H	SC MTP TRAINEE

001092	INT TRAINE	H	INTERNATIONAL TRAINEE
001095	FD MERCH	H	FOOD MERCHANDISER
001100	RCRTR-PHAR	H	RECRUITER - PHARMACY
001111	REGION PM	H	REGIONAL PERSONNEL MANAGE
001112	REGION VP	H	REGIONAL VICE PRESIDENT
001114	ASST MGR	H	ASSISTANT MANAGER
002627	BAK MGR	H	BAKERY MANAGER
005311	FOTOLABOR	H	FOTOLABORANT
005312	MA FOTO	H	MITARBEITER FOTOSHOP
040000	MANAGER	/ S	Manager
040000	MGR TLE	/ S	Manager
040200	MANAGER ON	/ S	Manager On Loa
040400	MANAGER ON	S	Manager On Ltd
040600	iMANAGER ON		SBook Store Mgr
041000	CO-MANAGER	/ S	Co-Manager
041200	SAM'S CO-M	/ S	Sam's Co-Manager
041220	SAM'S CO-M	S	Sam's Co-Manager/ Conv
041400	CO-MANAGER	/ S	Co-Manager
041420	SC CO-MANA	/ S	Sc Co-Manager
041600	FOOD MANAG	/ S	Food Manager
041800	GENERAL MD	/ S	General Mdse Manager
042000	ACCEL MANA	/ S	Accel Management
043000	ASST MANAG	/ S	Asst Manager
043010	RES ASST	/ S	Resident Assistant
043015	AM - Hdl	/ S	Asst Manager - Hardlines
043020	AM - Hml	/ S	Asst Manager - Homelines
043025	AM - Sft	/ S	Asst Manager - Softlines
043030	AM - Ops	/ S	Asst Manager - Operations
043035	AM - M/D	/ S	Asst Manager - Meat / Deli
043040	AM - Prod	/ S	Asst Manager - Produce
043045	AM - Bak	/ S	Asst Manager - Bakery
043050	ASST MGR /	/ S	Asst Mgr / Conv
043051	AM-Grocery	/ S	Asst Manager - Grocery
043100	NIGHT RECE	/ S	Night Receiving Mgr
043110	NIGHT RES	S	Night Receiving Resident M
043300	ASST MGR/S	/ S	Asst Mgr/Store Setup
043310	SWAT TEAM/	/ S	Swat Team/Store Setup
043320	ASST MGR -	/ S	Asst Mgr - Sales
043321	AM / CONV	S	Am / Conv - Sales
043330	ASST MGR -	/ S	Asst Mgr - Mdse
043331	AM / CONV	S	Am / Conv - Mdse
043340	ASST MGR -	/ S	Asst Mgr - Ops
043341	AM / CONV	S	Am / Conv - Ops
043350	FRONT END	/ S	Front End - Area
043360	AREA MGR R	/ S	Area Mgr Receiving
043370	Merch Mgr1	/ S	Asst - Merchandise Mgr 1
043380	Merch Mgr2	/ S	Asst - Merchandise Mgr 2
043390	AM-Bus Mgr	/ S	Asst - Business Mgr
043500	AREA MANAG	/ S	Area Manager
043550	SAMS AREA	/ S	Sams Area Mgr
043600	FRONT END	S	Front End Manager
044000	40 HR IN-S	/ S	40 Hr In-Store Asst
044500	45HR IN-ST	/ S	45hr In-Str Asst
044811	FOOD MANAG	S	Food Manager
044816	GENERAL MD	S	General Mdse Manager
045000	ADVERTISIN	S	Advertising Coordnator
045100	DEPARTMENT	/ S	Department Mgr
045200	SERVICE AR	/ S	Service Area Mgr
045222	Service Ar	S	Service Area Manager-Ca
045600	BUSINESS D	/ S	Business Development Rep
046000	TRAINEE HO	/ M	Trainee Hourly
046006	Trn TLE	/ M	Trainee - Tle
046010	TRAINEE HO	/ M	Trainee Hourly
046015	FIL Traine	/ M	FIL Trainee Hourly
046018	Trn Sam's	/ M	Trainee - Sam's

046019	SAMS BKMIT	/	H	Bakery Trainee - Sam's
046020	SAMS MTMIT	/	H	Meat Trainee - Sam's
046021	SAMS ++MIT		M	Accelerated Trainee - Sam'
046022	SAMs AMMIT		M	Assistant Manager - Traine
046023	SAMS Inter	/	M	Intern - Trainee Sam's
046031	PC Trainee		M	Photo Center Trainee
046050	SHOE DIV M		S	Shoe Div Mgmt
046200	SAM'S TRAI	/	M	Sam's Trainee Salary
047000	SHOE DIV M	/	S	Shoe Div Mgmt
047100	Per Mgr HR	/	S	Personnel Manager
047500	PC Trainee		H	Photo Center Trainee
048000	OPTOMETRIS	/	S	Optometrist
048100	PART-TIME		S	Part-Time Optometrist
048200	VISION CEN	/	S	Vision Center Mgr
048400	VISION CEN	/	S	Vision Center Asst Mgr
048600	VISION CEN		S	Vision Center Lab Mgr
048800	OPTICAL GE		S	Optical Gen Lab Mgr
048850	AUDIOLOGIS		S	Audiologist
048851	Vision Ctr		S	Vision Ctr Mgr-Ca
048900	HEARING IN		S	Hearing Instrument Special
049000	PHARMACY M	/	P	Pharmacy Manager
049010	PHARMACY M	/	P	Pharmacy Manager
049011	Recruiter		S	Field Recruiter-Pharmacy
049100	CO PHARMAC		P	Co Pharmacy Manager
049110	CO PHARMAC	/	P	Co Pharmacy Manager
049200	ASST PHARM	/	P	Asst Pharmacist
049300	ASST PHARM	/	P	Asst Pharmacist
049400	RELIEF PHA	/	P	Relief Pharmacist
049700	STAFF PHAR	/	P	Staff Pharm (exempt)
049710	STAFF PHAR	/	P	Staff Pharm (hrly)
049800	STAFF PHAR	/	P	Staff Pharm. (5)
049810	STAFF PHAR	/	P	Staff Pharm. (4)
049820	STAFF PHAR	/	P	Staff Pharm. (3)
049852	Pharmacy M		P	Pharmacy Manager-Ca
049853	Staff Phar		P	Staff Pharmacist-Ca
049854	Pharmacy A		P	Pharmacy Asst Manager-Ca
049855	Relief Pha		P	Relief Pharmacist-Ca
049856	Visit Phar		P	Visit Pharmacist-Ca
049857	Pharmacy M	/	P	Pharmacy Mgr-Ca 40 Hrs
049858	Staff Phar	/	P	Staff Pharmacist-Ca 40 Hrs
049859	Pharmacy A	/	P	Pharmacy Asst Manager-Ca 4
049860	Relief Pha		P	Relief Pharmacist-Ca 40hrs
049861	Visit Phar		P	Visit Pharmacist-Ca 40 Hrs
049862	Pharmacy M		P	Pharmacy Mgr-Ca 45 Hrs
049863	Staff Phar		P	Staff Pharmacist-Ca 45 Hrs
049864	Pharmacy A		P	Pharmacy Asst Mgr-Ca 45 Hr
049865	Relief Pha		P	Relief Pharmacist-Ca 45 Hr
049866	Visit Phar		P	Visit Pharmacist-Ca 45 Hrs
049867	Staff Phar	/	P	Staff Pharmacist-Ca 35 & B
049868	Relief Pha		P	Relief Pharmacist-Ca 35 &
049900	SAM'S BAKE	/	S	Sam's Bakery Manager
049905	BAKERY MGR	/	S	Bakery Mgr / Conv
049950	SAM'S MEAT	/	S	Sam's Meat Manager
049955	MEAT MGR /	/	S	Meat Mgr / Conv
049956	REGIONAL S	/	S	Regional Sales Mgr
049990	CONSOLIDAT		S	Consolidator Mgr
497000	STAFF PHAR		P	Staff Pharm (exempt)
497100	STAFF PHAR		P	Staff Pharm (hrly)
804050	DIRECTOR O	/	S	Director Of Operations
813145	DISTRICT M	/	S	District Manager
813146	DISTRICT M	/	S	District Manager Trainee
813147	DISTRICT M		S	District Manager Trng
813148	DISTRICT M		S	District Manager/Sc Trng
835073	DM Div=10		S	District Manager 10
833073	DM Div=6		S	District Manager

833073 DM 11/15	S District Manager
833073 DM Div=30	S District Manager
833073 DM Div=31	S District Manager

Store Type Definition

Stores were classified into categories according to the designation specified on the data file included with the letter from Jeff Joyce to Brad Seligman dated September 26, 2002.
The store type list is referred to in Question 7 of that letter.

A list of store types designated in the data file are shown below.

Stores with Store Type A, B, C, D were considered Retail Stores types.

List of Store Types

A Wal-Mart Discount
B Supercenter
C Sam's
D Neighborhood Market
E Bud's Closed location
F Warehouse
G Home Office
H Closed Home Office
I Closed Location
J Closed WM location
K Film Distribution
L Gas Station Construct
M Hypermart
N Intl Location
O PMDC
P Pharmacy Facility
Q Photo Lab
R Unknown
S Wal-Mart.com Whse
T Wal-Mart.com loc'n

Note: The Store Type designation for stores 8109 or 9687 were changed from Home Office to Sam's by Drogin.

Appendix 6a

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Summary of Workforce by Year, Sex, Selected Jobs Total, Wmt+Sam+Nbrhd
With Average Annual Earnings FT only

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Restricted to Year-end Active Employees with at least 45 weeks worked in year.

			1999				2000				2001	
	JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem
500	Total		414989	69.4	22293.	16721.	458190	68.7	23042.	17456.	508724	67.9
491	Hourly		388802	72.0	17240.	16057.	428820	71.2	17980.	16747.	476813	70.2
492	Salary		26187	31.6	53056.	39149.	29370	32.6	54612.	40052.	31911	33.5
1	000088	EXECUTIVE	0	0.0	0.	0.	0	0.0	0.	0.	1	0.0
2	000089	REGIONAL V	30	6.7	515909.	381897.	29	6.9	507779.	482619.	39	10.3
5	000101	TEAM LEAD	53627	79.1	21238.	19624.	56938	78.9	22461.	20589.	63747	78.3
6	000102	CUSTOMER S	348	56.9	24418.	15244.	222	44.6	24591.	18294.	136	20.6
7	000103	SLOTTER	166	77.1	22193.	19663.	109	86.2	24275.	21181.	335	55.5
8	000104	PAY COORDI	9	55.6	21643.	22750.	5	60.0	24738.	19985.	4	75.0
9	000105	MDSE SPRT	2	100.0	0.	21112.	0	0.0	0.	0.	0	0.0
12	000108	BUSH PART	6	66.7	19486.	16960.	0	0.0	0.	0.	1	100.0
15	000150	SETUP ASOC	0	0.0	0.	0.	23	78.3	27857.	18667.	29	58.6
16	000180	TEMP SETUP	175	70.9	18790.	19194.	124	61.3	18308.	16615.	29	65.5
19	000197	DIV PRES	0	0.0	0.	0.	0	0.0	0.	0.	6	0.0
20	000200	EMBRDY PAR	7	85.7	23367.	19814.	7	100.0	0.	17427.	4	75.0
21	000201	SALES ASSOC	75961	69.1	14702.	13704.	84824	68.4	15572.	14294.	100003	67.8
22	000202	MASTERPACK	3169	71.5	16906.	15577.	1889	76.0	17092.	16359.	178	39.3
23	000203	SLOTTER	0	0.0	0.	0.	13	84.6	13146.	14053.	66	95.5
24	000205	PRE-PRESS	0	0.0	0.	0.	762	64.8	17616.	16505.	1311	65.3
25	000209	SALES ASSC	0	0.0	0.	0.	555	32.3	17870.	17007.	788	37.1
27	000211	TRAVEL CON	5	100.0	0.	16384.	495	37.6	18203.	17406.	8	100.0
28	000220	SALES COOR	1747	98.2	15061.	14021.	1907	98.5	16910.	14919.	1936	98.3
29	000234	SALES ASSC	0	0.0	0.	0.	501	96.0	16540.	16664.	1	100.0
30	000237	FITTING RM	4554	99.2	12443.	13384.	4980	99.3	12582.	13951.	5201	99.2
31	000246	SALES ASSC	0	0.0	0.	0.	483	97.3	15776.	16684.	888	95.2
32	000284	FLORAL ASC	871	95.9	16177.	15825.	1127	96.3	16429.	16651.	1279	95.8
34	000300	SHOE MGMT	2206	29.1	19153.	19543.	2284	28.6	19740.	19860.	2449	27.9
35	000301	STOCK PERS	8819	65.7	17406.	15473.	8810	67.1	18741.	16475.	9511	66.6
36	000302	O/N TECH	1761	44.0	17198.	15795.	1836	44.7	18437.	16458.	1956	43.5
37	000303	FLORAL	1600	97.9	18279.	16728.	1534	96.8	15983.	17295.	1046	97.4
38	000304	BTL RDMPTN	9	44.4	13771.	12411.	16	25.0	15002.	14907.	18	16.7
39	000306	DAY MNTCE	492	30.1	16956.	14796.	384	28.9	18161.	16008.	321	29.6
40	000310	SKATER/MAY	582	76.5	15279.	16059.	589	77.2	16866.	16808.	4	75.0
41	000311	COMP SHP	0	0.0	0.	0.	13	84.6	20504.	21933.	12	83.3
42	000312	CAFE PARTN	813	88.1	17634.	16261.	889	88.1	17476.	17022.	1073	88.4
43	000314	NTE FORLIF	471	8.9	21823.	21756.	375	5.6	22899.	24451.	298	6.0
44	000315	FORKLIFT	186	10.2	22105.	20062.	184	10.3	22862.	23968.	167	11.4

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45	000320	DEMO PTNR	1707	94.8	15526.	15729.	1879	94.5	16007.	16217.	1894	93.
46	000325	DEMO COORD	434	97.0	19271.	20959.	436	96.6	22385.	21949.	478	97.
47	000330	ASSEMBLER	2243	6.1	16320.	18204.	2714	6.2	16995.	18850.	3174	4.
50	000410	NEW STORE	2584	23.3	18155.	16179.	3620	27.3	19101.	16882.	5252	28.
51	000415	RESTOCKER	9955	23.9	17124.	17040.	9072	20.1	17313.	17201.	9540	15.
52	000416	INTERNATIO	59	30.5	19894.	16408.	4	50.0	22234.	24296.	2	50.
54	000450	INV TEAM	3011	61.0	17072.	16853.	6608	54.8	17179.	16393.	10406	51.
55	000451	ICS LEAD	929	63.0	22820.	22282.	2019	55.1	22858.	22175.	2170	49.
56	000460	O/N SFTL	1409	97.1	17247.	16893.	2901	95.0	18140.	17300.	4571	96.
57	000461	RECVG DOCK	1258	31.0	21763.	21088.	1240	30.1	22502.	21860.	1252	29.
58	000462	STOCKER	1908	77.0	18518.	17608.	510	78.6	19449.	18526.	226	79.
59	000463	NITE RECVG	212	27.4	21978.	20545.	164	20.1	23180.	22653.	155	18.
60	000464	DAY MERCH	53	62.3	18645.	18810.	37	64.9	19394.	20681.	26	69.
61	000465	DSD REC.	4980	80.8	20605.	19344.	5324	80.4	21732.	20374.	5698	80.
62	000466	S/L RC/STK	6016	97.4	16976.	16413.	6491	97.4	17993.	16912.	4615	97.
63	000468	HDLN/HMLN	8713	70.0	17707.	16242.	8541	68.2	18565.	17086.	6770	63.
64	000469	HD/HM O/N	20522	61.7	17480.	16210.	23672	57.8	18282.	17077.	29333	57.
65	000470	STRAT STKR	27	77.8	19513.	17839.	78	73.1	18858.	17467.	141	70.
66	000501	CASHIER	41116	93.0	13346.	12830.	43751	92.9	13852.	13233.	50987	92.
67	000502	MASTERPACK	428	90.2	17051.	14650.	309	90.3	17135.	15083.	92	96.
68	000503	MALL CASH	47	93.6	12894.	14257.	41	85.4	14208.	14336.	45	91.
69	000504	LIFT DRIVE	12	83.3	20110.	18427.	7	85.7	20795.	21677.	12	83.
70	000505	PE DRIVER	295	76.9	15533.	13791.	924	84.3	16534.	14840.	1801	86.
74	000510	CSM	15068	89.5	16930.	16201.	16992	89.5	17318.	16959.	18508	88.
75	000511	LEAD CSM	281	97.9	25238.	21738.	16	81.2	24563.	15941.	0	0.
76	000513	MALL CSM	24	83.3	16668.	16838.	26	76.9	20006.	18632.	32	65.
79	000520	ACCOUNTING	8067	67.8	12930.	12766.	9358	66.3	13571.	13295.	10820	65.
80	000521	PURCHASING	1453	63.6	12548.	12373.	2014	64.3	13067.	12842.	2663	64.
81	000522	GC GREETER	2063	54.1	12402.	12496.	2403	54.6	13032.	12988.	2701	54.
82	000523	ML PPL GRT	43	58.1	12007.	13253.	37	56.8	12376.	13430.	32	65.
85	000526	ACC. CHECK	17	58.8	21101.	14945.	9	44.4	17877.	16669.	1	100.
86	000527	REPORTS CL	6	83.3	17434.	13631.	5	80.0	17529.	13708.	2	100.
87	000530	CART PTNR	3056	2.2	13276.	12584.	3872	2.3	14120.	12857.	4630	2.
88	000540	SRVICE DSK	7132	95.7	13548.	13926.	7136	96.1	14198.	14478.	8715	95.
89	000541	RETURNS	703	91.5	16064.	16904.	631	89.4	16095.	17533.	277	92.
91	000550	LAYAWAY	5850	92.0	14449.	14702.	5698	92.2	14347.	15326.	5901	91.
92	000551	LAYW STCKR	0	0.0	0.	0.	0	0.0	0.	0.	15	20.
93	000560	PULL TAB	6	100.0	0.	18868.	0	0.0	0.	0.	0	0.
94	000600	OF ASSOC	1526	97.7	24808.	24868.	3296	97.5	24676.	25867.	3918	97.
95	000601	UPC	2383	88.0	21086.	21195.	1465	83.3	22709.	21768.	1131	77.
96	000602	INVOICE	1800	97.6	24217.	24173.	844	97.3	23847.	25271.	512	96.
97	000603	CLAIMS	4947	90.1	20299.	20203.	5278	89.9	21114.	21190.	5612	89.
98	000604	CASH	10956	94.4	17298.	18036.	12364	94.1	18174.	19026.	13158	94.
99	000605	FIRST IN L	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
100	000606	ON-LINE OD	3239	95.2	25243.	24966.	3196	95.5	28308.	26802.	3152	95.
101	000607	OFF-LINE O	705	95.3	22977.	21621.	1014	93.5	22292.	22683.	1445	94.
102	000608	RESERVE ST	3	100.0	0.	23054.	8	87.5	18684.	18785.	19	94.
103	000609	REPLENISH	1	100.0	0.	18414.	2	100.0	0.	20294.	9	100.
104	000610	2/c press	406	97.3	27943.	28150.	450	97.3	31748.	29563.	460	96.

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106	000612	REG ASST.	6	100.0	0.	20239.	7	100.0	0.	22189.	7	100.0
107	000613	OFFICE	18	100.0	0.	21988.	6	100.0	0.	23152.	5	100.0
115	000700	1NL TRAINE	0	0.0	0.	0.	8	75.0	18499.	20372.	10	50.0
116	000701	TELEMARKET	398	93.7	16759.	17885.	349	95.4	20715.	18104.	309	92.6
117	000702	ADVANTAGE	359	83.8	21631.	19525.	332	82.5	22016.	20455.	321	82.2
118	000703	INSIDE MR	294	72.4	20538.	18883.	296	68.9	21838.	20147.	325	71.3
119	000705	PE DRIVER	395	61.0	20394.	18678.	393	59.5	20753.	19485.	381	61.4
120	000706	ON-LINE OD	370	45.4	21621.	20297.	372	44.6	22288.	20624.	381	50.4
121	000707	OFF-LINE O	1283	89.6	18101.	17255.	1423	88.5	17706.	17747.	607	86.8
122	000709	REPLENISH	59	13.6	19816.	17466.	64	17.2	20689.	20697.	67	19.4
123	000710	NEW STORE	7110	10.3	18723.	16884.	7326	11.4	19263.	17533.	8018	11.6
124	000711	DAY MAINT.	3618	32.1	15967.	14028.	4308	32.6	16884.	14772.	5164	33.4
125	000712	FORKLIFT	176	2.3	24299.	20344.	168	4.8	25080.	15548.	153	2.6
127	000714	NGT MAINT	107	10.3	19814.	18300.	83	10.8	21107.	15980.	62	12.9
128	000715	REPAIR TEC	5	20.0	23930.	23540.	5	20.0	25344.	24654.	5	20.0
133	000750	SECURITY	1589	23.5	20513.	19582.	1791	21.4	21324.	20262.	1785	22.0
134	000751	OFF DY SEC	128	7.8	15399.	14636.	56	7.1	15110.	15114.	28	10.7
135	000752	PARK LT PR	670	6.1	16067.	15814.	699	7.6	16936.	16047.	718	6.5
136	000753	UNIFORM GD	11	36.4	19808.	12869.	15	6.7	17996.	12104.	3	0.0
137	000801	PHOT TECH	2055	78.5	13750.	13223.	2252	77.5	14474.	13551.	2465	77.0
138	000802	PHOT SPEC	3444	79.0	14522.	13777.	3948	79.7	15195.	14408.	4317	79.5
139	000803	PC MGR TRN	128	77.3	16111.	14778.	280	80.4	16918.	16368.	161	74.5
142	000812	NON-CON OR	4	0.0	24870.	0.	6	0.0	20030.	0.	4	50.0
143	000813	DEPT MGR	1040	66.6	19730.	18752.	1189	64.3	20514.	19710.	51	54.9
144	000814	SER MGR-HR	1190	3.9	20165.	19327.	1358	3.8	21420.	20441.	1502	4.4
145	000815	WRTR/GRTR	389	50.4	14953.	12996.	568	56.0	15823.	14174.	600	53.3
146	000816	TIRE TECH	1000	0.6	16106.	16758.	1088	1.8	16794.	16704.	1159	1.2
147	000817	L.BAY TECH	34	0.0	14360.	0.	22	4.5	15662.	10872.	13	0.0
148	000818	U.BAY TECH	26	0.0	10690.	0.	13	0.0	14310.	0.	10	20.0
149	000819	ALIGN TECH	141	0.7	19675.	21046.	73	1.4	20041.	21635.	37	2.7
151	000821	CRTSY TECH	7	14.3	10822.	121.	3	33.3	14506.	5082.	1	0.0
153	000823	SERV TECH	3047	4.8	15445.	13910.	3449	4.8	16114.	14366.	4150	4.5
155	000840	RX MANAGER	2	100.0	0.	28652.	3	66.7	24792.	26642.	0	0.0
156	000841	STAFF RX	3	66.7	13974.	14382.	1	100.0	0.	25961.	1	100.0
157	000842	ROUTE/FORK	2343	95.7	19604.	18644.	2473	95.4	19971.	19901.	157	92.4
158	000843	RX TECH 1	4723	95.5	13919.	15003.	5393	95.4	14996.	16030.	5824	95.0
162	000847	PRE GRD IN	6	66.7	5658.	3541.	9	44.4	4422.	3754.	8	62.5
163	000848	RX TECH 2	188	94.7	15512.	15105.	269	93.7	16271.	16397.	383	95.8
164	000849	DOCUTECH	83	98.8	23562.	16122.	136	95.6	15965.	18393.	180	95.6
167	000852	OPTICIAN	1976	87.0	19865.	16638.	2347	86.5	20058.	17213.	2820	85.9
168	000853	LAB TECH	606	59.4	19464.	16970.	701	58.6	20804.	17658.	786	62.2
169	000854	OPT TRN	113	89.4	16453.	15029.	100	82.0	18425.	17458.	87	82.8
171	000856	LIC OPTICI	320	65.3	30303.	24882.	390	64.4	30289.	26157.	471	65.2
172	000857	OPT ASST 1	294	94.6	18146.	15643.	445	94.4	18085.	16139.	474	93.9
174	000859	PT OPTOMET	1	100.0	0.	16428.	1	100.0	0.	15537.	0	0.0
176	000862	OPT ASST 2	0	0.0	0.	0.	1	100.0	0.	13715.	4	75.0
177	000863	SCREENER	92	92.4	12464.	14041.	13	100.0	0.	14313.	1	100.0
187	000873	OPT TRN RE	0	0.0	0.	0.	3	100.0	0.	17336.	11	72.7
191	000885	MANAGER	0	0.0	0.	0.	0	0.0	0.	0.	1	100.0

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192	000886	CA 1HR MGR	0	0.0	0.	0.	0	0.0	0.	0.	4	50.0
193	000903	DEPT MGR	2	100.0	0.	17562.	1	100.0	0.	30733.	0	0.0
194	000904	FOOD REC.	2	50.0	23120.	28211.	1	100.0	0.	31300.	1	100.0
195	000910	LEAD	2259	45.6	24858.	19589.	2912	46.2	25921.	20506.	3687	47.0
196	000911	OTC LEAD	1	100.0	0.	7514.	1	100.0	0.	11265.	112	42.0
197	000915	PROCESSOR	1647	6.4	22475.	17381.	1262	6.1	24159.	19822.	161	5.0
198	000930	FRSH MAINT	148	24.3	16666.	15704.	162	23.5	17127.	17111.	175	22.3
199	000931	HM PROCESS	0	0.0	0.	0.	0	0.0	0.	0.	3	66.7
200	000932	WRAPPER	1848	85.8	16184.	15181.	2078	85.8	16485.	15823.	2434	85.2
201	000933	PACKER	242	71.1	19167.	18915.	295	73.6	19193.	18817.	323	72.4
202	000934	FORKLIFT D	716	5.0	22725.	21314.	810	5.2	23668.	21263.	916	6.3
203	000935	JOB TICKET	229	88.2	16750.	15731.	281	92.2	17567.	16292.	337	92.0
204	000936	MACHINE OP	39	69.2	21822.	18191.	49	77.6	18486.	18276.	82	61.0
208	000981	BAKER	1571	74.5	19205.	16549.	1774	76.2	19714.	16861.	2016	76.3
209	000982	DONUT CREW	897	81.9	16392.	14900.	1194	82.5	17398.	15760.	1591	83.7
210	000983	CAKE DCTR	1463	96.2	18400.	17314.	1772	95.9	20182.	17793.	2348	95.0
217	001006	HOME/L A/M	0	0.0	0.	0.	0	0.0	0.	0.	1	100.0
235	001050	TEAM LEAD	2642	48.5	20769.	21155.	3651	49.1	22118.	22294.	3422	47.3
238	001070	REG ASST	0	0.0	0.	0.	2	100.0	0.	23677.	2	100.0
239	001080	MGR TRAINE	2	50.0	10358.	3924.	2	50.0	18622.	27396.	3	33.3
240	001081	TRAINEE	1	100.0	0.	29746.	0	0.0	0.	0.	2	50.0
244	001085	INTERN	2	0.0	10412.	0.	4	50.0	16754.	12434.	1	0.0
246	001087	PT TIME IN	0	0.0	0.	0.	0	0.0	0.	0.	2	100.0
248	001090	GROC MGR	1	100.0	0.	24612.	0	0.0	0.	0.	3	0.0
249	001091	SC MTP TRN	0	0.0	0.	0.	0	0.0	0.	0.	7	42.9
259	040000	MANAGER	2979	13.5	93638.	80227.	3122	13.9	100453.	85149.	3241	14.3
260	040000	MGR TLE	1176	16.0	35117.	32992.	1312	17.0	36266.	33424.	1424	16.9
261	040200	MANAGER ON	16	37.5	80782.	39534.	18	44.4	53863.	64050.	21	52.4
262	040400	MANAGER ON	1	0.0	60880.	0.	8	12.5	37321.	26890.	1	0.0
264	041000	CO-MANAGER	1683	21.5	52911.	50079.	2142	22.0	57681.	54597.	2249	23.0
265	041200	SAM'S CO-M	84	14.3	62453.	59728.	87	11.5	63647.	58365.	86	22.3
267	041400	CO-MANAGER	1	100.0	0.	62270.	0	0.0	0.	0.	0	0.0
268	041420	SC CO-MANA	25	12.0	56048.	46005.	9	0.0	64300.	0.	1	0.0
271	042000	ACCEL MANA	3	33.3	68978.	55862.	4	25.0	63619.	58355.	5	0.0
272	043000	ASST MANAG	11305	37.0	37089.	35804.	10521	37.9	37742.	36026.	11163	38.0
273	043010	RES ASST	51	70.6	35832.	32354.	69	72.5	40632.	35290.	125	74.4
274	043015	AM - Hdl	0	0.0	0.	0.	689	34.8	40410.	38475.	860	35.0
275	043020	AM - Hml	0	0.0	0.	0.	307	39.1	38384.	37976.	384	40.4
276	043025	AM - Sft	0	0.0	0.	0.	361	53.5	40540.	39094.	407	50.3
277	043030	AM - Ops	0	0.0	0.	0.	87	41.4	43429.	39650.	109	33.0
278	043035	AM - M/D	0	0.0	0.	0.	49	8.2	39063.	34883.	96	17.7
279	043040	AM - Prod	0	0.0	0.	0.	59	13.6	34155.	32410.	95	14.7
280	043045	AM - Bak	0	0.0	0.	0.	52	78.8	31528.	31412.	79	72.2
281	043050	ASST MGR /	1	0.0	41842.	0.	1	0.0	49900.	0.	1	0.0
282	043051	AM-Grocery	0	0.0	0.	0.	80	25.0	38302.	39466.	104	24.0
283	043100	NIGHT RECE	649	32.4	39194.	38172.	1053	30.3	39255.	38737.	1111	30.9
285	043300	ASST MGR/S	1	0.0	36617.	0.	5	20.0	40054.	38925.	1	0.0
287	043320	ASST MGR -	41	48.8	45011.	39058.	3	66.7	47254.	36778.	2	100.0
289	043330	ASST MGR -	85	14.1	43635.	34395.	1	0.0	41965.	0.	0	0.0

Appendix 6a

291	043340	ASST MGR -	49	49.0	38502.	36608.	0	0.0	0.	0.	0	0.0
292	043341	AM / CONV	2	0.0	42202.	0.	0	0.0	0.	0.	0	0.0
293	043350	FRONT END	420	60.2	25617.	25621.	413	60.5	26984.	26324.	461	65.7
294	043360	AREA MGR R	412	29.4	27890.	26652.	434	34.3	29499.	29318.	435	35.2
295	043370	Merch Mgr1	408	19.1	38748.	38367.	454	17.6	40695.	38159.	502	18.3
296	043380	Merch Mgr2	381	13.9	42553.	40125.	480	12.7	44371.	41300.	506	16.0
297	043390	AM-Bus Mgr	412	36.7	39895.	36852.	527	39.8	42615.	40200.	494	36.6
298	043500	AREA MANAG	1965	28.1	35147.	31806.	2317	29.9	36314.	33248.	2693	31.6
301	044000	40 HR IN-S	9	100.0	0.	28023.	8	100.0	0.	29526.	8	100.0
302	044500	45HR IN-ST	11	90.9	38637.	24819.	10	90.0	39601.	26847.	8	87.5
307	045200	SERVICE AR	63	3.2	25843.	23387.	45	0.0	25303.	0.	32	0.0
308	045222	Service Ar	0	0.0	0.	0.	7	0.0	34711.	0.	5	0.0
309	045600	BUSINESS D	1	0.0	30647.	0.	1	0.0	30086.	0.	1	0.0
310	046000	TRAINEE HO	6	66.7	16459.	16069.	3	66.7	11727.	12697.	4	50.0
311	046006	Trn TLE	154	24.0	22184.	20548.	199	21.6	22736.	22560.	191	17.8
312	046010	TRAINEE HO	810	41.1	25227.	24869.	949	42.9	25237.	23878.	775	44.3
313	046015	FIL Traine	1	100.0	0.	1511.	141	39.7	15779.	13705.	384	36.5
314	046018	Trn Sam's	50	28.0	25813.	30368.	35	31.4	29160.	28795.	36	33.3
315	046019	SAMS BKMIT	21	47.6	31661.	23721.	8	25.0	26490.	24613.	3	33.3
316	046020	SAMS MTMIT	12	8.3	23957.	21419.	10	10.0	29508.	21605.	6	16.7
317	046021	SAMS ++MIT	1	0.0	50739.	0.	0	0.0	0.	0.	0	0.0
318	046022	SAMs AMMIT	0	0.0	0.	0.	2	50.0	37515.	42260.	1	0.0
319	046023	SAMS Inter	5	20.0	17270.	16950.	1	0.0	15998.	0.	3	66.7
322	046200	SAM'S TRAI	3	0.0	29310.	0.	3	0.0	30280.	0.	3	0.0
324	047100	Per Mgr HR	0	0.0	0.	0.	13	84.6	38362.	48254.	33	63.6
326	048000	OPTOMETRIS	41	36.6	109614.	89616.	38	28.9	111675.	94247.	37	27.6
327	048100	PART-TIME	1	0.0	19631.	0.	0	0.0	0.	0.	0	0.0
328	048200	VISION CEN	852	68.7	32969.	31779.	1023	70.3	34554.	32487.	1329	71.3
329	048400	VISION CEN	2	50.0	23240.	20331.	1	100.0	0.	17751.	1	100.0
333	048851	Vision Ctr	0	0.0	0.	0.	1	100.0	0.	35099.	6	66.7
365	049900	SAM'S BAKE	273	56.0	36721.	35190.	320	57.5	38973.	36704.	366	57.5
367	049950	SAM'S MEAT	373	8.8	37443.	34357.	412	8.5	39570.	37470.	448	8.7
368	049955	MEAT MGR /	1	0.0	41258.	0.	0	0.0	0.	0.	0	0.0
373	804050	DIRECTOR O	74	6.8	254707.	219850.	78	7.7	233494.	196557.	76	9.2
374	813145	DISTRICT M	380	8.7	259613.	203884.	405	9.1	269157.	210556.	424	9.5
375	813146	DISTRICT M	4	50.0	134089.	144990.	6	50.0	154161.	132223.	8	12.5
376	813147	DISTRICT M	1	0.0	93439.	0.	1	0.0	286460.	0.	0	0.0
378	835073	DM Div=10	189	20.6	137972.	101238.	211	21.8	141491.	108033.	198	23.2
379	833073	DM Div=6	122	10.7	71993.	65069.	131	15.3	68458.	61166.	143	10.5
380	833073	DM 11/15	347	71.2	57885.	54973.	375	68.5	63189.	57030.	401	67.3
381	833073	DM Div=30	87	41.4	59682.	60361.	104	42.3	59916.	56010.	123	48.8
382	833073	DM Div=31	113	31.0	49167.	42477.	136	34.6	56314.	44520.	156	35.3

Appendix 6b

Summary of Workforce by Year, Sex, Selected Jobs With Average Annual Earnings PT only — Total, Wmt+Sam+Nbrhd

Restricted to Year-end Active Employees with at least 45 weeks worked in year.

		1999				2000				200	
JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem
500	Total	82812	67.7	7805.	7755.	87966	66.6	7930.	7960.	94113	65.6
491	Hourly	82809	67.7	7804.	7755.	87961	66.6	7930.	7960.	94095	65.6
492	Salary	3	33.3	15618.	12597.	5	80.0	10701.	15558.	18	55.6
5	000101 TEAM LEAD	168	74.4	15219.	13176.	186	81.2	14797.	13555.	51	64.7
6	000102 CUSTOMER S	6	83.3	19803.	10245.	5	60.0	18140.	11620.	0	0.0
7	000103 SLOTTER	1	100.0	0.	14997.	1	0.0	2267.	0.	30	36.7
15	000150 SETUP ASOC	0	0.0	0.	0.	3	66.7	7779.	11992.	1	0.0
16	000180 TEMP SETUP	10	70.0	4829.	6960.	4	50.0	4670.	10628.	2	0.0
20	000200 EMBRDY PAR	0	0.0	0.	0.	0	0.0	0.	0.	1	100.0
21	000201 SALES ASSOC	25433	66.1	7817.	7535.	26772	65.0	7901.	7719.	28662	63.9
22	000202 MASTERPACK	154	71.4	8891.	8546.	113	54.9	9271.	9236.	63	20.6
23	000203 SLOTTER	2	100.0	0.	4226.	5	60.0	4194.	4549.	29	72.4
24	000205 PRE-PRESS	0	0.0	0.	0.	24	62.5	8945.	9121.	47	53.2
25	000209 SALES ASSC	0	0.0	0.	0.	13	15.4	9796.	10378.	30	40.0
27	000211 TRAVEL CON	1	0.0	11630.	0.	10	30.0	9130.	8524.	2	50.0
28	000220 SALES COOR	68	95.6	8989.	8941.	96	96.9	10344.	10181.	33	90.9
29	000234 SALES ASSC	0	0.0	0.	0.	25	92.0	4787.	9618.	0	0.0
30	000237 FITTING RM	1133	99.5	7339.	7705.	1199	99.5	8318.	7774.	1222	98.9
31	000246 SALES ASSC	0	0.0	0.	0.	13	100.0	0.	8840.	26	92.3
32	000284 FLORAL ASC	73	95.9	6840.	7965.	97	89.7	7389.	8011.	95	91.6
34	000300 SHOE MGMT	146	22.6	10662.	12722.	147	23.8	11983.	10666.	110	20.9
35	000301 STOCK PERS	2930	49.0	8942.	7365.	2453	51.2	9346.	7869.	2399	47.1
36	000302 O/N TECH	266	32.0	9367.	9204.	274	30.3	9992.	9756.	270	29.3
37	000303 FLORAL	201	96.0	10240.	8814.	217	91.7	8468.	8766.	169	94.1
38	000304 BTL RDMPTN	3	33.3	5396.	8497.	6	16.7	7004.	8210.	5	40.0
39	000306 DAY MNTCE	63	36.5	7629.	7517.	51	39.2	6987.	7003.	40	42.5
40	000310 SKATER/MAY	171	53.8	6647.	7303.	199	58.8	6684.	7651.	2	100.0
42	000312 CAFE PARTN	311	86.8	10060.	9521.	328	81.1	10097.	9960.	310	82.9
43	000314 NTE FORLIF	14	7.1	13589.	22525.	11	9.1	13870.	17191.	3	0.0
44	000315 FORKLIFT	17	0.0	11329.	0.	8	0.0	8796.	0.	10	10.0
45	000320 DEMO PTNR	2779	94.3	9281.	9024.	2657	94.2	9367.	9199.	2662	94.2
46	000325 DEMO COORD	10	100.0	0.	12420.	6	83.3	14293.	15702.	6	100.0
47	000330 ASSEMBLER	715	2.5	7274.	5476.	752	3.2	7655.	6676.	833	1.8
50	000410 NEW STORE	62	22.6	10019.	8743.	115	26.1	9724.	8238.	163	27.0
51	000415 RESTOCKER	458	18.8	8912.	9074.	621	11.4	8632.	10196.	862	8.2
52	000416 INTERNATIO	4	25.0	17769.	6845.	0	0.0	0.	0.	0	0.0
54	000450 INV TEAM	68	48.5	9896.	9461.	211	40.8	10025.	9248.	274	37.6

Appendix 6b

55	000451	ICS LEAD	3	66.7	17818.	7354.	3	66.7	13953.	13114.	4	0.
56	000460	O/N SFTL	37	97.3	14508.	9369.	88	95.5	8620.	10139.	165	95.
57	000461	RECVG DOCK	41	31.7	11446.	13018.	49	32.7	13289.	14548.	32	34.
58	000462	STOCKER	72	56.9	8221.	8914.	29	51.7	9805.	9467.	14	64.
59	000463	NITE RECVG	2	0.0	11072.	0.	0	0.0	0.	0.	1	0.
60	000464	DAY MERCH	1	100.0	0.	3647.	2	100.0	0.	8751.	0	0.
61	000465	DSD REC.	59	72.9	11373.	9283.	58	79.3	11069.	11204.	59	78.
62	000466	S/L RC/STK	198	96.0	6217.	8910.	232	94.4	5879.	9233.	164	94.
63	000468	HDLN/HMLN	309	57.3	8498.	9270.	303	57.8	8673.	9373.	236	46.
64	000469	HD/HM O/N	730	50.3	9083.	9023.	871	47.1	9111.	9247.	1050	50.
65	000470	STRAT STKR	2	0.0	7410.	0.	5	40.0	7899.	6386.	22	45.
66	000501	CASHIER	18048	85.9	7267.	7134.	18976	85.3	7287.	7275.	22045	84.
67	000502	MASTERPACK	82	89.0	7780.	7717.	61	91.8	8054.	8264.	28	85.
68	000503	MALL CASH	12	83.3	8294.	7973.	15	93.3	4681.	7131.	16	87.
69	000504	LIFT DRIVE	1	100.0	0.	5470.	0	0.0	0.	0.	1	100.
70	000505	PE DRIVER	91	67.0	9582.	8675.	222	72.1	9092.	8560.	399	73.
74	000510	CSM	1670	79.2	9798.	9490.	1848	79.1	9874.	9709.	1766	79.
75	000511	LEAD CSM	5	100.0	0.	11595.	0	0.0	0.	0.	0	0.
76	000513	MALL CSM	6	66.7	10517.	10840.	5	80.0	13290.	12004.	1	100.
79	000520	ACCOUNTING	6703	62.5	7592.	7523.	6951	61.7	7732.	7745.	7231	60.
80	000521	PURCHASING	796	58.5	7381.	7443.	1092	57.5	7626.	7633.	1381	56.
81	000522	GC GREETER	978	44.0	7718.	7476.	973	42.1	7989.	7749.	1058	43.
82	000523	ML PPL GRT	20	75.0	7429.	8560.	19	73.7	8339.	9799.	20	75.
85	000526	ACC. CHECK	4	75.0	6473.	6865.	2	0.0	7483.	0.	0	0.
86	000527	REPORTS CL	2	100.0	0.	11440.	1	100.0	0.	10014.	1	100.
87	000530	CART PTNR	2084	2.7	7476.	7039.	2733	2.0	7413.	6881.	3100	1.
88	000540	SRVICE DSK	1470	92.2	8314.	7956.	1585	90.8	8371.	8195.	1938	87.
89	000541	RETURNS	275	84.7	8970.	9599.	251	88.0	10186.	9985.	108	84.
91	000550	LAYAWAY	1131	84.9	7983.	8432.	1118	82.8	8313.	8319.	982	84.
92	000551	LAYW STCKR	0	0.0	0.	0.	0	0.0	0.	0.	6	16.
93	000560	PULL TAB	1	100.0	0.	11957.	0	0.0	0.	0.	0	0.
94	000600	OF ASSOC	20	85.0	7799.	10916.	45	86.7	9953.	9434.	51	88.
95	000601	UPC	64	79.7	9669.	11901.	46	71.7	12223.	11386.	23	65.
96	000602	INVOICE	16	93.8	9121.	10286.	11	100.0	0.	14309.	9	100.
97	000603	CLAIMS	184	82.6	9717.	9952.	162	79.0	9685.	10954.	152	84.
98	000604	CASH	2216	91.3	10041.	9101.	2283	91.0	10241.	9308.	2245	90.
99	000605	FIRST IN L	0	0.0	0.	0.	0	0.0	0.	0.	1	0.
100	000606	ON-LINE OD	68	92.6	11843.	12361.	49	89.8	13496.	15136.	28	92.
101	000607	OFF-LINE O	12	100.0	0.	14444.	19	94.7	6341.	8843.	38	84.
104	000610	2/c press	3	100.0	0.	18652.	1	100.0	0.	5938.	0	0.
106	000612	REG ASST.	1	100.0	0.	12759.	0	0.0	0.	0.	0	0.
107	000613	OFFICE	3	100.0	0.	7153.	0	0.0	0.	0.	0	0.
115	000700	1NL TRAINE	0	0.0	0.	0.	1	0.0	10483.	0.	1	100.
116	000701	TELEMARKET	21	100.0	0.	11642.	23	87.0	7401.	9905.	13	100.
117	000702	ADVANTAGE	8	87.5	12933.	11257.	15	93.3	20038.	11688.	8	50.
118	000703	INSIDE MR	11	27.3	14562.	12669.	11	81.8	15864.	14161.	10	80.
119	000705	PE DRIVER	25	44.0	11962.	10891.	20	40.0	11180.	14666.	13	30.
120	000706	ON-LINE OD	7	57.1	9150.	15349.	10	50.0	18245.	13476.	3	66.
121	000707	OFF-LINE O	629	84.7	10390.	9527.	635	84.6	9828.	9736.	252	84.

Appendix 6b

122	000709	REPLENISH	2	0.0	11428.	0.	1	0.0	9397.	0.	2	0.
123	000710	NEW STORE	457	13.6	9175.	9385.	442	11.3	9504.	8816.	481	11.
124	000711	DAY MAINT.	796	28.4	7161.	6999.	879	29.8	7448.	7407.	941	30.
125	000712	FORKLIFT	13	0.0	10697.	0.	11	0.0	9966.	0.	7	0.
127	000714	NGT MAINT	0	0.0	0.	0.	1	0.0	12380.	0.	1	0.
133	000750	SECURITY	336	9.5	6307.	6102.	619	8.2	5686.	5209.	394	7.
134	000751	OFF DY SEC	1387	5.8	4160.	3088.	1015	5.8	4383.	3397.	1266	6.
135	000752	PARK LT PR	84	6.0	8036.	7741.	148	4.1	6472.	6225.	146	6.
136	000753	UNIFORM GD	21	14.3	5528.	5291.	173	4.6	4637.	5875.	114	1.
137	000801	PHOT TECH	1008	70.0	7416.	7180.	1142	70.7	7562.	7512.	1239	70.
138	000802	PHOT SPEC	1004	71.6	8377.	7924.	1171	73.4	8507.	8356.	1202	72.
139	000803	PC MGR TRN	7	71.4	14959.	9854.	2	100.0	0.	13781.	3	66.
143	000813	DEPT MGR	2	50.0	14898.	13910.	3	66.7	25201.	14562.	0	0.
144	000814	SER MGR-HR	13	0.0	11742.	0.	21	0.0	14253.	0.	8	0.
145	000815	WRTR/GRTR	40	42.5	8711.	7823.	58	37.9	9130.	8969.	60	30.
146	000816	TIRE TECH	441	0.9	9491.	11072.	467	1.1	9833.	11448.	525	1.
147	000817	L.BAY TECH	5	0.0	7133.	0.	2	0.0	7336.	0.	2	0.
148	000818	U.BAY TECH	11	9.1	5711.	4226.	2	0.0	7258.	0.	3	0.
149	000819	ALIGN TECH	4	0.0	8454.	0.	2	0.0	12952.	0.	1	0.
151	000821	CRTSY TECH	0	0.0	0.	0.	2	0.0	5330.	0.	2	0.
153	000823	SERV TECH	570	3.2	7601.	6220.	639	3.8	7859.	7873.	759	2.
156	000841	STAFF RX	0	0.0	0.	0.	2	50.0	7293.	8661.	3	100.
157	000842	ROUTE/FORK	21	90.5	8542.	12265.	29	89.7	16928.	13865.	1	0.
158	000843	RX TECH 1	1390	88.8	6515.	7191.	1659	87.8	7283.	7587.	1609	86.
162	000847	PRE GRD IN	11	45.5	10552.	6426.	13	61.5	8468.	5218.	16	81.
163	000848	RX TECH 2	26	92.3	9454.	8749.	35	91.4	10211.	8518.	80	86.
164	000849	DOCUTECH	10	90.0	8369.	8543.	17	94.1	12300.	9608.	22	86.
167	000852	OPTICIAN	400	79.8	10319.	8467.	465	82.8	9626.	9213.	540	83.
168	000853	LAB TECH	56	53.6	10061.	8863.	84	50.0	8962.	10244.	94	52.
169	000854	OPT TRN	14	85.7	4815.	9382.	12	83.3	2774.	8412.	17	94.
171	000856	LIC OPTICI	42	73.8	14508.	12028.	54	55.6	12256.	13681.	60	58.
172	000857	OPT ASST 1	45	88.9	6107.	8476.	54	87.0	9733.	8215.	74	93.
174	000859	PT OPTOMET	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
176	000862	OPT ASST 2	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
177	000863	SCREENER	36	88.9	9537.	7254.	2	100.0	0.	7784.	1	100.
187	000873	OPT TRN RE	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
195	000910	LEAD	9	44.4	16679.	10146.	9	55.6	11479.	11100.	4	50.
197	000915	PROCESSOR	67	9.0	8879.	10307.	63	3.2	10494.	6722.	7	0.
198	000930	FRSH MAINT	99	17.2	10022.	8847.	97	19.6	9885.	10631.	81	14.
199	000931	HM PROCESS	0	0.0	0.	0.	0	0.0	0.	0.	1	0.
200	000932	WRAPPER	360	74.7	8672.	8580.	400	76.5	9202.	8717.	474	77.
201	000933	PACKER	42	57.1	10108.	11628.	46	41.3	10970.	11624.	51	56.
202	000934	FORKLIFT D	67	0.0	11952.	0.	84	3.6	11703.	13300.	87	2.
203	000935	JOB TICKET	134	86.6	9790.	9748.	137	87.6	9446.	9929.	172	86.
204	000936	MACHINE OP	2	50.0	8898.	12633.	11	45.5	10402.	9522.	17	47.
208	000981	BAKER	112	61.6	10175.	8972.	126	60.3	9711.	9118.	129	66.
209	000982	DONUT CREW	49	75.5	9093.	8710.	54	70.4	10043.	9057.	61	67.
210	000983	CAKE DCTR	148	93.2	11382.	9446.	169	94.1	12489.	9848.	185	94.
235	001050	TEAM LEAD	79	38.0	8964.	11082.	93	38.7	11422.	11879.	61	39.

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244	001085	INTERN	1	0.0	5557.	0.	0	0.0	0.	0.	2	50.
246	001087	PT TIME IN	0	0.0	0.	0.	1	0.0	7170.	0.	0	0.
272	043000	ASST MANAG	1	0.0	23200.	0.	2	50.0	10701.	27393.	3	33.
275	043020	AM - Hml	0	0.0	0.	0.	0	0.0	0.	0.	1	0.
282	043051	AM-Grocery	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
294	043360	AREA MGR R	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
312	046010	TRAINEE HO	1	100.0	0.	12597.	1	100.0	0.	23352.	1	100.
313	046015	FIL Traine	1	0.0	8036.	0.	2	100.0	0.	5744.	11	54.

Appendix 6c

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Summary of Workforce by Year, Sex, Selected Jobs Sam's Club
With Average Annual Earnings FT only
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Restricted to Year-end Active Employees with at least 45 weeks worked in year.

		1999				2000				20	
JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fe
500	Total	37540	54.9	24629.	19293.	39772	54.7	25313.	19909.	42786	54.
491	Hourly	33869	57.8	19601.	18456.	35871	57.5	20227.	18974.	38493	57.
492	Salary	3671	28.0	51803.	35231.	3901	28.9	53285.	37000.	4293	31.
2	000089 REGIONAL V	2	0.0	796764.	0.	4	0.0	566770.	0.	4	0.
5	000101 TEAM LEAD	1558	45.5	24295.	23035.	1570	40.4	25194.	23968.	1692	40.
6	000102 CUSTOMER S	165	11.5	24545.	26204.	146	17.8	24723.	26181.	133	18.
12	000108 BUSH PART	6	66.7	19486.	16960.	0	0.0	0.	0.	1	100.
16	000180 TEMP SETUP	15	26.7	19840.	21408.	3	33.3	23870.	16537.	1	100.
20	000200 EMBRDY PAR	7	85.7	23367.	19814.	7	100.0	0.	17427.	4	75.
21	000201 SALES ASSOC	841	18.4	18376.	17227.	850	24.6	18567.	17570.	1094	50.
22	000202 MASTERPACK	14	7.1	18960.	8432.	69	23.2	16948.	16266.	122	32.
23	000203 SLOTTER	0	0.0	0.	0.	1	100.0	0.	21931.	1	100.
34	000300 SHOE MGMT	2206	29.1	19153.	19543.	2284	28.6	19740.	19860.	2449	27.
35	000301 STOCK PERS	3579	40.2	18353.	18194.	4126	39.1	19145.	19011.	4538	39.
36	000302 O/N TECH	713	34.2	18802.	18021.	735	32.2	20003.	18457.	863	29.
37	000303 FLORAL	67	83.6	22718.	17428.	100	81.0	18330.	18701.	79	88.
42	000312 CAFE PARTN	813	88.1	17634.	16261.	889	88.1	17476.	17022.	1073	88.
43	000314 NTE FORLIF	471	8.9	21823.	21756.	375	5.6	22899.	24451.	298	6.
44	000315 FORKLIFT	186	10.2	22105.	20062.	184	10.3	22862.	23968.	167	11.
45	000320 DEMO PTNR	1705	94.8	15526.	15741.	1877	94.5	16007.	16227.	1893	93.
46	000325 DEMO COORD	434	97.0	19271.	20959.	436	96.6	22385.	21949.	478	97.
57	000461 RECVG DOCK	1258	31.0	21763.	21088.	1240	30.1	22502.	21860.	1252	29.
59	000463 NITE RECVG	198	24.2	22059.	21049.	163	19.6	23180.	23085.	155	18.
66	000501 CASHIER	2404	81.8	15511.	15252.	2635	81.1	16442.	15617.	2835	80.
70	000505 PE DRIVER	99	71.7	16758.	15124.	160	71.2	18207.	16058.	263	72.
74	000510 CSM	1704	79.2	17775.	17871.	1775	79.6	18411.	18381.	1893	77.
79	000520 ACCOUNTING	1100	69.5	16610.	15947.	1220	69.2	17042.	16379.	1288	68.
87	000530 CART PTNR	247	0.4	14277.	12763.	273	1.8	14970.	15267.	333	1.
88	000540 SRVICE DSK	149	87.2	16724.	18267.	133	91.0	15131.	18662.	1210	89.
89	000541 RETURNS	697	91.5	16009.	16900.	626	89.5	16029.	17516.	273	92.
95	000601 UPC	1073	78.3	21629.	20744.	1118	79.2	22861.	21498.	1123	77.
96	000602 INVOICE	450	96.0	21773.	23708.	451	96.9	23131.	24644.	467	96.
97	000603 CLAIMS	742	89.2	23418.	22224.	736	91.3	23000.	22908.	746	89.
98	000604 CASH	909	90.6	18455.	18934.	997	89.8	19690.	19963.	1004	89.
99	000605 FIRST IN L	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
100	000606 ON-LINE OD	591	93.4	24300.	24974.	466	95.5	26881.	27358.	488	94.
103	000609 REPLENISH	0	0.0	0.	0.	2	100.0	0.	20294.	0	0.

Appendix 6c

104	000610	2/c press	72	93.1	28642.	29359.	67	95.5	30175.	30937.	68	97.
116	000701	TELEMARKET	398	93.7	16759.	17885.	347	96.0	20053.	18104.	303	94.
117	000702	ADVANTAGE	359	83.8	21631.	19525.	332	82.5	22016.	20455.	321	82.
118	000703	INSIDE MR	294	72.4	20538.	18883.	296	68.9	21838.	20147.	325	71.
119	000705	PE DRIVER	395	61.0	20394.	18678.	393	59.5	20753.	19485.	381	61.
120	000706	ON-LINE OD	370	45.4	21621.	20297.	372	44.6	22288.	20624.	381	50.
121	000707	OFF-LINE O	1283	89.6	18101.	17255.	1423	88.5	17706.	17747.	607	86.
122	000709	REPLENISH	59	13.6	19816.	17466.	64	17.2	20689.	20697.	67	19.
123	000710	NEW STORE	997	20.1	18261.	16872.	1104	21.2	18864.	17285.	1194	21.
125	000712	FORKLIFT	176	2.3	24299.	20344.	168	4.8	25080.	15548.	153	2.
133	000750	SECURITY	68	25.0	22943.	24830.	84	10.7	23625.	24722.	97	11.
135	000752	PARK LT PR	0	0.0	0.	0.	0	0.0	0.	0.	2	0.
137	000801	PHOT TECH	2	100.0	0.	18952.	2	100.0	0.	9978.	45	73.
138	000802	PHOT SPEC	0	0.0	0.	0.	0	0.0	0.	0.	6	83.
144	000814	SER MGR-HR	361	6.1	21555.	21198.	380	5.8	22621.	21705.	407	7.
146	000816	TIRE TECH	986	0.6	16143.	16758.	1083	1.8	16801.	16704.	1156	1.
155	000840	RX MANAGER	1	100.0	0.	33960.	0	0.0	0.	0.	0	0.
157	000842	ROUTE/FORK	0	0.0	0.	0.	10	100.0	0.	18329.	6	100.
158	000843	RX TECH 1	8	75.0	17051.	14513.	21	95.2	18426.	17331.	36	91.
164	000849	DOCUTECH	0	0.0	0.	0.	0	0.0	0.	0.	2	100.
167	000852	OPTICIAN	35	80.0	20898.	17244.	84	79.8	20327.	18649.	203	78.
168	000853	LAB TECH	0	0.0	0.	0.	1	0.0	34940.	0.	0	0.
171	000856	LIC OPTICI	0	0.0	0.	0.	0	0.0	0.	0.	20	65.
172	000857	OPT ASST 1	0	0.0	0.	0.	0	0.0	0.	0.	13	92.
192	000886	CA 1HR MGR	0	0.0	0.	0.	0	0.0	0.	0.	1	100.
195	000910	LEAD	476	39.5	25331.	21757.	515	40.0	26656.	22886.	567	39.
198	000930	FRSH MAINT	148	24.3	16666.	15704.	162	23.5	17127.	17111.	175	22.
199	000931	HM PROCESS	0	0.0	0.	0.	0	0.0	0.	0.	3	66.
200	000932	WRAPPER	719	80.1	17579.	17421.	815	78.3	17721.	18026.	876	76.
201	000933	PACKER	242	71.1	19167.	18915.	295	73.6	19193.	18817.	323	72.
202	000934	FORKLIFT D	716	5.0	22725.	21314.	809	5.2	23674.	21263.	916	6.
203	000935	JOB TICKET	229	88.2	16750.	15731.	281	92.2	17567.	16292.	337	92.
204	000936	MACHINE OP	39	69.2	21822.	18191.	49	77.6	18486.	18276.	82	61.
208	000981	BAKER	547	58.3	20393.	18901.	539	60.7	21051.	19271.	584	57.
210	000983	CAKE DCTR	488	95.9	20965.	19312.	527	93.5	21390.	20019.	618	93.
239	001080	MGR TRAINE	0	0.0	0.	0.	1	100.0	0.	27396.	1	0.
259	040000	MANAGER	456	8.8	91515.	79242.	473	9.5	95299.	87673.	496	9.
262	040400	MANAGER ON	1	0.0	60880.	0.	0	0.0	0.	0.	0	0.
264	041000	CO-MANAGER	1	0.0	267828.	0.	0	0.0	0.	0.	0	0.
265	041200	SAM'S CO-M	84	14.3	62453.	59728.	87	11.5	63647.	58365.	86	22.
271	042000	ACCEL MANA	3	33.3	68978.	55862.	4	25.0	63619.	58355.	5	0.
272	043000	ASST MANAG	76	32.9	41641.	36411.	62	33.9	41219.	38085.	98	21.
281	043050	ASST MGR /	1	0.0	41842.	0.	1	0.0	49900.	0.	1	0.
283	043100	NIGHT RECE	2	0.0	28242.	0.	17	17.6	27944.	27784.	51	23.
285	043300	ASST MGR/S	0	0.0	0.	0.	3	33.3	44276.	38925.	0	0.
287	043320	ASST MGR -	41	48.8	45011.	39058.	2	100.0	0.	36778.	2	100.
289	043330	ASST MGR -	85	14.1	43635.	34395.	1	0.0	41965.	0.	0	0.
291	043340	ASST MGR -	49	49.0	38502.	36608.	0	0.0	0.	0.	0	0.
292	043341	AM / CONV	2	0.0	42202.	0.	0	0.0	0.	0.	0	0.

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293	043350	FRONT END	420	60.2	25617.	25621.	413	60.5	26984.	26324.	461	65
294	043360	AREA MGR R	412	29.4	27890.	26652.	434	34.3	29499.	29318.	435	35
295	043370	Merch Mgr1	408	19.1	38748.	38367.	454	17.6	40695.	38159.	502	18
296	043380	Merch Mgr2	381	13.9	42553.	40125.	479	12.7	44362.	41300.	506	16
297	043390	AM-Bus Mgr	412	36.7	39895.	36852.	527	39.8	42615.	40200.	494	36
309	045600	BUSINESS D	1	0.0	30647.	0.	1	0.0	30086.	0.	1	0
314	046018	Trn Sam's	50	28.0	25813.	30368.	35	31.4	29160.	28795.	36	33
315	046019	SAMS BKMIT	21	47.6	31661.	23721.	8	25.0	26490.	24613.	3	33
316	046020	SAMS MTMIT	12	8.3	23957.	21419.	10	10.0	29508.	21605.	6	16
317	046021	SAMS ++MIT	1	0.0	50739.	0.	0	0.0	0.	0.	0	0
319	046023	SAMS Inter	5	20.0	17270.	16950.	1	0.0	15998.	0.	3	66
322	046200	SAM'S TRAI	1	0.0	38965.	0.	1	0.0	37875.	0.	1	0
328	048200	VISION CEN	29	75.9	27306.	28123.	81	69.1	28607.	27847.	213	69
333	048851	Vision Ctr	0	0.0	0.	0.	1	100.0	0.	35099.	4	75
365	049900	SAM'S BAKE	273	56.0	36721.	35190.	320	57.5	38973.	36704.	366	57
367	049950	SAM'S MEAT	373	8.8	37443.	34357.	412	8.5	39570.	37470.	448	8
368	049955	MEAT MGR /	1	0.0	41258.	0.	0	0.0	0.	0.	0	0
373	804050	DIRECTOR O	68	7.4	256913.	219850.	70	8.6	235576.	196557.	71	9

Appendix 6d

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Summary of Workforce by Year, Sex, Selected Jobs Sam's Club
With Average Annual Earnings PT only
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Restricted to Year-end Active Employees with at least 45 weeks worked in year.

		1999				2000				2	
JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%F
500	Total	12495	59.8	9293.	9305.	12641	59.8	9502.	9447.	13559	59
491	Hourly	12495	59.8	9293.	9305.	12641	59.8	9502.	9447.	13558	59
492	Salary	0	0.0	0.	0.	0	0.0	0.	0.	1	100
5	000101 TEAM LEAD	2	0.0	11308.	0.	4	50.0	10644.	10351.	3	0
6	000102 CUSTOMER S	1	0.0	19803.	0.	2	0.0	18140.	0.	0	0
16	000180 TEMP SETUP	1	100.0	0.	10990.	0	0.0	0.	0.	0	0
20	000200 EMBRDY PAR	0	0.0	0.	0.	0	0.0	0.	0.	1	100
21	000201 SALES ASSOC	402	15.2	9767.	9226.	364	22.0	10183.	9538.	598	51
22	000202 MASTERPACK	5	0.0	8284.	0.	25	20.0	9197.	11440.	53	13
34	000300 SHOE MGMT	146	22.6	10662.	12722.	147	23.8	11983.	10666.	110	20
35	000301 STOCK PERS	1327	22.1	9790.	9412.	1387	26.2	9732.	9691.	1428	22
36	000302 O/N TECH	184	27.2	9866.	9840.	179	22.9	10455.	10939.	176	18
37	000303 FLORAL	15	80.0	9851.	9172.	23	78.3	9640.	9265.	29	75
42	000312 CAFE PARTN	311	86.8	10060.	9521.	328	81.1	10097.	9960.	310	82
43	000314 NTE FORLIF	14	7.1	13589.	22525.	11	9.1	13870.	17191.	3	0
44	000315 FORKLIFT	17	0.0	11329.	0.	8	0.0	8796.	0.	10	10
45	000320 DEMO PTNR	2770	94.3	9281.	9038.	2651	94.2	9367.	9211.	2656	94
46	000325 DEMO COORD	10	100.0	0.	12420.	6	83.3	14293.	15702.	6	100
57	000461 RECVG DOCK	41	31.7	11446.	13018.	49	32.7	13289.	14548.	32	34
59	000463 NITE RECVG	2	0.0	11072.	0.	0	0.0	0.	0.	1	0
66	000501 CASHIER	2090	68.4	8353.	8225.	2124	68.8	8501.	8222.	2484	68
70	000505 PE DRIVER	44	63.6	10112.	9633.	96	68.8	10398.	9994.	152	67
74	000510 CSM	415	67.7	11164.	11176.	456	66.9	11124.	11063.	436	68
79	000520 ACCOUNTING	1016	56.5	8745.	8912.	1063	56.0	8831.	9048.	1136	57
87	000530 CART PTNR	444	3.2	8102.	7286.	438	2.7	8259.	7340.	513	2
88	000540 SRVICE DSK	54	79.6	8963.	9788.	43	83.7	12263.	9205.	522	84
89	000541 RETURNS	274	85.0	9093.	9599.	251	88.0	10186.	9985.	108	84
95	000601 UPC	35	74.3	10052.	14275.	34	64.7	12802.	13797.	23	65
96	000602 INVOICE	6	100.0	0.	11619.	7	100.0	0.	13249.	9	100
97	000603 CLAIMS	56	87.5	11823.	11705.	38	73.7	10775.	13013.	34	88
98	000604 CASH	429	83.4	11558.	11231.	458	83.4	12161.	11092.	432	84
99	000605 FIRST IN L	0	0.0	0.	0.	0	0.0	0.	0.	1	0
100	000606 ON-LINE OD	32	100.0	0.	12646.	8	100.0	0.	17535.	7	100
104	000610 2/c press	3	100.0	0.	18652.	1	100.0	0.	5938.	0	0
116	000701 TELEMARKET	21	100.0	0.	11642.	23	87.0	7401.	9905.	13	100
117	000702 ADVANTAGE	8	87.5	12933.	11257.	15	93.3	20038.	11688.	8	50
118	000703 INSIDE MR	11	27.3	14562.	12669.	11	81.8	15864.	14161.	10	80

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119	000705	PE DRIVER	25	44.0	11962.	10891.	20	40.0	11180.	14666.	13	30
120	000706	ON-LINE OD	7	57.1	9150.	15349.	10	50.0	18245.	13476.	3	66
121	000707	OFF-LINE O	629	84.7	10390.	9527.	635	84.6	9828.	9736.	252	84
122	000709	REPLENISH	2	0.0	11428.	0.	1	0.0	9397.	0.	2	0
123	000710	NEW STORE	259	15.4	9404.	10206.	246	13.0	9494.	9685.	277	10
125	000712	FORKLIFT	13	0.0	10697.	0.	11	0.0	9966.	0.	7	0
133	000750	SECURITY	268	7.8	5632.	4508.	259	9.3	6209.	5294.	293	8
134	000751	OFF DY SEC	0	0.0	0.	0.	2	0.0	10801.	0.	47	12
137	000801	PHOT TECH	3	100.0	0.	10295.	3	100.0	0.	9447.	20	80
144	000814	SER MGR-HR	5	0.0	13291.	0.	4	0.0	17560.	0.	3	0
146	000816	TIRE TECH	437	0.9	9537.	11072.	466	1.1	9824.	11448.	525	1
157	000842	ROUTE/FORK	0	0.0	0.	0.	0	0.0	0.	0.	1	0
158	000843	RX TECH 1	2	50.0	10326.	6096.	10	60.0	9693.	8690.	4	75
163	000848	RX TECH 2	0	0.0	0.	0.	0	0.0	0.	0.	1	100
167	000852	OPTICIAN	12	66.7	13016.	9302.	24	87.5	10817.	10030.	51	78
171	000856	LIC OPTICI	0	0.0	0.	0.	0	0.0	0.	0.	5	20
172	000857	OPT ASST 1	0	0.0	0.	0.	0	0.0	0.	0.	6	83
195	000910	LEAD	3	33.3	12414.	9621.	3	33.3	16076.	14877.	0	0
198	000930	FRSH MAINT	99	17.2	10022.	8847.	97	19.6	9885.	10631.	81	14
199	000931	HM PROCESS	0	0.0	0.	0.	0	0.0	0.	0.	1	0
200	000932	WRAPPER	187	70.6	9549.	9824.	199	70.9	9976.	10120.	226	71
201	000933	PACKER	42	57.1	10108.	11628.	46	41.3	10970.	11624.	51	56
202	000934	FORKLIFT D	67	0.0	11952.	0.	84	3.6	11703.	13300.	87	2
203	000935	JOB TICKET	134	86.6	9790.	9748.	137	87.6	9446.	9929.	172	86
204	000936	MACHINE OP	2	50.0	8898.	12633.	11	45.5	10402.	9522.	17	47
208	000981	BAKER	48	60.4	12656.	10702.	46	47.8	11564.	11494.	37	51
210	000983	CAKE DCTR	65	89.2	12283.	10790.	77	89.6	13098.	11211.	71	94
244	001085	INTERN	0	0.0	0.	0.	0	0.0	0.	0.	1	100
294	043360	AREA MGR R	0	0.0	0.	0.	0	0.0	0.	0.	1	100

Appendix 7a

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Summary of Workforce by Year, Sex, Selected Jobs Total, Wmt+Sam+Nbrhd
With Average Annual Earnings FT only
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Restricted to Year-end Active Employees with at least 45 weeks worked in year.

Management Positions, excluding Specialty Divisions

			1999				2000				20	
	JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fe
500	Total		413813	69.6	22192.	16711.	456878	68.9	22941.	17444.	507300	68.
1	000197	DIV PRES	0	0.0	0.	0.	0	0.0	0.	0.	6	0.
3	000089	REGIONAL V	30	6.7	515909.	381897.	29	6.9	507779.	482619.	39	10.
5	804050	DIRECTOR O	74	6.8	254707.	219850.	78	7.7	233494.	196557.	76	9.
6	813145	DISTRICT M	380	8.7	259613.	203884.	405	9.1	269157.	210556.	424	9.
7	813146	DISTRICT M	4	50.0	134089.	144990.	6	50.0	154161.	132223.	8	12.
8	813147	DISTRICT M	1	0.0	93439.	0.	1	0.0	286460.	0.	0	0.
9	TOTAL	District Mgr	459	8.7	257809.	202935.	490	9.4	262636.	203622.	508	9.
10	835073	DM Div=10	189	20.6	137972.	101238.	211	21.8	141491.	108033.	198	23.
11	833073	DM Div=6	122	10.7	71993.	65069.	131	15.3	68458.	61166.	143	10.
12	833073	DM 11/15	347	71.2	57885.	54973.	375	68.5	63189.	57030.	401	67.
13	833073	DM Div=30	87	41.4	59682.	60361.	104	42.3	59916.	56010.	123	48.
14	833073	DM Div=31	113	31.0	49167.	42477.	136	34.6	56314.	44520.	156	35.
15	TOTAL	DM Mgr Spec Div	858	43.1	84447.	59546.	957	43.3	86571.	61368.	1021	43.
16	040000	Manager	2979	13.5	93638.	80227.	3122	13.9	100453.	85149.	3241	14.
22	041000	CO-MANAGER	1683	21.5	52911.	50079.	2142	22.0	57681.	54597.	2249	23.
23	041200	SAM'S CO-MGR	84	14.3	62453.	59728.	87	11.5	63647.	58365.	86	22.
25	041420	SC CO-MGR	25	12.0	56048.	46005.	9	0.0	64300.	0.	1	0.
27	TOTAL	Co-Mgr	1792	21.0	53445.	50353.	2238	21.5	57977.	54676.	2336	23.
28	043000	Asst Mgr	11305	37.0	37089.	35804.	10521	37.9	37742.	36026.	11163	38.
29	043010	Resid. Asst	51	70.6	35832.	32354.	69	72.5	40632.	35290.	125	74.
30	043015	Asst Mgr- Hard	0	0.0	0.	0.	689	34.8	40410.	38475.	860	35.
31	043020	Asst Mgr- Home	0	0.0	0.	0.	307	39.1	38384.	37976.	384	40.
32	043025	Asst Mgr- Soft	0	0.0	0.	0.	361	53.5	40540.	39094.	407	50.
33	043030	Asst Mgr- Oper	0	0.0	0.	0.	87	41.4	43429.	39650.	109	33.
34	043035	Asst Mgr- Deli	0	0.0	0.	0.	49	8.2	39063.	34883.	96	17.
35	043040	Asst Mgr- Prod	0	0.0	0.	0.	59	13.6	34155.	32410.	95	14.
36	043045	Asst Mgr- Bake	0	0.0	0.	0.	52	78.8	31528.	31412.	79	72.
37	043050	Asst Mgr- CONV	1	0.0	41842.	0.	1	0.0	49900.	0.	1	0.

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38	043051	Asst Mgr- Groc	0	0.0	0.	0.	80	25.0	38302.	39466.	104	24
39	043100	Night Receiving	649	32.4	39194.	38172.	1053	30.3	39255.	38737.	1111	30
40	043320	Asst Mgr -Sales	41	48.8	45011.	39058.	3	66.7	47254.	36778.	2	100
41	043330	Asst Mgr -Mdse	85	14.1	43635.	34395.	1	0.0	41965.	0.	0	0
42	043370	Asst Merch Mgr1	408	19.1	38748.	38367.	454	17.6	40695.	38159.	502	18
43	043380	Asst Merch Mgr2	381	13.9	42553.	40125.	480	12.7	44371.	41300.	506	16
44	043390	Asst Bus Mgr	412	36.7	39895.	36852.	527	39.8	42615.	40200.	494	36
45	043500	Area Mgr	1965	28.1	35147.	31806.	2317	29.9	36314.	33248.	2693	31
47	TOTAL	Asst Mgr	15298	34.6	37277.	35577.	17110	35.5	38305.	36301.	18731	35
48	046000	TRAINEE HOURLY	6	66.7	16459.	16069.	3	66.7	11727.	12697.	4	50
49	046010	TRAINEE HOURLY	810	41.1	25227.	24869.	949	42.9	25237.	23878.	775	44
50	046015	FIL Train. Hrly	1	100.0	0.	1511.	141	39.7	15779.	13705.	384	36
51	046018	Trainee - Sam's	50	28.0	25813.	30368.	35	31.4	29160.	28795.	36	33
52	046021	Accel Tr - Sams	1	0.0	50739.	0.	0	0.0	0.	0.	0	0
53	046022	AsstMgr Tr Sams	0	0.0	0.	0.	2	50.0	37515.	42260.	1	0
54	046200	SAM'S TRAIN Sal	3	0.0	29310.	0.	3	0.0	30280.	0.	3	0
55	TOTAL	FIL & Mgmt Tr.	871	40.4	25307.	24921.	1133	42.1	24176.	22789.	1203	41
56	043350	Front End Area	420	60.2	25617.	25621.	413	60.5	26984.	26324.	461	65
57	043360	Area Mgr- Recv	412	29.4	27890.	26652.	434	34.3	29499.	29318.	435	35
59	TOTAL	Sam's Area Mgr	832	45.0	27061.	25955.	847	47.1	28584.	27442.	896	50
60	049900	Sams Bak Mgr	273	56.0	36721.	35190.	320	57.5	38973.	36704.	366	57
62	049950	Sams Meat Mgr	373	8.8	37443.	34357.	412	8.5	39570.	37470.	448	8

Appendix 7b

Summary of Workforce by Year, Sex, Selected Jobs Sam's Club
With Average Annual Earnings FT only

Restricted to Year-end Active Employees with at least 45 weeks worked in year.

Management Positions, excluding Specialty Divisions

			1999				2000				20	
	JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fe
500	Total		37540	54.9	24629.	19293.	39772	54.7	25313.	19909.	42786	54.
3	000089	REGIONAL V	2	0.0	796764.	0.	4	0.0	566770.	0.	4	0.
5	804050	DIRECTOR O	68	7.4	256913.	219850.	70	8.6	235576.	196557.	71	9.
9	TOTAL	District Mgr	68	7.4	256913.	219850.	70	8.6	235576.	196557.	71	9.
16	040000	Manager	456	8.8	91515.	79242.	473	9.5	95299.	87673.	496	9.
22	041000	CO-MANAGER	1	0.0	267828.	0.	0	0.0	0.	0.	0	0.
23	041200	SAM'S CO-MGR	84	14.3	62453.	59728.	87	11.5	63647.	58365.	86	22.
27	TOTAL	Co-Mgr	85	14.1	65267.	59728.	87	11.5	63647.	58365.	86	22.
28	043000	Asst Mgr	76	32.9	41641.	36411.	62	33.9	41219.	38085.	98	21.
37	043050	Asst Mgr- CONV	1	0.0	41842.	0.	1	0.0	49900.	0.	1	0.
39	043100	Night Receiving	2	0.0	28242.	0.	17	17.6	27944.	27784.	51	23.
40	043320	Asst Mgr -Sales	41	48.8	45011.	39058.	2	100.0	0.	36778.	2	100.
41	043330	Asst Mgr -Mdse	85	14.1	43635.	34395.	1	0.0	41965.	0.	0	0.
42	043370	Asst Merch Mgr1	408	19.1	38748.	38367.	454	17.6	40695.	38159.	502	18.
43	043380	Asst Merch Mgr2	381	13.9	42553.	40125.	479	12.7	44362.	41300.	506	16.
44	043390	Asst Bus Mgr	412	36.7	39895.	36852.	527	39.8	42615.	40200.	494	36.
47	TOTAL	Asst Mgr	1406	24.1	40778.	37723.	1543	24.4	42406.	39710.	1654	23.
51	046018	Trainee - Sam's	50	28.0	25813.	30368.	35	31.4	29160.	28795.	36	33.
52	046021	Accel Tr - Sams	1	0.0	50739.	0.	0	0.0	0.	0.	0	0.
54	046200	SAM'S TRAIN Sal	1	0.0	38965.	0.	1	0.0	37875.	0.	1	0.
55	TOTAL	FIL & Mgmt Tr.	52	26.9	26815.	30368.	36	30.6	29509.	28795.	37	32.
56	043350	Front End Area	420	60.2	25617.	25621.	413	60.5	26984.	26324.	461	65.
57	043360	Area Mgr- Recv	412	29.4	27890.	26652.	434	34.3	29499.	29318.	435	35.
59	TOTAL	Sam's Area Mgr	832	45.0	27061.	25955.	847	47.1	28584.	27442.	896	50.
60	049900	Sams Bak Mgr	273	56.0	36721.	35190.	320	57.5	38973.	36704.	366	57.

62	049950	Sams Meat Mgr	373	8.8	37443.	34357.	412	8.5	39570.	37470.	448	8.

Appendix 8a

Summary of Workforce by Year, Sex, Selected Jobs With Average Hourly Rate FT only — Total, Wmt+Sam+Nbrhd

Restricted to Employees Active at Year-End, and with at least 1 yr since year of hire.

			1999				2000				20	
	JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fe
500		Total	404729	69.7	10.28	8.70	447210	69.1	10.65	9.13	494958	68.
491		Hourly	378896	72.3	8.76	8.46	418220	71.6	9.20	8.88	463526	70.
492		Salary	25833	31.9	19.34	16.71	28990	32.8	19.50	16.89	31432	33.
1	000088	EXECUTIVE	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0.
2	000089	REGIONAL V	30	6.7	73.19	80.55	30	6.7	75.05	70.52	39	10.
5	000101	TEAM LEAD	53091	79.3	9.87	9.48	56440	79.0	10.50	10.01	63010	78.
6	000102	CUSTOMER S	336	56.2	12.01	7.98	220	44.1	12.49	9.31	137	20.
7	000103	SLOTTER	166	77.1	10.65	9.94	109	86.2	11.31	10.43	312	58.
8	000104	PAY COORDI	9	55.6	9.52	10.38	5	60.0	10.43	9.31	4	75.
9	000105	MDSE SPRT	2	100.0	0.00	10.00	0	0.0	0.00	0.00	0	0.
12	000108	BUSH PART	6	66.7	9.78	9.62	0	0.0	0.00	0.00	1	100.
15	000150	SETUP ASOC	0	0.0	0.00	0.00	25	76.0	12.23	10.04	30	60.
16	000180	TEMP SETUP	179	71.5	9.09	9.41	125	63.2	8.76	8.49	24	58.
19	000197	DIV PRES	0	0.0	0.00	0.00	0	0.0	0.00	0.00	6	0.
20	000200	Chairman	5	80.0	12.95	12.01	6	100.0	0.00	10.08	4	75.
21	000201	SALES ASSOC	73479	69.4	7.79	7.53	82218	68.7	8.27	7.89	96539	68.
22	000202	MASTERPACK	3073	71.7	8.46	8.24	1840	75.9	8.86	8.73	160	40.
23	000203	SLOTTER	0	0.0	0.00	0.00	11	90.9	6.17	8.52	60	95.
24	000205	PRE-PRESS	0	0.0	0.00	0.00	744	64.9	8.77	8.51	1274	65.
25	000209	SALES ASSC	0	0.0	0.00	0.00	536	32.6	8.89	8.62	769	36.
27	000211	TRAVEL CON	5	100.0	0.00	8.19	486	37.7	8.93	8.78	9	88.
28	000220	SALES COOR	1731	98.2	8.16	7.67	1884	98.5	8.89	8.12	1909	98.
29	000234	SALES ASSC	0	0.0	0.00	0.00	485	96.1	8.45	8.61	1	100.
30	000237	FITTING RM	4506	99.2	7.90	7.66	4910	99.2	7.93	8.04	5118	99.
31	000246	SALES ASSC	0	0.0	0.00	0.00	472	97.2	8.17	8.60	874	95.
32	000284	FLORAL ASC	843	96.0	8.12	8.14	1102	96.6	8.82	8.62	1250	95.
34	000300	SHOE MGMT	2114	29.6	10.03	10.36	2207	28.9	10.46	10.82	2356	28.
35	000301	STOCK PERS	8661	65.8	9.29	8.49	8619	67.4	10.11	9.02	9306	66.
36	000302	O/N TECH	1711	44.5	9.05	8.58	1788	44.8	9.68	8.99	1908	43.
37	000303	FLORAL	1584	97.9	9.41	8.76	1528	96.9	9.25	9.24	1040	97.
38	000304	BTL RDMPTN	9	44.4	6.91	7.03	14	28.6	7.99	7.69	17	17.
39	000306	DAY MNTCE	492	30.1	8.38	7.55	384	28.9	8.97	8.14	321	29.
40	000310	SKATER/MAY	572	76.4	8.38	8.65	583	77.4	9.06	9.18	5	60.
41	000311	COMP SHP	0	0.0	0.00	0.00	12	83.3	9.66	11.35	11	81.
42	000312	CAFE PARTN	784	88.5	9.38	8.98	868	88.0	9.62	9.33	1040	88.
43	000314	NTE FORLIF	459	8.7	11.02	11.02	367	6.3	11.61	11.70	296	6.

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44	000315	FORKLIFT	184	10.3	11.27	10.52	184	10.3	11.72	11.97	166	11.
45	000320	DEMO PTNR	1698	94.8	9.03	9.01	1859	94.6	9.55	9.31	1880	93.
46	000325	DEMO COORD	431	97.0	10.74	10.84	433	96.8	11.55	11.38	476	97.
47	000330	ASSEMBLER	2186	6.1	8.54	9.19	2632	6.2	8.93	9.59	3072	4.
50	000410	NEW STORE	2390	23.8	8.56	8.14	3306	28.1	9.12	8.58	4805	28.
51	000415	RESTOCKER	9510	24.4	8.47	8.66	8602	20.6	8.76	8.91	9060	16.
52	000416	INTERNATIO	59	30.5	9.68	9.32	4	50.0	11.01	11.22	2	50.
54	000450	INV TEAM	2901	61.2	8.46	8.57	6395	55.4	8.70	8.56	10030	51.
55	000451	ICS LEAD	913	63.3	10.30	10.57	1992	55.6	10.60	10.70	2137	50.
56	000460	O/N SFTL	1368	97.2	8.93	8.66	2821	95.2	9.26	9.03	4437	96.
57	000461	RECVG DOCK	1248	30.9	11.05	10.98	1229	30.1	11.68	11.58	1246	29.
58	000462	STOCKER	1912	76.9	9.01	8.88	510	78.6	9.57	9.37	230	77.
59	000463	NITE RECVG	211	27.5	11.21	10.56	161	19.9	12.04	11.79	156	19.
60	000464	DAY MERCH	53	62.3	9.37	9.28	37	64.9	9.85	10.06	26	69.
61	000465	DSD REC.	4935	80.9	9.77	9.55	5268	80.4	10.36	10.14	5635	80.
62	000466	S/L RC/STK	5924	97.4	8.67	8.42	6403	97.4	9.11	8.79	4567	97.
63	000468	HDLN/HMLN	8513	70.6	8.62	8.32	8314	68.6	9.11	8.81	6541	64.
64	000469	HD/HM O/N	19762	62.1	8.66	8.40	22861	58.2	9.16	8.94	28408	57.
65	000470	STRAT STKR	26	76.9	9.62	9.26	78	73.1	9.66	9.39	135	70.
66	000501	CASHIER	39782	93.1	7.66	7.41	42490	92.9	8.02	7.74	49261	92.
67	000502	MASTERPACK	420	89.8	8.44	7.94	307	89.9	8.82	8.48	89	96.
68	000503	MALL CASH	44	95.5	7.97	7.66	41	85.4	8.44	8.08	45	91.
69	000504	LIFT DRIVE	12	83.3	9.98	9.05	7	85.7	9.25	11.06	11	81.
70	000505	PE DRIVER	279	76.3	8.65	7.99	892	84.6	9.00	8.26	1748	87.
74	000510	CSM	14728	89.7	8.91	8.52	16653	89.7	9.25	8.95	18105	88.
75	000511	LEAD CSM	281	97.9	11.12	10.36	16	81.2	11.92	10.44	0	0.
76	000513	MALL CSM	23	87.0	9.00	8.47	26	76.9	9.65	9.76	32	65.
79	000520	ACCOUNTING	7943	67.8	7.60	7.58	9183	66.4	7.92	7.86	10611	66.
80	000521	PURCHASING	1433	63.3	7.46	7.46	1975	64.6	7.73	7.72	2625	64.
81	000522	GC GREETER	2030	54.1	7.17	7.29	2365	54.8	7.49	7.58	2657	54.
82	000523	ML PPL GRT	40	55.0	7.40	7.44	37	56.8	7.89	7.66	32	65.
85	000526	ACC. CHECK	16	62.5	9.29	7.90	9	44.4	9.05	8.63	1	100.
86	000527	REPORTS CL	6	83.3	7.31	8.01	5	80.0	8.24	8.43	2	100.
87	000530	CART PTNR	2891	2.2	7.30	7.15	3717	2.3	7.69	7.66	4432	2.
88	000540	SRVICE DSK	6972	95.8	7.74	7.66	6971	96.2	8.04	8.03	8540	95.
89	000541	RETURNS	688	91.4	8.92	9.43	619	89.5	9.26	9.89	271	92.
91	000550	LAYAWAY	5716	92.1	7.66	7.81	5568	92.3	7.89	8.22	5752	91.
92	000551	LAYW STCKR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	15	13.
93	000560	PULL TAB	6	100.0	0.00	9.89	0	0.0	0.00	0.00	0	0.
94	000600	OF ASSOC	1514	97.7	11.59	11.78	3279	97.5	11.61	12.38	3889	97.
95	000601	UPC	2368	88.0	10.88	10.73	1450	83.4	11.80	11.38	1115	77.
96	000602	INVOICE	1798	97.6	11.78	11.83	838	97.3	12.31	12.74	509	96.
97	000603	CLAIMS	4898	90.2	9.88	9.99	5237	90.1	10.35	10.57	5566	89.
98	000604	CASH	10783	94.5	8.71	9.03	12138	94.1	9.23	9.56	12966	94.
99	000605	FIRST IN L	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100.
100	000606	ON-LINE OD	3221	95.3	11.88	11.83	3183	95.5	13.03	12.74	3144	95.
101	000607	OFF-LINE O	704	95.2	10.63	10.27	1001	93.6	10.51	11.02	1427	94.
102	000608	RESERVE ST	3	100.0	0.00	10.27	8	87.5	8.60	9.36	18	94.
103	000609	REPLENISH	1	100.0	0.00	8.32	2	100.0	0.00	13.67	9	100.

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104	000610	2/c press	404	97.3	13.14	13.48	448	97.1	14.26	14.28	460	96
106	000612	REG ASST.	6	100.0	0.00	10.27	7	100.0	0.00	11.10	7	100
107	000613	OFFICE	18	100.0	0.00	10.76	6	100.0	0.00	11.23	5	100
115	000700	1NL TRAINE	0	0.0	0.00	0.00	8	75.0	8.99	10.61	9	44
116	000701	TELEMARKET	392	94.4	10.05	10.12	346	95.7	11.40	10.52	309	92
117	000702	ADVANTAGE	353	83.9	11.57	10.79	329	82.7	11.77	11.27	313	82
118	000703	INSIDE MR	289	72.0	10.89	10.57	293	69.6	11.58	11.16	321	71
119	000705	PE DRIVER	392	61.5	10.83	10.24	389	59.6	11.05	10.70	372	61
120	000706	ON-LINE OD	363	45.7	11.42	11.06	367	45.0	11.94	11.52	372	50
121	000707	OFF-LINE O	1255	89.7	9.95	9.59	1392	88.5	10.05	9.98	594	86
122	000709	REPLENISH	59	13.6	10.12	10.38	65	16.9	10.65	11.78	68	19
123	000710	NEW STORE	6851	10.5	9.10	8.83	7079	11.4	9.49	9.21	7706	11
124	000711	DAY MAINT.	3532	31.9	8.25	7.51	4201	32.6	8.67	7.87	5018	33
125	000712	FORKLIFT	175	2.3	12.46	10.90	167	4.8	12.89	10.16	154	2
127	000714	NGT MAINT	107	10.3	9.23	8.53	83	10.8	9.80	8.79	62	12
128	000715	REPAIR TEC	5	20.0	11.49	11.43	5	20.0	12.42	12.00	5	20
133	000750	SECURITY	1523	23.2	10.59	10.52	1718	21.2	11.03	10.92	1702	22
134	000751	OFF DY SEC	127	7.9	9.92	7.83	54	7.4	11.66	11.27	28	10
135	000752	PARK LT PR	645	6.0	8.40	8.42	679	7.4	8.87	8.50	700	6
136	000753	UNIFORM GD	11	36.4	9.27	7.84	15	6.7	10.21	8.83	3	0
137	000801	PHOT TECH	1976	78.5	7.59	7.52	2146	78.0	8.01	7.81	2347	77
138	000802	PHOT SPEC	3366	79.2	7.91	7.68	3855	79.6	8.31	8.06	4221	79
139	000803	PC MGR TRN	126	77.0	8.45	8.12	277	80.1	8.94	8.79	161	75
142	000812	NON-CON OR	4	0.0	9.33	0.00	6	0.0	9.22	0.00	4	25
143	000813	DEPT MGR	1027	66.7	9.57	9.46	1175	64.3	9.96	9.92	51	54
144	000814	SER MGR-HR	1153	4.0	10.25	9.89	1311	3.8	10.70	10.51	1446	4
145	000815	WRTR/GRTR	378	50.8	8.08	7.52	547	56.1	8.42	7.90	573	52
146	000816	TIRE TECH	952	0.6	9.00	8.90	1037	1.9	9.43	9.47	1106	1
147	000817	L.BAY TECH	34	0.0	8.31	0.00	16	0.0	8.56	0.00	13	0
148	000818	U.BAY TECH	26	0.0	7.62	0.00	12	0.0	7.96	0.00	10	20
149	000819	ALIGN TECH	140	0.7	10.14	10.32	73	1.4	10.79	10.73	37	2
151	000821	CRTSY TECH	9	11.1	7.66	6.68	4	25.0	8.18	6.51	1	0
153	000823	SERV TECH	2813	4.9	8.22	7.68	3213	4.7	8.60	8.13	3832	4
155	000840	RX MANAGER	2	100.0	0.00	14.38	3	66.7	14.17	14.56	0	0
156	000841	STAFF RX	3	66.7	7.38	9.24	1	100.0	0.00	14.20	1	100
157	000842	ROUTE/FORK	2322	95.7	9.94	9.67	2457	95.5	10.39	10.30	157	92
158	000843	RX TECH 1	4588	95.6	8.37	8.50	5269	95.5	9.12	9.17	5676	95
162	000847	PRE GRD IN	8	62.5	6.97	7.41	12	50.0	8.85	8.35	13	46
163	000848	RX TECH 2	183	94.5	8.65	8.62	264	93.9	10.29	9.41	377	95
164	000849	DOCUTECH	83	98.8	12.15	9.12	134	95.5	10.45	10.43	179	95
166	000851	VISION MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
167	000852	OPTICIAN	1898	87.4	10.72	9.30	2285	86.7	11.10	9.72	2704	85
168	000853	LAB TECH	579	59.4	10.38	9.29	680	59.3	11.08	9.73	740	62
169	000854	OPT TRN	109	89.0	8.95	8.54	95	81.1	10.25	9.61	81	81
171	000856	LIC OPTICI	313	65.5	15.04	13.40	376	63.6	15.81	14.63	458	65
172	000857	OPT ASST 1	285	94.4	9.34	8.72	437	94.3	9.72	9.02	456	94
174	000859	PT OPTOMET	1	100.0	0.00	8.05	1	100.0	0.00	11.03	0	0
176	000862	OPT ASST 2	0	0.0	0.00	0.00	1	100.0	0.00	7.30	4	75
177	000863	SCREENER	86	93.0	7.06	8.15	12	100.0	0.00	8.36	1	100

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187	000873	OPT TRN RE	0	0.0	0.00	0.00	3	100.0	0.00	9.73	11	72
191	000885	MANAGER	1	0.0	8.75	0.00	0	0.0	0.00	0.00	1	100
192	000886	CA 1HR MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	4	50
193	000903	DEPT MGR	2	100.0	0.00	10.57	2	50.0	12.00	13.84	0	0
194	000904	FOOD REC.	2	50.0	11.30	13.97	1	100.0	0.00	14.67	1	100
195	000910	LEAD	2202	45.6	11.55	9.56	2830	46.0	12.10	10.03	3550	47
196	000911	OTC LEAD	0	0.0	0.00	0.00	1	100.0	0.00	7.28	110	40
197	000915	PROCESSOR	1557	6.4	10.71	8.86	1196	5.9	11.61	10.10	155	5
198	000930	FRSH MAINT	145	24.1	9.03	8.75	158	24.1	9.33	9.61	169	23
199	000931	HM PROCESS	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
200	000932	WRAPPER	1790	86.0	8.60	8.12	2006	86.1	9.03	8.48	2334	85
201	000933	PACKER	238	71.8	10.33	10.01	292	74.3	10.18	10.08	321	72
202	000934	FORKLIFT D	690	4.9	11.61	10.67	782	5.2	12.17	11.31	888	6
203	000935	JOB TICKET	228	88.6	9.12	8.81	281	92.2	9.43	9.25	335	92
204	000936	MACHINE OP	39	69.2	10.75	9.70	49	77.6	9.94	10.03	79	60
208	000981	BAKER	1518	74.3	9.68	8.50	1715	76.3	10.00	8.81	1933	76
209	000982	DONUT CREW	851	81.9	8.11	7.69	1134	82.3	8.57	8.11	1496	83
210	000983	CAKE DCTR	1418	96.3	9.68	8.97	1717	95.9	10.20	9.39	2243	95
217	001006	HOME/L A/M	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
235	001050	TEAM LEAD	2595	48.8	9.55	9.90	3596	49.4	10.29	10.48	3346	47
238	001070	REG ASST	0	0.0	0.00	0.00	2	100.0	0.00	12.26	2	100
239	001080	MGR TRAINE	3	33.3	9.54	8.17	3	33.3	9.59	11.83	4	50
240	001081	TRAINEE	1	100.0	0.00	10.90	0	0.0	0.00	0.00	2	50
244	001085	INTERN	2	0.0	7.06	0.00	7	28.6	9.51	9.30	2	50
246	001087	PT TIME IN	0	0.0	0.00	0.00	0	0.0	0.00	0.00	2	100
248	001090	GROC MGR	2	50.0	9.50	10.76	1	0.0	9.50	0.00	3	0
249	001091	SC MTP TRN	0	0.0	0.00	0.00	0	0.0	0.00	0.00	7	42
255	001114	ASST MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
259	040000	MANAGER	4149	14.2	22.54	21.51	4397	14.8	22.75	21.49	4639	15
260	040200	MANAGER ON	16	37.5	23.16	18.51	19	42.1	17.40	19.01	21	52
261	040400	MANAGER ON	1	0.0	24.04	0.00	8	12.5	14.63	15.43	1	0
263	041000	CO-MANAGER	1668	21.6	21.47	21.13	2124	22.2	21.84	21.42	2237	23
264	041200	SAM'S CO-M	82	14.6	22.78	21.95	87	11.5	23.42	22.02	85	22
266	041400	CO-MANAGER	1	100.0	0.00	24.04	0	0.0	0.00	0.00	0	0
267	041420	SC CO-MANA	26	15.4	24.22	22.30	10	10.0	24.68	20.19	1	0
270	042000	ACCEL MANA	2	50.0	29.81	21.63	4	25.0	26.12	24.04	4	0
271	043000	ASST MANAG	11087	37.3	16.97	16.41	10372	38.1	17.08	16.55	10950	38
272	043010	RES ASST	51	70.6	17.02	15.55	69	72.5	18.34	16.38	124	74
273	043015	AM - Hdl	0	0.0	0.00	0.00	670	35.2	16.62	16.25	843	35
274	043020	AM - Hml	0	0.0	0.00	0.00	299	39.1	16.23	16.03	379	40
275	043025	AM - Sft	0	0.0	0.00	0.00	357	53.5	16.96	16.29	403	50
276	043030	AM - Ops	0	0.0	0.00	0.00	85	41.2	17.62	16.85	109	33
277	043035	AM - M/D	0	0.0	0.00	0.00	48	8.3	17.81	16.01	90	16
278	043040	AM - Prod	0	0.0	0.00	0.00	54	14.8	15.98	15.28	92	13
279	043045	AM - Bak	0	0.0	0.00	0.00	50	80.0	15.51	15.15	72	72
280	043050	ASST MGR /	1	0.0	16.80	0.00	1	0.0	17.30	0.00	1	0
281	043051	AM-Grocery	0	0.0	0.00	0.00	78	25.6	17.56	17.71	101	24
282	043100	NIGHT RECE	643	32.5	17.05	16.94	1045	30.3	16.91	16.83	1099	31
284	043300	ASST MGR/S	1	0.0	17.48	0.00	5	20.0	16.79	15.41	1	0

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286	043320	ASST MGR -	41	48.8	18.99	16.79	3	66.7	22.28	17.88	2	100
288	043330	ASST MGR -	86	14.0	17.94	16.01	1	0.0	17.33	0.00	0	0
290	043340	ASST MGR -	47	46.8	17.09	15.67	0	0.0	0.00	0.00	0	0
291	043341	AM / CONV	2	0.0	17.45	0.00	0	0.0	0.00	0.00	0	0
292	043350	FRONT END	417	60.7	12.92	12.98	409	60.9	13.54	13.60	454	66
293	043360	AREA MGR R	409	29.8	13.64	13.28	435	34.3	14.33	14.28	430	35
294	043370	Merch Mgr1	394	19.5	16.74	16.74	444	17.8	17.24	16.90	489	19
295	043380	Merch Mgr2	373	14.2	18.06	17.14	471	12.7	18.51	17.58	502	15
296	043390	AM-Bus Mgr	405	36.8	17.36	16.43	510	39.8	18.21	17.10	489	36
297	043500	AREA MANAG	1936	28.4	17.10	15.48	2281	30.1	17.31	15.91	2644	31
300	044000	40 HR IN-S	10	100.0	0.00	12.80	8	100.0	0.00	13.85	8	100
301	044500	45HR IN-ST	11	90.9	14.75	12.02	10	90.0	15.49	12.80	9	88
306	045200	SERVICE AR	64	3.1	11.81	12.26	45	0.0	12.15	0.00	32	0
307	045222	Service Ar	0	0.0	0.00	0.00	7	0.0	12.10	0.00	5	0
308	045600	BUSINESS D	2	0.0	12.93	0.00	1	0.0	15.05	0.00	1	0
309	046000	TRAINEE HO	10	70.0	10.41	9.58	4	50.0	8.70	8.95	4	50
310	046006	Trn TLE	148	25.0	10.23	10.15	193	22.3	10.25	10.10	182	18
311	046010	TRAINEE HO	782	42.1	10.80	10.66	913	43.4	10.97	10.76	747	45
312	046015	FIL Traine	1	100.0	0.00	7.80	135	40.0	9.28	8.95	368	37
313	046018	Trn Sam's	50	28.0	10.98	12.60	35	31.4	12.20	11.32	36	33
314	046019	SAMS BKMIT	19	47.4	12.84	10.53	8	25.0	11.55	11.65	3	33
315	046020	SAMS MTMIT	11	9.1	10.83	10.54	10	10.0	11.81	10.91	6	16
317	046022	SAMs AMMIT	0	0.0	0.00	0.00	2	50.0	14.05	12.94	1	0
318	046023	SAMS Inter	5	20.0	9.02	9.50	1	0.0	8.37	0.00	2	50
321	046200	SAM'S TRAI	3	0.0	12.68	0.00	3	0.0	13.56	0.00	3	0
323	047100	Per Mgr HR	0	0.0	0.00	0.00	13	84.6	18.62	21.10	33	63
325	048000	OPTOMETRIS	40	35.0	39.08	36.70	38	28.9	40.36	37.23	37	27
326	048100	PART-TIME	1	0.0	39.40	0.00	1	0.0	39.40	0.00	0	0
327	048200	VISION CEN	857	68.5	14.87	14.32	1028	70.6	15.46	14.70	1309	71
328	048400	VISION CEN	3	66.7	12.04	12.24	1	100.0	0.00	12.75	1	100
332	048851	Vision Ctr	0	0.0	0.00	0.00	1	100.0	0.00	12.95	6	66
364	049900	SAM'S BAKE	265	56.6	16.43	15.54	317	58.0	17.09	16.00	362	58
366	049950	SAM'S MEAT	369	8.9	16.76	15.55	407	8.6	17.47	16.88	441	8
367	049955	MEAT MGR /	1	0.0	16.92	0.00	0	0.0	0.00	0.00	0	0
372	804050	DIRECTOR O	74	6.8	49.59	48.47	78	7.7	50.17	47.74	76	9
373	813145	DISTRICT M	379	8.7	53.73	47.48	405	9.1	55.59	49.14	425	10
374	813146	DISTRICT M	4	50.0	42.48	39.74	6	50.0	46.74	35.75	8	12
375	813147	DISTRICT M	1	0.0	40.00	0.00	1	0.0	47.96	0.00	0	0
377	835073	DM Div=10	189	20.6	37.62	36.48	211	21.8	38.66	37.36	197	23
378	833073	DM Div=6	122	10.7	21.25	19.90	131	15.3	21.54	20.45	143	10
379	833073	DM 11/15	347	71.2	19.09	18.43	374	68.7	20.05	18.95	401	67
380	833073	DM Div=30	86	40.7	19.95	20.01	102	43.1	20.26	19.48	122	49
381	833073	DM Div=31	111	31.5	17.21	15.72	135	34.1	18.39	16.04	156	35

Appendix 8b

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Summary of Workforce by Year, Sex, Selected Jobs Total, Wmt+Sam+Nbrhd
With Average Hourly Rate PT only

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Restricted to Employees Active at Year-End.

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Summary of Workforce by Year, Sex, Selected Jobs \001\000\000\000
With Average Hourly Rate

		1999				2000					
JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%F
500	Total	79328	68.0	7.92	7.28	84373	66.9	8.22	7.59	90504	65
491	Hourly	79325	68.0	7.92	7.28	84367	66.9	8.22	7.59	90486	65
492	Salary	3	33.3	10.37	9.23	6	83.3	10.10	10.11	18	55
5	000101 TEAM LEAD	161	73.3	8.81	7.99	180	81.1	9.44	8.47	51	66
6	000102 CUSTOMER S	5	80.0	13.07	7.11	5	60.0	11.65	7.23	0	0
7	000103 SLOTTER	1	100.0	0.00	7.88	1	0.0	7.72	0.00	28	35
15	000150 SETUP ASOC	0	0.0	0.00	0.00	2	50.0	7.75	9.00	1	0
16	000180 TEMP SETUP	13	76.9	6.16	6.87	4	50.0	6.85	6.78	2	0
20	000200 Chairman	0	0.0	0.00	0.00	2	100.0	0.00	8.33	2	100
21	000201 SALES ASSOC	24290	66.4	7.11	6.95	25627	65.3	7.40	7.23	27505	64
22	000202 MASTERPACK	149	71.1	7.81	7.66	109	55.0	7.76	8.60	58	22
23	000203 SLOTTER	2	100.0	0.00	6.34	6	66.7	6.35	6.96	24	79
24	000205 PRE-PRESS	0	0.0	0.00	0.00	24	62.5	8.08	8.56	44	54
25	000209 SALES ASSC	0	0.0	0.00	0.00	12	16.7	8.58	7.81	30	40
27	000211 TRAVEL CON	1	0.0	7.90	0.00	10	40.0	9.12	7.68	2	50
28	000220 SALES COOR	64	95.3	7.00	6.91	91	96.7	7.49	7.06	34	93
29	000234 SALES ASSC	0	0.0	0.00	0.00	25	92.0	8.10	8.21	0	0
30	000237 FITTING RM	1106	99.5	6.81	7.16	1175	99.5	7.29	7.42	1204	99
31	000246 SALES ASSC	0	0.0	0.00	0.00	12	100.0	0.00	8.18	26	92
32	000284 FLORAL ASC	66	95.5	6.87	7.23	93	90.3	7.13	7.44	89	92
34	000300 SHOE MGMT	141	22.7	9.64	10.03	141	24.1	9.85	9.68	106	21
35	000301 STOCK PERS	2815	49.2	8.07	7.38	2350	51.6	8.77	7.85	2300	47
36	000302 O/N TECH	252	31.7	8.07	8.00	260	31.9	8.52	8.42	259	25
37	000303 FLORAL	199	96.0	8.77	7.97	215	91.6	8.24	8.26	168	94
38	000304 BTL RDMPTN	3	33.3	7.15	6.75	4	25.0	7.30	7.02	5	40
39	000306 DAY MNTCE	63	36.5	7.61	7.14	51	39.2	7.71	7.42	40	42
40	000310 SKATER/MAY	167	52.7	7.10	7.35	194	57.7	7.42	7.68	3	66
42	000312 CAFE PARTN	297	86.5	7.87	7.92	309	81.6	8.30	8.36	307	82
43	000314 NTE FORLIF	13	7.7	11.50	13.35	11	9.1	11.64	15.65	4	0
44	000315 FORKLIFT	15	0.0	9.81	0.00	8	0.0	10.51	0.00	10	10
45	000320 DEMO PTNR	2740	94.3	8.16	8.18	2616	94.2	8.49	8.52	2627	94
46	000325 DEMO COORD	10	100.0	0.00	8.71	6	83.3	8.20	9.50	5	100
47	000330 ASSEMBLER	697	2.4	7.44	6.93	724	3.2	7.75	7.87	808	1
50	000410 NEW STORE	50	22.0	8.09	7.80	95	23.2	8.17	8.02	147	27

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51	000415	RESTOCKER	429	19.3	7.72	8.05	589	11.9	8.01	8.41	812	8
52	000416	INTERNATIO	4	25.0	9.11	7.64	0	0.0	0.00	0.00	0	0
54	000450	INV TEAM	67	47.8	7.71	8.04	200	42.5	7.68	8.23	269	38
55	000451	ICS LEAD	3	66.7	10.00	6.62	3	66.7	10.40	8.72	4	0
56	000460	O/N SFTL	35	97.1	9.60	8.51	84	95.2	8.87	8.92	158	94
57	000461	RECVG DOCK	38	34.2	9.04	9.92	47	34.0	10.42	10.88	32	34
58	000462	STOCKER	72	56.9	8.03	8.47	29	51.7	8.24	8.85	14	64
59	000463	NITE RECVG	2	0.0	9.12	0.00	0	0.0	0.00	0.00	1	0
60	000464	DAY MERCH	1	100.0	0.00	7.85	2	100.0	0.00	8.45	0	0
61	000465	DSD REC.	57	71.9	8.33	8.63	58	79.3	9.93	9.15	57	77
62	000466	S/L RC/STK	193	95.9	6.65	8.05	225	94.2	8.08	8.15	165	94
63	000468	HDLN/HMLN	296	58.8	7.73	7.83	290	58.6	7.86	8.12	233	46
64	000469	HD/HM O/N	700	50.1	8.16	8.02	840	46.8	8.78	8.61	1017	51
65	000470	STRAT STKR	2	0.0	6.79	0.00	4	25.0	8.10	9.32	21	47
66	000501	CASHIER	17213	86.3	7.24	7.00	18116	85.7	7.47	7.27	21093	84
67	000502	MASTERPACK	76	89.5	6.77	6.99	60	91.7	7.00	7.58	26	84
68	000503	MALL CASH	11	90.9	6.15	6.97	14	92.9	6.40	7.29	16	87
69	000504	LIFT DRIVE	1	100.0	0.00	6.92	0	0.0	0.00	0.00	1	100
70	000505	PE DRIVER	83	66.3	8.04	7.59	214	72.4	7.99	7.69	373	74
74	000510	CSM	1615	79.1	8.42	8.18	1790	79.4	8.81	8.62	1730	80
75	000511	LEAD CSM	5	100.0	0.00	9.74	0	0.0	0.00	0.00	0	0
76	000513	MALL CSM	6	66.7	8.84	8.18	5	80.0	11.34	7.76	1	100
79	000520	ACCOUNTING	6557	62.6	7.25	7.13	6758	61.8	7.60	7.42	7066	60
80	000521	PURCHASING	777	59.1	7.25	7.06	1061	57.6	7.46	7.24	1344	56
81	000522	GC GREETER	945	43.8	6.92	6.84	952	42.3	7.19	7.11	1031	43
82	000523	ML PPL GRT	20	75.0	7.03	6.89	18	72.2	7.74	7.38	20	75
85	000526	ACC. CHECK	5	60.0	6.52	6.40	2	0.0	6.82	0.00	0	0
86	000527	REPORTS CL	2	100.0	0.00	8.20	1	100.0	0.00	9.95	1	100
87	000530	CART PTNR	1928	2.5	6.87	7.06	2539	2.0	7.10	7.36	2922	2
88	000540	SRVICE DSK	1410	92.1	7.27	7.24	1539	90.7	7.55	7.52	1856	87
89	000541	RETURNS	262	84.7	8.27	8.53	247	88.3	9.27	8.90	107	83
91	000550	LAYAWAY	1073	85.7	7.01	7.09	1074	82.9	7.09	7.43	949	84
92	000551	LAYW STCKR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	4	25
93	000560	PULL TAB	1	100.0	0.00	9.16	0	0.0	0.00	0.00	0	0
94	000600	OF ASSOC	18	83.3	8.44	9.44	43	86.0	9.18	9.69	50	88
95	000601	UPC	64	79.7	8.85	10.09	45	73.3	10.55	10.59	23	65
96	000602	INVOICE	16	93.8	8.10	9.96	11	100.0	0.00	10.90	9	100
97	000603	CLAIMS	181	82.3	8.53	9.11	157	79.6	8.76	9.49	146	84
98	000604	CASH	2154	91.5	8.55	8.03	2212	90.9	8.85	8.41	2192	90
99	000605	FIRST IN L	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
100	000606	ON-LINE OD	68	92.6	10.65	10.39	48	91.7	11.42	10.76	27	92
101	000607	OFF-LINE O	11	100.0	0.00	9.75	20	95.0	8.80	9.02	36	83
104	000610	2/c press	3	100.0	0.00	12.47	1	100.0	0.00	10.15	0	0
106	000612	REG ASST.	1	100.0	0.00	10.61	0	0.0	0.00	0.00	0	0
107	000613	OFFICE	3	100.0	0.00	7.18	0	0.0	0.00	0.00	0	0
115	000700	1NL TRAINE	0	0.0	0.00	0.00	1	0.0	8.00	0.00	1	100
116	000701	TELEMARKET	19	100.0	0.00	8.93	23	87.0	9.33	10.05	13	100
117	000702	ADVANTAGE	8	87.5	7.50	8.25	14	92.9	12.75	9.94	8	50
118	000703	INSIDE MR	11	27.3	11.44	10.35	11	81.8	8.70	10.34	9	77

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119	000705	PE DRIVER	24	45.8	9.55	8.42	20	40.0	9.59	9.96	12	33
120	000706	ON-LINE OD	7	57.1	10.90	11.05	10	50.0	11.52	9.89	3	66
121	000707	OFF-LINE O	613	84.8	8.84	8.48	622	85.4	9.09	9.02	247	85
122	000709	REPLENISH	2	0.0	8.60	0.00	1	0.0	7.45	0.00	2	0
123	000710	NEW STORE	438	13.2	8.39	7.87	432	11.3	8.72	8.13	459	11
124	000711	DAY MAINT.	776	28.1	7.17	6.87	853	29.7	7.48	7.12	912	30
125	000712	FORKLIFT	13	0.0	10.20	0.00	11	0.0	9.62	0.00	7	0
127	000714	NGT MAINT	0	0.0	0.00	0.00	1	0.0	8.27	0.00	1	0
133	000750	SECURITY	318	8.8	16.71	14.74	583	7.9	16.95	15.74	383	7
134	000751	OFF DY SEC	1307	5.9	15.33	14.89	924	6.0	16.15	15.19	1202	7
135	000752	PARK LT PR	81	6.2	9.66	8.07	137	4.4	13.30	12.65	141	6
136	000753	UNIFORM GD	21	14.3	13.74	11.33	162	4.3	15.06	13.40	112	1
137	000801	PHOT TECH	946	70.8	7.18	7.07	1086	71.0	7.43	7.35	1170	71
138	000802	PHOT SPEC	955	72.1	7.47	7.22	1138	73.6	7.71	7.59	1176	72
139	000803	PC MGR TRN	6	66.7	9.30	7.48	2	100.0	0.00	7.70	3	66
143	000813	DEPT MGR	1	100.0	0.00	7.77	3	66.7	12.17	8.51	0	0
144	000814	SER MGR-HR	12	0.0	8.99	0.00	21	0.0	10.01	0.00	8	0
145	000815	WRTR/GRTR	38	42.1	7.32	7.11	53	37.7	7.75	7.82	57	31
146	000816	TIRE TECH	415	1.0	8.39	8.88	445	1.1	8.83	9.76	499	1
147	000817	L.BAY TECH	6	0.0	7.86	0.00	2	0.0	8.55	0.00	2	0
148	000818	U.BAY TECH	10	10.0	7.21	6.24	2	0.0	8.45	0.00	3	0
149	000819	ALIGN TECH	4	0.0	10.20	0.00	2	0.0	10.77	0.00	1	0
151	000821	CRTSY TECH	0	0.0	0.00	0.00	2	0.0	7.36	0.00	2	0
153	000823	SERV TECH	516	3.1	7.81	7.60	583	4.1	8.09	8.11	693	2
156	000841	STAFF RX	0	0.0	0.00	0.00	1	100.0	0.00	7.17	3	100
157	000842	ROUTE/FORK	21	90.5	10.38	8.45	29	89.7	8.69	9.19	1	0
158	000843	RX TECH 1	1315	88.6	7.66	7.61	1587	87.9	8.15	8.13	1536	86
162	000847	PRE GRD IN	13	46.2	9.88	8.25	17	70.6	11.53	9.37	19	84
163	000848	RX TECH 2	25	92.0	7.26	7.76	34	91.2	8.03	8.56	80	86
164	000849	DOCUTECH	10	90.0	6.40	8.33	15	93.3	10.16	9.13	21	85
167	000852	OPTICIAN	380	80.0	9.77	8.68	438	82.6	9.76	9.14	508	83
168	000853	LAB TECH	55	50.9	9.12	8.69	78	51.3	9.74	9.15	86	51
169	000854	OPT TRN	13	84.6	6.90	8.41	10	80.0	7.41	8.17	14	92
171	000856	LIC OPTICI	38	76.3	14.45	13.26	49	59.2	15.18	14.68	59	59
172	000857	OPT ASST 1	40	90.0	9.55	8.01	49	87.8	8.79	8.13	71	93
174	000859	PT OPTOMET	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
176	000862	OPT ASST 2	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
177	000863	SCREENER	34	88.2	6.96	7.57	2	100.0	0.00	7.89	2	100
186	000872	CA PHR INT	0	0.0	0.00	0.00	1	100.0	0.00	14.00	0	0
187	000873	OPT TRN RE	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
195	000910	LEAD	9	44.4	10.09	8.20	8	50.0	10.06	8.48	4	50
197	000915	PROCESSOR	60	6.7	9.25	8.77	57	3.5	10.20	9.88	7	0
198	000930	FRSH MAINT	95	17.9	8.37	8.34	96	19.8	8.64	8.88	73	10
199	000931	HM PROCESS	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
200	000932	WRAPPER	343	74.9	7.88	7.72	385	75.8	8.13	8.01	448	77
201	000933	PACKER	40	57.5	9.02	8.89	46	41.3	9.96	9.42	44	59
202	000934	FORKLIFT D	61	0.0	10.37	0.00	80	2.5	11.01	9.55	85	2
203	000935	JOB TICKET	129	86.8	8.28	8.32	136	87.5	9.01	8.65	167	87
204	000936	MACHINE OP	2	50.0	8.60	7.30	11	45.5	8.41	8.62	15	51

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208	000981	BAKER	101	63.4	8.59	8.02	120	57.5	9.20	8.23	121	66
209	000982	DONUT CREW	48	77.1	7.60	7.46	55	69.1	8.46	7.55	60	66
210	000983	CAKE DCTR	138	92.8	9.11	8.21	165	95.2	9.98	8.96	175	95
235	001050	TEAM LEAD	79	38.0	8.17	8.55	91	39.6	9.07	9.41	60	40
244	001085	INTERN	1	0.0	9.00	0.00	2	50.0	10.00	9.10	1	0
246	001087	PT TIME IN	0	0.0	0.00	0.00	1	0.0	7.77	0.00	0	0
271	043000	ASST MANAG	1	0.0	14.18	0.00	2	50.0	10.10	10.10	3	33
274	043020	AM - Hml	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
281	043051	AM-Grocery	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
292	043350	FRONT END	0	0.0	0.00	0.00	1	100.0	0.00	11.95	0	0
293	043360	AREA MGR R	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
311	046010	TRAINEE HO	1	100.0	0.00	9.23	1	100.0	0.00	11.50	1	100
312	046015	FIL Traine	1	0.0	6.56	0.00	2	100.0	0.00	8.50	11	54

Appendix 8c

Summary of Workforce by Year, Sex, Selected Jobs With Average Hourly Rate FT only — Sam's Club

Restricted to Employees Active at Year-End, and with at least 1 yrs since year of hire.

			1999				2000					
	JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%F
500	Total		36735	55.2	11.70	10.33	39043	55.0	12.14	10.74	41810	55
491	Hourly		33117	58.2	10.34	10.06	35172	57.9	10.77	10.44	37577	57
492	Salary		3618	28.2	18.98	15.48	3871	29.3	19.54	16.11	4233	31
2	000089	REGIONAL V	2	0.0	75.48	0.00	4	0.0	73.73	0.00	4	0
5	000101	TEAM LEAD	1543	45.8	12.08	11.93	1555	40.7	12.56	12.36	1666	40
6	000102	CUSTOMER S	162	11.7	12.09	12.93	146	17.8	12.57	12.89	134	18
12	000108	BUSH PART	6	66.7	9.78	9.62	0	0.0	0.00	0.00	1	100
16	000180	TEMP SETUP	13	30.8	10.58	10.79	3	33.3	10.10	8.80	0	0
20	000200	EMBRDY PAR	5	80.0	12.95	12.01	6	100.0	0.00	10.08	4	75
21	000201	SALES ASSOC	808	18.1	9.95	9.62	827	24.7	10.27	9.86	984	47
22	000202	MASTERPACK	14	7.1	9.72	7.10	67	23.9	9.64	9.00	113	32
23	000203	SLOTTER	0	0.0	0.00	0.00	1	100.0	0.00	11.00	1	100
34	000300	SHOE MGMT	2114	29.6	10.03	10.36	2207	28.9	10.46	10.82	2356	28
35	000301	STOCK PERS	3503	40.7	9.84	9.89	4021	39.6	10.33	10.35	4421	39
36	000302	O/N TECH	692	34.2	9.96	9.78	719	32.5	10.58	10.12	844	30
37	000303	FLORAL	64	84.4	11.05	9.55	99	81.8	10.75	10.22	79	88
42	000312	CAFE PARTN	784	88.5	9.38	8.98	868	88.0	9.62	9.33	1040	88
43	000314	NTE FORLIF	459	8.7	11.02	11.02	367	6.3	11.61	11.70	296	6
44	000315	FORKLIFT	184	10.3	11.27	10.52	184	10.3	11.72	11.97	166	11
45	000320	DEMO PTNR	1696	94.8	9.03	9.02	1857	94.6	9.55	9.31	1879	93
46	000325	DEMO COORD	431	97.0	10.74	10.84	433	96.8	11.55	11.38	476	97
57	000461	RECVG DOCK	1248	30.9	11.05	10.98	1229	30.1	11.68	11.58	1246	29
59	000463	NITE RECVG	197	24.4	11.26	10.84	160	19.4	12.04	11.85	156	19
66	000501	CASHIER	2336	81.8	8.97	8.89	2560	81.1	9.48	9.21	2751	80
70	000505	PE DRIVER	95	70.5	9.27	8.77	157	71.3	9.97	9.19	254	72
74	000510	CSM	1644	79.5	9.93	9.89	1747	80.0	10.43	10.25	1841	77
79	000520	ACCOUNTING	1083	69.5	9.43	9.31	1203	69.5	9.70	9.57	1278	69
87	000530	CART PTNR	231	0.0	8.33	0.00	262	1.9	8.69	8.58	323	1
88	000540	SRVICE DSK	148	87.2	9.58	10.16	131	91.6	9.69	10.34	1188	89
89	000541	RETURNS	682	91.5	8.93	9.43	614	89.6	9.26	9.88	267	92
95	000601	UPC	1061	78.3	11.18	10.95	1104	79.3	11.88	11.46	1107	77
96	000602	INVOICE	449	96.0	11.99	12.28	448	96.9	12.44	12.95	464	96
97	000603	CLAIMS	741	89.3	11.78	11.58	731	91.4	12.21	12.21	738	89
98	000604	CASH	891	90.6	9.87	10.17	983	89.9	10.48	10.71	991	89
99	000605	FIRST IN L	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
100	000606	ON-LINE OD	588	93.4	12.57	12.82	463	95.5	13.40	13.97	486	95

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103	000609	REPLENISH	0	0.0	0.00	0.00	2	100.0	0.00	13.67	1	100
104	000610	2/c press	71	93.0	13.94	14.74	66	95.5	16.80	15.52	68	97
116	000701	TELEMARKET	392	94.4	10.05	10.12	344	96.2	11.42	10.52	303	94
117	000702	ADVANTAGE	353	83.9	11.57	10.79	329	82.7	11.77	11.27	313	82
118	000703	INSIDE MR	289	72.0	10.89	10.57	293	69.6	11.58	11.16	321	71
119	000705	PE DRIVER	392	61.5	10.83	10.24	389	59.6	11.05	10.70	372	61
120	000706	ON-LINE OD	363	45.7	11.42	11.06	367	45.0	11.94	11.52	372	50
121	000707	OFF-LINE O	1255	89.7	9.95	9.59	1392	88.5	10.05	9.98	594	86
122	000709	REPLENISH	59	13.6	10.12	10.38	65	16.9	10.65	11.78	68	19
123	000710	NEW STORE	972	20.3	9.59	9.29	1077	21.2	9.95	9.53	1174	22
125	000712	FORKLIFT	175	2.3	12.46	10.90	167	4.8	12.89	10.16	154	2
133	000750	SECURITY	66	25.8	12.65	13.09	75	10.7	12.43	12.98	94	11
135	000752	PARK LT PR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	2	0
137	000801	PHOT TECH	1	100.0	0.00	9.30	1	100.0	0.00	8.20	41	70
138	000802	PHOT SPEC	0	0.0	0.00	0.00	0	0.0	0.00	0.00	5	80
144	000814	SER MGR-HR	354	6.2	11.09	11.00	372	5.9	11.64	11.46	399	7
146	000816	TIRE TECH	936	0.6	9.01	8.90	1033	1.9	9.43	9.47	1103	1
155	000840	RX MANAGER	1	100.0	0.00	13.00	0	0.0	0.00	0.00	0	0
157	000842	ROUTE/FORK	0	0.0	0.00	0.00	10	100.0	0.00	10.14	6	100
158	000843	RX TECH 1	7	71.4	9.66	8.71	20	95.0	9.90	10.05	35	91
164	000849	DOCUTECH	0	0.0	0.00	0.00	0	0.0	0.00	0.00	2	100
167	000852	OPTICIAN	34	79.4	11.60	10.19	103	78.6	12.41	10.98	185	80
168	000853	LAB TECH	0	0.0	0.00	0.00	1	0.0	14.50	0.00	0	0
171	000856	LIC OPTICI	0	0.0	0.00	0.00	0	0.0	0.00	0.00	16	62
172	000857	OPT ASST 1	0	0.0	0.00	0.00	0	0.0	0.00	0.00	9	100
192	000886	CA 1HR MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
195	000910	LEAD	467	39.6	12.56	11.19	511	39.9	13.29	11.74	559	39
198	000930	FRSH MAINT	145	24.1	9.03	8.75	158	24.1	9.33	9.61	169	23
199	000931	HM PROCESS	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
200	000932	WRAPPER	709	80.5	9.39	9.37	796	78.9	9.76	9.73	855	76
201	000933	PACKER	238	71.8	10.33	10.01	292	74.3	10.18	10.08	321	72
202	000934	FORKLIFT D	690	4.9	11.61	10.67	782	5.2	12.17	11.31	888	6
203	000935	JOB TICKET	228	88.6	9.12	8.81	281	92.2	9.43	9.25	335	92
204	000936	MACHINE OP	39	69.2	10.75	9.70	49	77.6	9.94	10.03	79	60
208	000981	BAKER	529	57.7	10.41	9.93	530	61.3	10.91	10.32	567	57
210	000983	CAKE DCTR	480	95.8	10.74	10.06	514	94.0	11.19	10.75	612	93
239	001080	MGR TRAINE	0	0.0	0.00	0.00	1	100.0	0.00	11.83	2	50
259	040000	MANAGER	455	8.6	27.09	25.73	472	9.3	27.22	26.90	495	9
262	040400	MANAGER ON	1	0.0	24.04	0.00	0	0.0	0.00	0.00	0	0
264	041000	CO-MANAGER	1	0.0	36.06	0.00	0	0.0	0.00	0.00	0	0
265	041200	SAM'S CO-M	82	14.6	22.78	21.95	87	11.5	23.42	22.02	85	22
271	042000	ACCEL MANA	2	50.0	29.81	21.63	4	25.0	26.12	24.04	4	0
272	043000	ASST MANAG	77	31.2	17.04	16.03	60	35.0	17.23	16.97	94	21
281	043050	ASST MGR /	1	0.0	16.80	0.00	1	0.0	17.30	0.00	1	0
283	043100	NIGHT RECE	2	0.0	13.47	0.00	17	17.6	14.06	14.91	51	23
285	043300	ASST MGR/S	0	0.0	0.00	0.00	3	33.3	17.11	15.41	0	0
287	043320	ASST MGR -	41	48.8	18.99	16.79	2	100.0	0.00	17.88	2	100
289	043330	ASST MGR -	86	14.0	17.94	16.01	1	0.0	17.33	0.00	0	0
291	043340	ASST MGR -	47	46.8	17.09	15.67	0	0.0	0.00	0.00	0	0

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292	043341	AM / CONV	2	0.0	17.45	0.00	0	0.0	0.00	0.00	0	0
293	043350	FRONT END	417	60.7	12.92	12.98	409	60.9	13.54	13.60	454	66
294	043360	AREA MGR R	409	29.8	13.64	13.28	435	34.3	14.33	14.28	430	35
295	043370	Merch Mgr1	394	19.5	16.74	16.74	444	17.8	17.24	16.90	489	19
296	043380	Merch Mgr2	373	14.2	18.06	17.14	470	12.8	18.50	17.58	502	19
297	043390	AM-Bus Mgr	405	36.8	17.36	16.43	510	39.8	18.21	17.10	489	36
309	045600	BUSINESS D	2	0.0	12.93	0.00	1	0.0	15.05	0.00	1	0
314	046018	Trn Sam's	50	28.0	10.98	12.60	35	31.4	12.20	11.32	36	33
315	046019	SAMS BKMIT	19	47.4	12.84	10.53	8	25.0	11.55	11.65	3	33
316	046020	SAMS MTMIT	11	9.1	10.83	10.54	10	10.0	11.81	10.91	6	16
319	046023	SAMS Inter	5	20.0	9.02	9.50	1	0.0	8.37	0.00	2	50
322	046200	SAM'S TRAI	1	0.0	15.15	0.00	1	0.0	16.15	0.00	1	0
328	048200	VISION CEN	30	73.3	13.73	13.41	101	70.3	14.68	14.21	206	69
333	048851	Vision Ctr	0	0.0	0.00	0.00	1	100.0	0.00	12.95	4	75
365	049900	SAM'S BAKE	265	56.6	16.43	15.54	317	58.0	17.09	16.00	362	58
367	049950	SAM'S MEAT	369	8.9	16.76	15.55	407	8.6	17.47	16.88	441	8
368	049955	MEAT MGR /	1	0.0	16.92	0.00	0	0.0	0.00	0.00	0	0
373	804050	DIRECTOR O	68	7.4	50.33	48.47	70	8.6	51.40	47.74	71	9

Appendix 8d

Summary of Workforce by Year, Sex, Selected Jobs With Average Hourly Rate PT only — Sam's Club

Restricted to Employees Active at Year-End, and with at least 1 yrs since year of hire.

		1999				2000					
JobCd	Job Title	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%
500	Total	11987	60.2	8.98	8.38	12238	60.3	9.35	8.76	12938	5
491	Hourly	11987	60.2	8.98	8.38	12237	60.3	9.35	8.76	12937	5
492	Salary	0	0.0	0.00	0.00	1	100.0	0.00	11.95	1	10
5	000101 TEAM LEAD	2	0.0	8.52	0.00	4	50.0	12.05	11.45	3	
6	000102 CUSTOMER S	1	0.0	13.07	0.00	2	0.0	11.65	0.00	0	
16	000180 TEMP SETUP	1	100.0	0.00	7.80	0	0.0	0.00	0.00	0	
20	000200 EMBRDY PAR	0	0.0	0.00	0.00	2	100.0	0.00	8.33	2	10
21	000201 SALES ASSOC	376	14.6	8.70	8.23	348	21.0	9.00	8.65	483	4
22	000202 MASTERPACK	4	0.0	7.39	0.00	25	20.0	8.06	8.91	48	1
34	000300 SHOE MGMT	141	22.7	9.64	10.03	141	24.1	9.85	9.68	106	2
35	000301 STOCK PERS	1265	22.5	8.54	8.43	1328	26.5	9.00	8.82	1366	2
36	000302 O/N TECH	176	26.7	8.20	8.42	167	24.6	8.78	8.98	168	1
37	000303 FLORAL	15	80.0	8.83	8.88	22	77.3	8.46	9.40	29	7
42	000312 CAFE PARTN	297	86.5	7.87	7.92	309	81.6	8.30	8.36	307	8
43	000314 NTE FORLIF	13	7.7	11.50	13.35	11	9.1	11.64	15.65	4	
44	000315 FORKLIFT	15	0.0	9.81	0.00	8	0.0	10.51	0.00	10	1
45	000320 DEMO PTNR	2731	94.3	8.16	8.19	2610	94.2	8.49	8.52	2621	9
46	000325 DEMO COORD	10	100.0	0.00	8.71	6	83.3	8.20	9.50	5	10
57	000461 RECVG DOCK	38	34.2	9.04	9.92	47	34.0	10.42	10.88	32	3
59	000463 NITE RECVG	2	0.0	9.12	0.00	0	0.0	0.00	0.00	1	
66	000501 CASHIER	1975	68.5	8.15	7.96	2024	69.2	8.53	8.31	2340	6
70	000505 PE DRIVER	40	60.0	8.77	8.30	93	69.9	8.78	8.38	146	6
74	000510 CSM	395	68.1	9.14	9.26	440	66.8	9.54	9.82	424	7
79	000520 ACCOUNTING	989	56.7	8.41	8.32	1041	56.6	8.64	8.58	1110	5
87	000530 CART PTNR	409	3.2	7.79	7.80	417	2.6	8.09	8.54	463	
88	000540 SRVICE DSK	52	80.8	8.79	9.01	41	82.9	9.29	9.07	492	8
89	000541 RETURNS	261	85.1	8.32	8.53	247	88.3	9.27	8.90	107	8
95	000601 UPC	34	73.5	9.24	11.73	33	66.7	10.84	11.45	23	6
96	000602 INVOICE	6	100.0	0.00	11.68	7	100.0	0.00	10.94	9	10
97	000603 CLAIMS	55	87.3	10.09	10.36	38	73.7	9.49	10.96	32	8
98	000604 CASH	410	83.2	9.15	9.13	446	83.6	9.47	9.33	420	8
99	000605 FIRST IN L	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	
100	000606 ON-LINE OD	32	100.0	0.00	10.77	8	100.0	0.00	12.44	6	10
104	000610 2/c press	3	100.0	0.00	12.47	1	100.0	0.00	10.15	0	
116	000701 TELEMARKET	19	100.0	0.00	8.93	23	87.0	9.33	10.05	13	10
117	000702 ADVANTAGE	8	87.5	7.50	8.25	14	92.9	12.75	9.94	8	5

Appendix 8d

118	000703	INSIDE MR	11	27.3	11.44	10.35	11	81.8	8.70	10.34	9	77
119	000705	PE DRIVER	24	45.8	9.55	8.42	20	40.0	9.59	9.96	12	33
120	000706	ON-LINE OD	7	57.1	10.90	11.05	10	50.0	11.52	9.89	3	66
121	000707	OFF-LINE O	613	84.8	8.84	8.48	622	85.4	9.09	9.02	247	85
122	000709	REPLENISH	2	0.0	8.60	0.00	1	0.0	7.45	0.00	2	0
123	000710	NEW STORE	245	14.7	8.54	8.07	240	13.3	8.84	8.40	266	10
125	000712	FORKLIFT	13	0.0	10.20	0.00	11	0.0	9.62	0.00	7	0
133	000750	SECURITY	256	7.0	18.02	17.73	242	9.1	19.09	18.88	286	7
134	000751	OFF DY SEC	0	0.0	0.00	0.00	2	0.0	23.00	0.00	43	16
137	000801	PHOT TECH	3	100.0	0.00	8.48	3	100.0	0.00	8.80	17	76
144	000814	SER MGR-HR	4	0.0	9.54	0.00	4	0.0	10.70	0.00	3	0
146	000816	TIRE TECH	409	1.0	8.41	8.88	444	1.1	8.83	9.76	499	1
157	000842	ROUTE/FORK	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
158	000843	RX TECH 1	2	50.0	7.10	8.90	10	60.0	8.70	9.12	4	75
163	000848	RX TECH 2	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
167	000852	OPTICIAN	12	83.3	12.32	9.28	26	88.5	11.06	9.82	47	78
171	000856	LIC OPTICI	0	0.0	0.00	0.00	0	0.0	0.00	0.00	4	25
172	000857	OPT ASST 1	0	0.0	0.00	0.00	0	0.0	0.00	0.00	6	83
195	000910	LEAD	3	33.3	10.27	6.60	3	33.3	8.90	11.00	0	0
198	000930	FRSH MAINT	95	17.9	8.37	8.34	96	19.8	8.64	8.88	73	16
199	000931	HM PROCESS	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
200	000932	WRAPPER	177	70.6	8.60	8.42	196	70.9	8.69	8.85	217	72
201	000933	PACKER	40	57.5	9.02	8.89	46	41.3	9.96	9.42	44	59
202	000934	FORKLIFT D	61	0.0	10.37	0.00	80	2.5	11.01	9.55	85	2
203	000935	JOB TICKET	129	86.8	8.28	8.32	136	87.5	9.01	8.65	167	87
204	000936	MACHINE OP	2	50.0	8.60	7.30	11	45.5	8.41	8.62	15	53
208	000981	BAKER	44	63.6	9.57	9.13	46	45.7	10.26	9.72	34	52
210	000983	CAKE DCTR	60	88.3	9.28	9.44	73	90.4	10.10	10.06	65	93
244	001085	INTERN	0	0.0	0.00	0.00	1	100.0	0.00	9.10	0	0
293	043350	FRONT END	0	0.0	0.00	0.00	1	100.0	0.00	11.95	0	0
294	043360	AREA MGR R	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100

Appendix 11a

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Progress of 1996 Hourly Hires, by Sex — Total, Wmt+Sup+Sam+N'hd

With Average Hourly Rate in 1996, 1997, 1999, 2001

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Source: People Soft Data
Only the job codes with at least 1000 hires in 1996 are listed.
'Hire' means Action or Action Reason Code = 'HIR'
Total includes Hourly Hires Only.

Job Hired Into				1996				1997				1999				2001	
	JobCd	Job Title		Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fe
500	Total	Hourly		466438	60.8	6.08	5.73	126150	62.8	6.76	6.27	73941	67.1	8.45	7.56	63045	68.
2	000101	TEAM LEAD	H	1984	64.9	7.51	7.22	946	65.9	8.58	8.08	670	69.4	11.03	9.88	581	69.
13	000180	TEMP SETUP	H	9230	58.4	5.52	5.47	1861	66.5	6.59	6.20	1254	67.3	7.94	7.34	1115	67.
17	000201	SALES ASSOC	H	146341	62.8	5.75	5.55	40547	65.2	6.40	6.10	24106	69.9	8.20	7.40	20527	71.
18	000202	MASTERPACK	H	2016	20.2	5.41	5.48	486	23.7	6.07	6.04	276	29.0	7.52	7.24	230	29.
26	000237	FITTING RM	H	1894	98.9	5.51	5.53	624	99.2	6.18	6.03	412	99.0	7.02	7.21	368	100.
30	000300	SHOE MGMT	H	2847	9.4	7.18	7.17	601	10.5	7.74	7.68	322	12.9	9.63	9.33	266	12.
31	000301	STOCK PERS	H	17441	7.3	5.67	5.94	4039	8.1	6.19	6.53	1978	10.7	7.67	7.97	1630	11.
32	000302	O/N TECH	H	1165	31.2	6.47	6.20	312	32.2	7.22	6.69	184	30.6	9.01	8.11	144	29.
41	000320	DEMO PTNR	H	2763	93.6	6.35	6.22	1199	93.9	6.95	6.71	826	95.1	7.84	7.75	741	95.
43	000330	ASSEMBLER	H	1490	4.5	5.78	5.34	436	3.9	6.44	5.94	257	2.5	7.77	6.55	231	3.
46	000410	NEW STORE	H	4304	9.1	6.11	6.13	867	10.8	6.85	6.78	556	14.6	8.76	8.34	474	16
47	000415	RESTOCKER	H	26000	17.3	6.12	6.27	5397	19.5	6.73	6.80	3221	24.5	8.42	8.23	2793	25
48	000416	INTERNATIO	H	1552	18.9	7.04	7.16	376	21.0	7.58	7.78	229	25.2	9.11	9.57	207	30
54	000462	STOCKER	H	18512	50.3	5.96	5.94	4938	54.5	6.62	6.56	3181	61.9	8.38	7.99	2854	63
62	000501	CASHIER	H	158767	87.4	5.93	5.70	41820	87.2	6.44	6.19	23330	89.5	7.80	7.34	19552	90
70	000510	CSM	H	1148	82.9	6.83	6.49	437	82.9	7.43	7.19	290	85.6	10.06	8.78	240	87.
75	000520	ACCOUNTING	H	5708	61.9	5.77	5.60	2756	61.1	6.25	6.10	2009	62.8	7.14	6.96	1753	64.
83	000530	CART PTNR	H	9768	2.3	5.94	5.96	2206	2.5	6.49	6.66	1113	3.8	7.72	7.83	884	4.
84	000540	SRVICE DSK	H	1952	91.9	6.08	5.93	620	91.6	6.63	6.48	375	91.9	8.55	7.93	312	93.
87	000550	LAYAWAY	H	3756	72.5	5.53	5.64	1044	73.0	6.04	6.15	566	78.8	7.80	7.49	498	81.
94	000604	CASH	H	1878	92.9	6.50	6.26	646	93.9	7.20	6.86	376	94.6	8.63	8.52	326	94.
119	000710	NEW STORE	H	7715	7.8	6.44	6.42	2141	8.7	7.08	7.02	1370	10.6	8.61	8.46	1222	11.
120	000711	DAY MAINT.	H	1728	37.4	5.85	5.71	619	38.9	6.38	6.25	416	43.7	7.57	7.32	362	48.
129	000750	SECURITY	H	1620	16.3	10.36	9.24	557	17.3	10.97	9.42	291	15.6	13.44	11.76	248	14.
130	000751	OFF DY SEC	H	1768	6.6	13.00	12.26	628	6.3	13.49	12.90	341	4.8	14.60	14.28	259	3.
142	000816	TIRE TECH	H	3611	1.1	6.48	6.07	721	1.2	7.08	6.59	353	0.4	8.63	8.66	289	0.
143	000817	L.BAY TECH	H	3837	2.2	6.03	6.03	717	2.4	6.65	6.50	338	4.0	8.19	8.04	277	3.
144	000818	U.BAY TECH	H	3880	2.4	6.02	5.98	739	2.4	6.62	6.51	358	2.4	8.42	8.36	305	2.
161	000852	OPTICIAN	H	1099	80.2	8.23	7.01	487	78.6	9.25	7.84	293	77.1	11.84	10.10	265	78.
194	000932	WRAPPER	H	1586	63.9	7.31	6.42	553	63.3	8.23	7.07	344	70.0	10.93	8.57	311	71.
203	000982	DONUT CREW	H	1469	71.4	6.14	5.98	365	71.5	6.82	6.61	268	74.9	8.17	7.80	239	73.

Appendix 11a

Progress of 1998 Hires, by Sex, Selected Jobs Total, All Divisions
With Average Hourly Rate in 1998, 1999, 2000, 2001

Source: People Soft Data
Salary Rates converted to Hourly Rates by dividing by 80.
Restricted to employees active at year-end with rates.
Only the job codes with at least 1000 hires in 1998 are listed.
Total includes everyone.

Job Hired Into			1998				1999				2000				200	
JobCd	Job Title		Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%F
500	Total Hourly		535463	59.6	6.62	6.24	274270	61.3	7.34	6.81	142605	63.7	8.31	7.54	104427	64
2	000101 TEAM LEAD	H	1532	62.1	8.61	7.99	1275	62.7	9.61	8.73	830	64.8	11.17	9.82	677	67
13	000180 TEMP SETUP	H	13587	54.8	6.24	6.06	5518	59.7	7.05	6.62	3265	61.9	7.99	7.29	2518	62
17	000201 SALES ASSOC	H	125750	62.3	6.18	6.02	67303	63.9	6.84	6.58	35201	66.8	7.82	7.33	25844	68
18	000202 MASTERPACK	H	19357	53.4	6.17	6.14	7942	57.3	6.94	6.75	4690	58.9	7.80	7.42	3595	60
26	000237 FITTING RM	H	1557	97.4	6.32	5.98	896	97.8	6.85	6.50	527	97.7	7.59	7.15	416	97
30	000300 SHOE MGMT	H	5723	12.4	7.76	7.73	2575	13.9	8.50	8.38	1123	15.4	9.59	9.23	807	15
31	000301 STOCK PERS	H	6484	38.6	7.18	6.47	3774	43.6	7.90	7.08	1815	48.9	8.96	8.02	1317	50
32	000302 O/N TECH	H	1527	31.8	7.16	6.80	857	30.8	7.95	7.50	404	30.0	9.03	8.54	307	33
38	000312 CAFE PARTN	H	1488	78.4	7.08	6.96	820	80.0	7.68	7.59	416	86.5	8.98	8.45	310	85
41	000320 DEMO PTNR	H	3353	92.0	6.91	6.66	2254	92.2	7.50	7.20	1517	93.3	8.21	7.81	1222	93
43	000330 ASSEMBLER	H	1653	2.5	6.37	6.42	908	2.4	7.13	7.21	515	2.3	8.01	8.00	398	2
46	000410 NEW STORE	H	9374	14.8	6.68	6.57	4038	16.7	7.46	7.13	2031	17.0	8.57	7.90	1594	18
47	000415 RESTOCKER	H	28852	14.2	6.72	6.76	12012	16.5	7.37	7.38	5724	18.5	8.31	8.24	4353	19
59	000468 HDLN/HMLN	H	7426	43.2	6.63	6.46	3591	47.1	7.47	7.12	1993	51.3	8.68	7.98	1584	51
60	000469 HD/HM O/N	H	28443	49.8	6.82	6.71	13265	53.4	7.47	7.28	6903	57.4	8.46	8.04	5315	58
62	000501 CASHIER	H	180618	86.7	6.39	6.18	91560	86.2	6.93	6.69	46044	87.2	7.74	7.35	32559	88
66	000505 PE DRIVER	H	6306	73.6	6.35	6.28	3602	73.8	6.95	6.89	1895	77.3	7.83	7.63	1251	77
75	000520 ACCOUNTING	H	5435	60.2	6.15	6.07	3785	59.8	6.65	6.54	2698	59.7	7.15	7.03	2216	60
83	000530 CART PTNR	H	25482	2.6	6.10	6.16	12889	2.9	6.61	6.66	5822	3.5	7.36	7.27	3848	4
84	000540 SRVICE DSK	H	1277	90.1	6.60	6.44	696	91.1	7.27	7.07	353	93.8	8.66	8.02	263	93
87	000550 LAYAWAY	H	3896	65.0	5.96	6.09	2107	65.2	6.46	6.62	976	69.7	7.36	7.32	693	75
94	000604 CASH	H	1923	92.4	6.97	6.90	1140	93.3	7.84	7.58	637	93.4	9.07	8.43	476	93
119	000710 NEW STORE	H	8112	11.1	6.99	6.91	4241	12.5	7.62	7.47	2234	13.7	8.45	8.23	1704	14
120	000711 DAY MAINT.	H	3428	37.6	6.48	6.23	2062	39.1	7.08	6.75	1310	40.9	7.80	7.32	1015	41
129	000750 SECURITY	H	1625	18.2	10.53	9.23	1026	19.1	11.66	10.04	490	17.6	13.07	11.32	347	18
130	000751 OFF DY SEC	H	1442	8.3	15.07	14.70	1016	7.3	15.49	14.75	554	6.1	16.31	15.24	384	7
133	000801 PHOT TECH	H	1086	72.7	6.30	6.17	907	70.9	6.92	6.73	382	73.3	8.12	7.69	238	77
142	000816 TIRE TECH	H	3996	1.4	7.06	6.99	2088	1.3	7.76	7.87	905	1.3	8.74	9.27	603	1
143	000817 L.BAY TECH	H	3930	2.3	6.65	6.60	1770	2.6	7.38	7.34	758	2.5	8.24	8.48	460	3
144	000818 U.BAY TECH	H	5135	2.1	6.61	6.62	2399	1.8	7.29	7.01	1010	2.1	8.28	7.83	670	2
154	000843 RX TECH 1	H	1356	85.4	6.96	6.88	915	86.0	8.25	8.00	531	85.7	10.78	9.47	385	85
161	000852 OPTICIAN	H	1112	79.1	9.06	7.63	778	78.8	10.79	8.73	491	79.4	12.16	9.88	379	79
191	000915 PROCESSOR	H	2286	22.8	8.97	6.80	1555	19.6	10.37	7.63	1060	17.9	11.89	8.81	885	18
194	000932 WRAPPER	H	3238	67.8	6.98	6.66	1904	68.3	7.85	7.39	1122	71.6	8.95	8.16	865	73
202	000981 BAKER	H	1036	64.8	7.82	6.99	626	66.1	8.75	7.79	373	70.0	9.73	8.65	287	72
203	000982 DONUT CREW	H	1491	75.7	6.67	6.50	668	80.2	7.20	7.07	378	83.9	7.87	7.71	292	84
204	000983 CAKE DCTR	H	1331	93.7	8.19	7.46	867	93.1	9.16	8.33	559	93.9	10.54	9.29	467	93

Appendix 11b

Progress of 1996 Hourly Hires, by Sex
With Average Hourly Rate in 1996, 1997, 1999, 2001

Sam's Club Stores

Source: People Soft Data
Only the job codes with at least 1000 hires in 1996 are listed.
'Hire' means Action or Action Reason Code = 'HIR'
Total includes Hourly Hires Only.

Job Hired Into			1996				1997				1999				200	
JobCd	Job Title		Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%F
500	Total Hourly		43477	46.9	6.97	6.68	11918	48.2	7.57	7.19	6124	53.7	9.29	8.50	5015	55
17	000201 SALES ASSOC	H	2418	29.2	6.74	6.69	648	30.4	7.26	7.28	315	38.7	8.91	8.42	253	40
30	000300 SHOE MGMT	H	2847	9.4	7.18	7.17	601	10.5	7.74	7.68	322	12.9	9.63	9.33	266	12
31	000301 STOCK PERS	H	2997	11.1	6.87	6.82	664	12.5	7.49	7.34	327	12.9	9.40	8.78	266	12
41	000320 DEMO PTNR	H	1995	93.3	6.57	6.54	885	93.2	7.07	7.01	613	95.1	8.07	8.05	551	96
62	000501 CASHIER	H	19110	71.5	6.62	6.57	4962	71.6	7.13	7.05	2307	75.3	8.58	8.34	1812	78
83	000530 CART PTNR	H	4397	2.1	6.55	6.70	1104	2.7	7.06	7.24	498	3.8	8.35	8.61	391	4
142	000816 TIRE TECH	H	2044	0.7	6.79	6.57	438	0.9	7.29	7.17	200	0.4	8.89	8.50	169	0

Appendix 11b

Progress of 1998 Hires, by Sex, Selected Jobs Sam's Club Stores
With Average Hourly Rate in 1998, 1999, 2000, 2001

Source: People Soft Data
Salary Rates converted to Hourly Rates by dividing by 80.
Restricted to employees active at year-end with rates.
Only the job codes with at least 1000 hires in 1998 are listed.
Total includes everyone.

Job Hired Into				1998				1999				2000				200
	JobCd	Job Title		Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%Fem	Ave$ M	Ave$ F	Total	%F
500	Total	Hourly		52961	47.2	7.43	7.08	28995	48.6	8.20	7.70	14076	51.5	9.22	8.51	9825	52
30	000300	SHOE MGMT	H	5723	12.4	7.76	7.73	2575	13.9	8.50	8.38	1123	15.4	9.59	9.23	807	15
31	000301	STOCK PERS	H	4165	16.5	7.30	7.30	2218	18.0	8.06	8.10	1005	22.0	9.15	9.08	725	23
38	000312	CAFE PARTN	H	1488	78.4	7.08	6.96	820	80.0	7.68	7.59	416	86.5	8.98	8.45	310	85
41	000320	DEMO PTNR	H	2830	91.4	7.00	6.80	1909	91.5	7.58	7.33	1292	92.8	8.32	7.94	1047	93
62	000501	CASHIER	H	22315	70.8	7.01	6.95	11833	70.9	7.65	7.52	5412	71.9	8.53	8.32	3589	72
83	000530	CART PTNR	H	4670	2.9	6.84	6.83	2527	3.1	7.43	7.30	1127	2.7	8.22	8.01	715	2
119	000710	NEW STORE	H	1075	13.8	7.31	7.19	637	14.4	8.03	7.89	339	16.8	8.88	8.71	247	18
142	000816	TIRE TECH	H	2366	1.3	7.32	7.27	1265	1.3	7.99	8.13	547	0.9	8.94	10.98	360	1
194	000932	WRAPPER	H	995	65.7	7.53	7.25	591	67.2	8.44	8.02	316	66.5	9.64	8.91	230	69

Appendix 12a

Summary of Hourly Workforce by Year, Sex, Selected Jobs Total, Wmt+Sam+Nbrhd
With Average Time Since Hire, At Year-End FT only

Restricted to Employees Active at Year-End.

			1999				2000				2	
	JobCd	Job Title	Total	%Fem	Ave M	Ave F	Total	%Fem	Ave M	Ave F	Total	%F
500	Total		571498	66.1	3.07	4.22	646808	65.5	3.04	4.23	694950	64
491	Hourly		543116	68.0	2.69	4.14	615044	67.2	2.67	4.15	660801	65
492	Salary		28382	30.9	6.43	7.24	31764	32.0	6.50	7.29	34149	33
1	000088	EXECUTIVE	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0
2	000089	REGIONAL V	31	6.5	16.90	11.71	31	6.5	17.04	12.71	39	10
5	000101	TEAM LEAD	56723	78.3	4.91	6.79	60561	77.9	4.99	7.02	66559	77
6	000102	CUSTOMER S	429	60.1	5.29	3.13	243	46.1	5.35	4.57	149	18
7	000103	SLOTTER	166	77.1	5.36	6.86	117	83.8	5.01	8.01	734	39
8	000104	PAY COORDI	9	55.6	6.32	8.73	5	60.0	8.93	5.99	4	75
9	000105	MDSE SPRT	2	100.0	0.00	13.35	0	0.0	0.00	0.00	0	0
12	000108	BUSH PART	6	66.7	5.19	2.61	0	0.0	0.00	0.00	1	100
15	000150	SETUP ASOC	0	0.0	0.00	0.00	312	63.8	0.64	0.53	75	50
16	000180	TEMP SETUP	917	60.0	0.79	1.71	442	62.0	1.68	2.17	118	57
19	000197	DIV PRES	0	0.0	0.00	0.00	0	0.0	0.00	0.00	6	0
20	000200	EMBRDY PAR	19	94.7	1.12	1.49	10	90.0	0.75	1.92	4	75
21	000201	SALES ASSOC	115186	66.5	2.34	3.09	131283	65.9	2.35	3.10	143633	65
22	000202	MASTERPACK	4933	69.3	2.39	2.86	3044	72.8	2.27	2.94	234	35
23	000203	SLOTTER	0	0.0	0.00	0.00	30	86.7	0.50	1.87	138	92
24	000205	PRE-PRESS	0	0.0	0.00	0.00	1071	62.8	3.07	3.24	1942	60
25	000209	SALES ASSC	0	0.0	0.00	0.00	809	30.9	3.04	3.21	982	36
27	000211	TRAVEL CON	7	100.0	0.00	1.39	653	35.4	3.12	3.87	9	88
28	000220	SALES COOR	1985	98.4	4.78	4.24	2132	98.6	5.49	4.68	2143	98
29	000234	SALES ASSC	0	0.0	0.00	0.00	726	95.7	1.78	3.11	1	100
30	000237	FITTING RM	5195	99.1	3.28	5.62	5765	99.2	3.09	5.68	5860	99
31	000246	SALES ASSC	0	0.0	0.00	0.00	721	95.6	1.27	3.07	1146	93
32	000284	FLORAL ASC	1051	95.6	2.66	4.36	1358	95.8	3.05	4.55	1420	95
34	000300	SHOE MGMT	4388	22.1	1.88	3.45	4461	23.0	1.96	3.54	4612	19
35	000301	STOCK PERS	11135	61.8	3.63	4.51	11115	62.8	3.40	4.82	11860	61
36	000302	O/N TECH	2532	41.7	2.62	3.21	2632	41.9	2.82	3.40	2724	40
37	000303	FLORAL	1694	97.8	3.89	6.94	1678	96.4	3.77	7.20	1087	97
38	000304	BTL RDMPTN	14	28.6	1.45	2.70	20	20.0	2.53	2.89	22	18
39	000306	DAY MNTCE	492	30.1	6.38	5.03	384	28.9	7.60	6.21	321	29
40	000310	SKATER/MAY	672	75.4	4.27	5.82	687	75.7	4.87	6.18	8	50
41	000311	COMP SHP	0	0.0	0.00	0.00	14	85.7	7.58	5.37	12	83
42	000312	CAFE PARTN	1279	83.1	1.66	2.72	1390	86.7	2.13	2.71	1621	85
43	000314	NTE FORLIF	539	8.3	5.13	5.12	422	5.9	5.53	5.23	341	5
44	000315	FORKLIFT	212	9.4	5.59	6.30	204	10.3	6.14	7.31	186	10

Appendix 12a

45	000320	DEMO PTNR	1921	94.7	4.15	5.06	2121	94.2	4.01	5.24	2201	92
46	000325	DEMO COORD	442	96.6	5.54	7.25	447	96.2	5.29	7.83	492	97
47	000330	ASSEMBLER	2920	5.4	3.81	5.32	3593	5.6	3.78	5.54	4116	4
50	000410	NEW STORE	6868	21.8	1.13	1.38	10006	24.0	1.10	1.41	12247	24
51	000415	RESTOCKER	19481	18.6	1.84	3.29	19566	14.6	1.61	3.14	19861	11
52	000416	INTERNATIO	59	30.5	4.94	6.54	4	50.0	12.37	6.11	2	50
54	000450	INV TEAM	4361	55.2	2.35	4.01	10356	49.4	2.20	3.53	16345	44
55	000451	ICS LEAD	1017	60.6	4.22	7.34	2257	52.7	4.23	7.00	2395	47
56	000460	O/N SFTL	2012	96.2	1.89	3.56	4507	93.7	2.05	3.33	6229	95
57	000461	RECVG DOCK	1363	30.4	6.41	6.60	1327	29.2	6.74	7.41	1347	28
58	000462	STOCKER	1908	77.0	6.12	7.30	510	78.6	8.04	9.16	226	79
59	000463	NITE RECVG	248	25.8	4.97	5.36	189	20.1	5.19	6.15	184	17
60	000464	DAY MERCH	53	62.3	7.20	8.74	37	64.9	8.59	9.74	26	69
61	000465	DSD REC.	5355	79.6	5.82	8.02	5683	79.5	6.18	8.38	5947	79
62	000466	S/L RC/STK	6980	96.7	3.39	5.64	7455	97.0	3.94	5.82	5074	97
63	000468	HDLN/HMLN	11492	63.7	2.81	4.81	11534	60.6	2.71	4.99	9485	52
64	000469	HD/HM O/N	34021	57.6	2.06	2.73	40314	53.4	2.11	2.81	46471	51
65	000470	STRAT STKR	42	69.0	2.09	2.92	126	65.9	2.00	3.02	180	66
66	000501	CASHIER	71746	91.8	1.88	2.52	82262	91.7	1.81	2.40	91353	91
67	000502	MASTERPACK	528	90.0	4.23	3.82	381	90.3	4.25	4.43	125	96
68	000503	MALL CASH	55	94.5	3.17	4.08	58	86.2	3.71	3.94	53	88
69	000504	LIFT DRIVE	14	78.6	3.50	4.81	7	85.7	3.23	6.59	17	88
70	000505	PE DRIVER	681	75.5	1.83	1.72	1525	83.2	2.61	3.02	2335	84
74	000510	CSM	17487	88.6	3.18	4.13	19895	88.8	3.14	4.20	21109	87
75	000511	LEAD CSM	281	97.9	7.82	9.26	16	81.2	8.55	11.44	0	0
76	000513	MALL CSM	26	80.8	1.70	5.23	27	77.8	3.77	6.60	33	66
79	000520	ACCOUNTING	9590	66.7	4.07	5.16	11494	64.8	3.99	5.02	12792	64
80	000521	PURCHASING	1694	62.5	3.76	4.71	2526	62.6	3.46	4.67	3066	63
81	000522	GC GREETER	2390	52.9	3.89	4.88	2754	53.4	3.96	5.12	3034	53
82	000523	ML PPL GRT	47	57.4	5.45	6.50	42	54.8	5.51	7.34	36	69
85	000526	ACC. CHECK	22	59.1	4.82	3.78	13	38.5	4.54	4.73	1	100
86	000527	REPORTS CL	6	83.3	3.97	6.86	5	80.0	4.97	7.27	2	100
87	000530	CART PTNR	6471	2.1	1.69	1.65	8189	2.1	1.92	2.05	9002	2
88	000540	SRVICE DSK	8916	95.2	2.74	3.81	9069	95.3	2.59	3.99	10684	94
89	000541	RETURNS	870	90.3	2.70	4.48	776	88.9	2.84	4.71	324	92
91	000550	LAYAWAY	7558	89.7	2.20	3.97	7629	89.5	2.06	4.09	7463	89
92	000551	LAYW STCKR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	71	12
93	000560	PULL TAB	6	100.0	0.00	7.58	0	0.0	0.00	0.00	0	0
94	000600	OF ASSOC	1564	97.6	7.09	9.83	3395	97.4	7.11	10.39	4011	97
95	000601	UPC	2492	87.5	6.11	8.01	1582	82.3	6.40	7.17	1218	76
96	000602	INVOICE	1837	97.6	8.06	9.83	886	97.2	7.31	9.63	523	96
97	000603	CLAIMS	5198	89.6	5.30	7.53	5570	89.5	5.44	7.84	5812	89
98	000604	CASH	12437	94.2	3.73	5.15	14148	94.0	3.81	5.36	14563	94
99	000605	FIRST IN L	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
100	000606	ON-LINE OD	3310	95.1	7.05	8.51	3266	95.4	7.45	9.32	3192	95
101	000607	OFF-LINE O	739	94.7	5.88	7.67	1071	93.1	5.08	7.78	1497	94
102	000608	RESERVE ST	5	80.0	0.07	4.29	15	93.3	1.07	1.98	24	95
103	000609	REPLENISH	1	100.0	0.00	7.20	2	100.0	0.00	4.49	11	100
104	000610	2/c press	410	97.1	8.23	10.17	456	96.9	10.13	10.84	462	96

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106	000612	REG ASST.	6	100.0	0.00	6.70	7	100.0	0.00	7.25	7	100
107	000613	OFFICE	18	100.0	0.00	13.12	6	100.0	0.00	16.33	5	100
115	000700	1NL TRAINE	0	0.0	0.00	0.00	9	77.8	6.61	6.88	14	50
116	000701	TELEMARKET	468	93.8	4.19	5.79	409	93.4	4.12	6.06	356	91
117	000702	ADVANTAGE	466	80.9	3.76	4.56	444	80.4	3.78	4.97	425	78
118	000703	INSIDE MR	337	71.5	4.83	5.76	329	66.9	5.10	6.25	361	70
119	000705	PE DRIVER	428	59.3	5.34	6.39	429	57.6	5.00	6.27	404	60
120	000706	ON-LINE OD	472	45.6	4.40	5.08	481	44.9	4.62	5.26	555	49
121	000707	OFF-LINE O	1664	88.0	3.61	4.51	1839	87.1	3.20	4.54	823	86
122	000709	REPLENISH	67	13.4	3.75	7.12	79	13.9	4.15	10.54	80	17
123	000710	NEW STORE	10459	11.0	3.06	2.70	10851	12.0	3.14	2.63	12886	11
124	000711	DAY MAINT.	5093	34.0	3.52	2.66	6174	34.3	3.52	2.67	6886	34
125	000712	FORKLIFT	188	2.1	7.13	5.04	184	4.3	7.44	5.25	158	2
127	000714	NGT MAINT	107	10.3	4.35	5.19	83	10.8	5.23	6.67	62	12
128	000715	REPAIR TEC	5	20.0	4.53	6.16	5	20.0	7.04	7.16	5	20
133	000750	SECURITY	2367	21.5	2.43	3.33	2787	20.7	2.46	3.02	2637	20
134	000751	OFF DY SEC	203	8.9	2.58	2.65	98	6.1	1.88	4.10	99	10
135	000752	PARK LT PR	964	7.2	2.33	1.92	903	7.6	2.93	2.53	890	6
136	000753	UNIFORM GD	14	50.0	4.67	1.40	17	5.9	5.40	4.03	8	12
137	000801	PHOT TECH	3792	77.5	1.79	2.05	4126	77.5	1.77	2.04	4167	75
138	000802	PHOT SPEC	3984	78.5	3.16	3.18	4564	79.1	3.40	3.49	4776	79
139	000803	PC MGR TRN	141	77.3	3.43	2.97	297	80.5	3.63	3.39	173	75
142	000812	NON-CON OR	5	20.0	5.01	0.11	8	0.0	2.24	0.00	8	25
143	000813	DEPT MGR	1126	65.0	4.78	6.06	1286	63.5	5.16	6.05	55	52
144	000814	SER MGR-HR	1397	4.1	3.79	4.15	1612	3.5	3.79	4.61	1737	4
145	000815	WRTR/GRTR	776	50.8	1.87	1.96	1018	56.4	2.11	2.19	909	52
146	000816	TIRE TECH	1864	1.0	1.93	1.55	1943	1.6	1.98	2.73	1960	1
147	000817	L.BAY TECH	148	3.4	0.85	0.46	35	2.9	1.67	0.91	13	0
148	000818	U.BAY TECH	173	1.7	0.62	0.19	35	5.7	1.12	0.88	10	20
149	000819	ALIGN TECH	168	0.6	4.76	5.63	88	1.1	5.46	6.63	44	2
151	000821	CRTSY TECH	32	15.6	1.03	1.02	6	16.7	1.34	3.71	1	0
153	000823	SERV TECH	6938	3.8	1.53	1.65	8249	3.8	1.52	1.65	9449	3
155	000840	RX MANAGER	3	100.0	0.00	4.78	3	66.7	8.37	5.06	0	0
156	000841	STAFF RX	4	75.0	2.54	0.84	2	100.0	0.00	1.16	4	75
157	000842	ROUTE/FORK	2448	95.5	4.62	6.81	2558	95.1	4.50	7.34	169	91
158	000843	RX TECH 1	5642	94.5	2.34	4.37	6306	94.5	2.57	4.64	6840	93
159	000844	RX ASSTMGR	0	0.0	0.00	0.00	1	100.0	0.00	0.04	0	0
162	000847	PRE GRD IN	15	53.3	1.82	1.17	28	57.1	1.73	1.82	28	42
163	000848	RX TECH 2	209	94.3	3.93	4.75	293	92.8	3.13	5.10	422	95
164	000849	DOCUTECH	95	98.9	2.25	4.97	144	95.8	6.13	5.75	193	95
165	000850	CA VC MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	2	50
166	000851	VISION MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100
167	000852	OPTICIAN	2814	85.3	2.31	2.86	3418	84.4	2.39	2.93	3794	84
168	000853	LAB TECH	870	58.9	2.45	2.71	999	58.2	2.53	3.02	1077	62
169	000854	OPT TRN	187	89.3	2.03	2.71	145	83.4	2.22	3.03	136	80
171	000856	LIC OPTICI	425	63.8	2.56	3.33	492	63.0	2.95	3.77	598	63
172	000857	OPT ASST 1	432	94.9	3.01	2.86	572	94.6	3.64	3.21	628	93
174	000859	PT OPTOMET	1	100.0	0.00	2.37	1	100.0	0.00	6.27	0	0
176	000862	OPT ASST 2	0	0.0	0.00	0.00	4	75.0	0.18	0.64	5	80

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177	000863	SCREENER	130	93.1	1.73	2.65	17	100.0	0.00	3.07	2	100.
187	000873	OPT TRN RE	0	0.0	0.00	0.00	4	75.0	0.37	3.14	12	66.
191	000885	MANAGER	1	0.0	10.86	0.00	0	0.0	0.00	0.00	1	100.
192	000886	CA 1HR MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	4	50.
193	000903	DEPT MGR	2	100.0	0.00	5.31	2	50.0	8.51	9.36	0	0.
194	000904	FOOD REC.	2	50.0	4.32	10.09	1	100.0	0.00	11.09	1	100.
195	000910	LEAD	2733	45.4	3.03	3.22	3481	45.9	3.14	3.34	4200	47.
196	000911	OTC LEAD	1	100.0	0.00	0.64	1	100.0	0.00	1.64	142	38.
197	000915	PROCESSOR	2874	6.9	1.72	1.66	1883	6.9	1.88	1.55	173	5.
198	000930	FRSH MAINT	242	21.1	1.91	2.00	255	19.6	2.08	2.78	284	19.
199	000931	HM PROCESS	0	0.0	0.00	0.00	0	0.0	0.00	0.00	4	50.
200	000932	WRAPPER	2923	82.9	1.79	2.47	3266	83.4	1.84	2.61	3646	82.
201	000933	PACKER	334	68.6	2.68	3.70	414	70.0	2.52	3.61	468	66.
202	000934	FORKLIFT D	1068	4.8	2.69	3.77	1162	5.5	2.91	3.03	1382	5.
203	000935	JOB TICKET	280	89.6	3.07	3.81	340	90.9	3.13	4.58	413	91.
204	000936	MACHINE OP	43	67.4	3.18	4.27	62	72.6	2.62	4.41	162	51.
208	000981	BAKER	2246	74.0	2.82	2.65	2521	76.1	2.83	2.75	2814	75.
209	000982	DONUT CREW	1611	80.9	1.70	1.66	2126	81.7	1.78	1.84	2550	81.
210	000983	CAKE DCTR	2194	95.4	1.67	2.41	2725	95.7	1.94	2.42	3379	95.
217	001006	HOME/L A/M	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100.
235	001050	TEAM LEAD	2894	46.7	4.33	6.68	4022	47.0	4.22	6.50	3688	45.
238	001070	REG ASST	0	0.0	0.00	0.00	2	100.0	0.00	8.82	2	100.
239	001080	MGR TRAINE	4	25.0	1.10	6.39	4	25.0	2.72	2.43	5	40.
240	001081	TRAINEE	1	100.0	0.00	3.49	0	0.0	0.00	0.00	3	66.
244	001085	INTERN	7	14.3	1.09	0.03	8	37.5	2.22	2.25	3	33.
246	001087	PT TIME IN	0	0.0	0.00	0.00	0	0.0	0.00	0.00	2	100.
248	001090	GROC MGR	2	50.0	4.66	2.34	1	0.0	5.66	0.00	4	0.
249	001091	SC MTP TRN	0	0.0	0.00	0.00	0	0.0	0.00	0.00	7	42.
255	001114	ASST MGR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0.
259	040000	MANAGER	2985	13.5	10.71	11.57	3130	13.8	11.01	11.91	3251	14.
260	040000	MGR TLE	1228	15.6	5.39	6.26	1377	16.5	5.46	6.07	1472	16.
261	040200	MANAGER ON	16	37.5	10.37	8.76	21	42.9	6.39	9.09	22	50.
262	040400	MANAGER ON	1	0.0	8.39	0.00	8	12.5	7.72	4.58	1	0.
264	041000	CO-MANAGER	1754	20.9	7.44	9.87	2219	21.4	7.80	10.24	2289	22.
265	041200	SAM'S CO-M	91	13.2	7.61	11.06	88	11.4	8.22	11.79	91	22.
267	041400	CO-MANAGER	1	100.0	0.00	10.64	0	0.0	0.00	0.00	0	0.
268	041420	SC CO-MANA	26	15.4	8.05	10.64	10	10.0	9.43	10.97	1	0.
271	042000	ACCEL MANA	18	11.1	0.43	0.68	9	11.1	0.70	1.24	19	10.
272	043000	ASST MANAG	12006	36.1	5.96	7.66	11188	36.9	6.00	7.91	11826	37.
273	043010	RES ASST	51	70.6	6.91	9.12	70	71.4	9.09	9.59	122	73.
274	043015	AM - Hdl	1	100.0	0.00	0.64	730	33.2	5.10	6.83	891	34.
275	043020	AM - Hml	0	0.0	0.00	0.00	325	37.5	4.97	7.18	406	38.
276	043025	AM - Sft	0	0.0	0.00	0.00	387	52.5	5.84	6.78	423	50.
277	043030	AM - Ops	0	0.0	0.00	0.00	91	41.8	5.73	6.26	110	32.
278	043035	AM - M/D	0	0.0	0.00	0.00	57	7.0	2.96	2.35	101	16.
279	043040	AM - Prod	0	0.0	0.00	0.00	69	13.0	2.86	3.18	102	13.
280	043045	AM - Bak	0	0.0	0.00	0.00	57	75.4	3.36	4.14	83	71.
281	043050	ASST MGR /	1	0.0	13.31	0.00	1	0.0	14.31	0.00	1	0.
282	043051	AM-Grocery	0	0.0	0.00	0.00	97	21.6	5.12	8.08	109	23.

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283	043100	NIGHT RECE	650	31.8	6.41	7.85	1076	29.1	5.92	7.88	1126	30.
285	043300	ASST MGR/S	1	0.0	12.42	0.00	5	20.0	9.65	8.54	1	0.
287	043320	ASST MGR -	45	46.7	6.89	8.14	3	66.7	16.44	9.39	2	100.
289	043330	ASST MGR -	90	13.3	7.34	8.40	1	0.0	6.63	0.00	0	0.
291	043340	ASST MGR -	52	50.0	6.69	7.57	0	0.0	0.00	0.00	0	0.
292	043341	AM / CONV	2	0.0	13.04	0.00	0	0.0	0.00	0.00	0	0.
293	043350	FRONT END	461	59.0	4.76	6.22	444	61.0	5.43	5.81	489	65.
294	043360	AREA MGR R	439	28.7	6.72	7.28	443	33.9	7.41	8.59	451	33.
295	043370	Merch Mgr1	474	18.4	5.20	6.52	516	16.7	5.43	7.22	569	17.
296	043380	Merch Mgr2	408	13.7	6.66	8.42	499	12.4	7.44	8.31	532	16.
297	043390	AM-Bus Mgr	456	35.7	6.08	6.79	559	39.5	6.24	7.51	546	36.
298	043500	AREA MANAG	2073	27.7	3.62	4.31	2410	29.7	3.99	4.61	2730	31.
301	044000	40 HR IN-S	10	100.0	0.00	13.91	8	100.0	0.00	14.89	8	100.
302	044500	45HR IN-ST	11	90.9	22.34	16.65	10	90.0	23.34	18.07	9	88.
307	045200	SERVICE AR	70	2.9	4.88	4.96	49	0.0	4.86	0.00	33	0.
308	045222	Service Ar	0	0.0	0.00	0.00	7	0.0	5.26	0.00	5	0.
309	045600	BUSINESS D	2	0.0	9.30	0.00	1	0.0	8.37	0.00	1	0.
310	046000	TRAINEE HO	10	70.0	3.51	5.25	4	50.0	3.54	5.86	4	50.
311	046006	Trn TLE	228	18.9	2.26	3.11	306	18.0	2.55	3.79	308	15.
312	046010	TRAINEE HO	1465	32.4	1.95	3.75	1616	34.7	2.03	3.79	1387	34.
313	046015	FIL Traine	3	33.3	0.32	3.58	200	39.5	2.04	2.14	523	38.
314	046018	Trn Sam's	103	21.4	2.50	4.39	63	25.4	2.95	4.33	66	25.
315	046019	SAMS BKMIT	34	41.2	2.34	3.14	9	22.2	4.51	2.88	5	60.
316	046020	SAMS MTMIT	24	8.3	1.73	2.67	17	5.9	1.85	2.36	8	12.
317	046021	SAMS ++MIT	4	25.0	0.55	0.11	1	0.0	0.07	0.00	0	0.
318	046022	SAMs AMMIT	1	0.0	0.14	0.00	2	50.0	1.15	5.78	1	0.
319	046023	SAMS Inter	6	16.7	3.34	1.13	1	0.0	5.57	0.00	10	50.
322	046200	SAM'S TRAI	3	0.0	13.68	0.00	3	0.0	14.68	0.00	3	0.
324	047100	Per Mgr HR	3	66.7	0.42	0.33	20	70.0	3.55	7.62	38	63.
326	048000	OPTOMETRIS	44	34.1	5.34	4.70	40	27.5	5.85	5.90	38	26.
327	048100	PART-TIME	1	0.0	2.41	0.00	1	0.0	3.41	0.00	0	0.
328	048200	VISION CEN	948	67.3	3.92	4.74	1250	69.5	3.99	4.52	1469	70.
329	048400	VISION CEN	3	66.7	7.23	8.02	2	50.0	0.17	7.82	1	100.
333	048851	Vision Ctr	0	0.0	0.00	0.00	2	100.0	0.00	1.15	13	53.
365	049900	SAM'S BAKE	308	53.2	4.99	5.17	349	56.4	5.10	5.49	396	57.
367	049950	SAM'S MEAT	416	8.2	4.41	5.28	430	8.1	4.75	6.62	473	8.
368	049955	MEAT MGR /	1	0.0	6.60	0.00	0	0.0	0.00	0.00	0	0.
373	804050	DIRECTOR O	77	6.5	10.20	14.88	78	7.7	11.32	15.27	77	10.
374	813145	DISTRICT M	377	8.8	14.55	14.85	401	9.2	15.21	15.58	428	10.
375	813146	DISTRICT M	6	33.3	11.76	9.81	11	36.4	5.03	8.69	8	12.
376	813147	DISTRICT M	1	0.0	1.34	0.00	1	0.0	17.51	0.00	0	0.
378	835073	DM Div=10	189	20.6	8.19	7.45	211	21.8	8.55	7.74	198	23.
379	833073	DM Div=6	122	10.7	9.72	9.22	132	15.2	9.64	10.20	143	10.
380	833073	DM 11/15	347	71.2	10.68	11.17	374	69.3	11.29	11.75	400	68.
381	833073	DM Div=30	88	40.9	5.85	6.80	107	42.1	5.73	7.50	127	48.
382	833073	DM Div=31	116	30.2	7.63	7.24	137	34.3	8.31	7.67	157	35.

Appendix 12b

Summary of Hourly Workforce by Year, Sex, Selected Jobs With Average Time Since Hire, At Year-End — Total, Wmt+Sam+Nbrhd — PT only

Restricted to Employees Active at Year-End.

			1999				2000				20	
	JobCd	Job Title	Total	%Fem	Ave M	Ave F	Total	%Fem	Ave M	Ave F	Total	%Fe
500	Total		183540	65.4	1.47	1.75	196497	64.5	1.47	1.79	190843	64.
491	Hourly		183534	65.4	1.47	1.75	196491	64.5	1.47	1.79	190820	64.
492	Salary		6	33.3	1.26	1.24	6	83.3	2.09	3.85	23	60.
5	000101	TEAM LEAD	224	74.6	2.48	2.70	225	77.3	2.34	3.16	78	73.
6	000102	CUSTOMER S	9	88.9	11.17	1.65	5	60.0	4.99	3.48	0	0.
7	000103	SLOTTER	1	100.0	0.00	1.61	2	0.0	1.48	0.00	87	26.
15	000150	SETUP ASOC	0	0.0	0.00	0.00	59	57.6	0.31	0.26	19	84.
16	000180	TEMP SETUP	154	66.9	0.37	0.51	56	71.4	0.59	0.36	35	68.
20	000200	EMBRDY PAR	6	100.0	0.00	0.26	3	100.0	0.00	1.02	3	100.
21	000201	SALES ASSOC	56181	63.9	1.41	1.67	58710	63.0	1.43	1.73	55188	62.
22	000202	MASTERPACK	377	64.5	1.31	1.66	321	58.9	1.21	1.38	96	17.
23	000203	SLOTTER	6	83.3	0.85	0.66	25	80.0	0.94	0.62	111	82.
24	000205	PRE-PRESS	0	0.0	0.00	0.00	48	64.6	1.68	1.89	84	50.
25	000209	SALES ASSC	0	0.0	0.00	0.00	29	13.8	1.45	1.54	40	40.
27	000211	TRAVEL CON	1	0.0	1.41	0.00	32	34.4	1.55	1.05	2	50.
28	000220	SALES COOR	90	95.6	2.29	2.54	126	97.6	3.62	2.19	44	93.
29	000234	SALES ASSC	0	0.0	0.00	0.00	42	92.9	2.23	2.79	0	0.
30	000237	FITTING RM	1620	99.1	2.03	3.40	1753	99.2	2.24	3.47	1587	98.
31	000246	SALES ASSC	0	0.0	0.00	0.00	21	95.2	0.23	1.86	41	85.
32	000284	FLORAL ASC	123	93.5	2.18	2.21	156	89.1	2.33	2.46	124	93.
34	000300	SHOE MGMT	352	20.7	1.50	2.03	322	20.5	1.39	1.92	302	15.
35	000301	STOCK PERS	5145	48.0	1.97	2.04	4382	47.0	1.80	2.26	4203	43.
36	000302	O/N TECH	500	31.6	1.58	1.72	504	27.8	1.69	2.12	510	26.
37	000303	FLORAL	244	95.9	2.55	5.06	279	87.1	1.77	5.16	189	93.
38	000304	BTL RDMPTN	3	33.3	3.73	4.41	11	18.2	1.42	3.01	9	33.
39	000306	DAY MNTCE	63	36.5	4.82	5.44	51	39.2	5.78	6.33	40	42.
40	000310	SKATER/MAY	281	56.9	2.53	2.72	286	55.6	3.17	3.42	6	33.
42	000312	CAFE PARTN	793	82.3	1.02	1.23	745	78.5	0.94	1.52	817	78.
43	000314	NTE FORLIF	18	11.1	4.48	5.71	14	7.1	3.94	9.28	7	0.
44	000315	FORKLIFT	21	0.0	3.44	0.00	13	7.7	3.12	0.19	16	6.
45	000320	DEMO PTNR	3822	93.9	2.34	3.06	3502	93.7	2.60	3.45	4282	93.
46	000325	DEMO COORD	10	100.0	0.00	3.96	11	90.9	1.38	2.67	10	90.
47	000330	ASSEMBLER	1109	2.5	2.97	2.57	1247	2.6	2.75	2.99	1236	2.
50	000410	NEW STORE	271	21.8	0.64	0.69	452	25.0	0.72	0.78	443	23.
51	000415	RESTOCKER	1646	10.7	0.84	1.82	2334	6.9	0.79	1.41	2102	6.
52	000416	INTERNATIO	4	25.0	3.46	3.74	0	0.0	0.00	0.00	0	0.
54	000450	INV TEAM	160	43.8	1.23	1.84	429	39.2	1.39	2.15	600	32.

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55	000451	ICS LEAD	4	75.0	2.71	2.31	7	42.9	1.01	1.66	8	12.5
56	000460	O/N SFTL	85	97.6	1.90	1.90	210	90.0	0.56	1.78	283	90.5
57	000461	RECVG DOCK	47	27.7	2.69	6.29	55	32.7	4.32	6.10	44	31.8
58	000462	STOCKER	72	56.9	5.08	6.55	29	51.7	6.11	9.36	14	64.3
59	000463	NITE RECVG	3	0.0	3.19	0.00	1	0.0	0.20	0.00	1	0.0
60	000464	DAY MERCH	1	100.0	0.00	3.31	2	100.0	0.00	6.15	0	0.0
61	000465	DSD REC.	75	62.7	2.13	5.29	75	68.0	3.00	6.31	70	75.7
62	000466	S/L RC/STK	294	95.6	2.15	3.98	326	93.3	2.81	3.89	212	93.5
63	000468	HDLN/HMLN	618	46.6	1.46	2.96	596	45.6	1.48	3.23	423	37.4
64	000469	HD/HM O/N	1491	50.8	1.53	1.63	1858	46.3	1.64	1.73	1966	47.3
65	000470	STRAT STKR	3	0.0	1.56	0.00	56	39.3	0.43	0.38	33	45.5
66	000501	CASHIER	56830	83.1	0.89	1.13	61845	83.1	0.87	1.11	62444	83.3
67	000502	MASTERPACK	159	86.2	1.34	1.62	124	90.3	1.08	1.96	60	91.7
68	000503	MALL CASH	23	82.6	0.66	2.46	29	93.1	1.43	2.52	25	92.0
69	000504	LIFT DRIVE	1	100.0	0.00	10.71	0	0.0	0.00	0.00	6	100.0
70	000505	PE DRIVER	520	75.2	0.80	0.66	702	72.8	0.97	0.99	873	73.8
74	000510	CSM	2100	79.1	2.55	3.04	2344	78.2	2.49	3.11	2125	78.5
75	000511	LEAD CSM	5	100.0	0.00	6.15	0	0.0	0.00	0.00	0	0.0
76	000513	MALL CSM	9	77.8	6.52	4.18	5	80.0	12.16	3.33	1	100.0
79	000520	ACCOUNTING	9209	61.8	3.16	3.62	9815	60.6	3.08	3.70	9533	59.7
80	000521	PURCHASING	1145	57.5	2.73	2.80	1735	57.1	2.51	2.67	1839	56.0
81	000522	GC GREETER	1374	44.0	2.88	2.96	1338	41.9	3.03	3.18	1355	44.0
82	000523	ML PPL GRT	24	75.0	3.50	4.19	21	76.2	6.49	5.80	23	69.0
85	000526	ACC. CHECK	14	50.0	1.74	1.20	3	0.0	1.68	0.00	0	0.0
86	000527	REPORTS CL	2	100.0	0.00	8.77	1	100.0	0.00	14.20	1	100.0
87	000530	CART PTNR	9176	1.8	0.72	1.00	10546	1.7	0.84	1.01	9649	1.0
88	000540	SRVICE DSK	2244	89.9	1.46	2.24	2234	89.8	1.72	2.53	2748	86.5
89	000541	RETURNS	420	85.2	2.20	2.56	372	85.5	2.20	2.75	139	82.7
91	000550	LAYAWAY	2226	77.1	0.96	1.93	2236	75.8	0.98	1.95	1829	77.4
92	000551	LAYW STCKR	0	0.0	0.00	0.00	0	0.0	0.00	0.00	88	13.8
93	000560	PULL TAB	1	100.0	0.00	9.70	0	0.0	0.00	0.00	0	0.0
94	000600	OF ASSOC	25	88.0	4.04	4.24	55	87.3	7.15	5.28	62	88.7
95	000601	UPC	78	79.5	5.11	5.99	55	74.5	3.98	5.56	28	60.7
96	000602	INVOICE	20	90.0	2.91	6.32	11	100.0	0.00	7.38	9	100.0
97	000603	CLAIMS	208	81.7	4.32	5.26	188	79.3	4.48	5.06	182	82.4
98	000604	CASH	2875	90.7	3.21	3.36	3106	91.0	3.25	3.33	2900	90.7
99	000605	FIRST IN L	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0.0
100	000606	ON-LINE OD	74	91.9	4.43	6.06	54	90.7	5.31	6.28	28	92.5
101	000607	OFF-LINE O	13	100.0	0.00	5.54	22	95.5	1.11	4.17	44	86.4
104	000610	2/c press	3	100.0	0.00	5.57	1	100.0	0.00	3.79	0	0.0
106	000612	REG ASST.	1	100.0	0.00	8.46	0	0.0	0.00	0.00	0	0.0
107	000613	OFFICE	3	100.0	0.00	4.81	0	0.0	0.00	0.00	0	0.0
115	000700	1NL TRAINE	0	0.0	0.00	0.00	1	0.0	3.35	0.00	2	50.0
116	000701	TELEMARKET	39	89.7	0.28	2.42	29	86.2	4.25	4.13	17	100.0
117	000702	ADVANTAGE	10	80.0	0.89	2.49	17	88.2	2.60	3.62	10	40.0
118	000703	INSIDE MR	16	37.5	5.06	2.28	17	82.4	2.82	3.15	15	80.0
119	000705	PE DRIVER	41	51.2	3.06	2.25	30	43.3	3.61	2.96	19	31.6
120	000706	ON-LINE OD	11	63.6	3.98	3.15	20	45.0	2.14	2.76	10	70.0
121	000707	OFF-LINE O	1024	85.4	2.50	2.15	1040	83.4	2.18	2.52	472	82.0

Appendix 12b

122	000709	REPLENISH	3	0.0	2.85	0.00	4	25.0	0.63	0.56	4	25.0
123	000710	NEW STORE	796	13.2	2.27	2.20	787	13.9	2.40	2.02	843	14.1
124	000711	DAY MAINT.	1291	30.5	2.69	2.27	1433	30.6	2.70	2.53	1402	29.7
125	000712	FORKLIFT	16	0.0	3.59	0.00	13	0.0	3.65	0.00	10	0.0
127	000714	NGT MAINT	0	0.0	0.00	0.00	1	0.0	3.19	0.00	1	0.0
133	000750	SECURITY	570	12.8	1.85	1.19	1016	8.9	1.89	1.50	540	7.4
134	000751	OFF DY SEC	2295	6.5	1.69	1.47	1721	7.4	1.67	1.46	2053	7.1
135	000752	PARK LT PR	157	6.4	1.44	1.30	287	6.3	1.74	1.43	201	7.5
136	000753	UNIFORM GD	29	13.8	1.54	1.33	260	4.2	2.09	2.27	160	3.1
137	000801	PHOT TECH	2677	72.9	1.31	1.14	2949	72.1	1.20	1.16	2803	71.8
138	000802	PHOT SPEC	1386	71.9	2.01	2.09	1510	73.6	2.36	2.41	1452	73.1
139	000803	PC MGR TRN	13	76.9	2.55	1.19	3	100.0	0.00	2.95	4	50.0
143	000813	DEPT MGR	3	33.3	0.71	2.10	3	66.7	4.12	2.12	0	0.0
144	000814	SER MGR-HR	16	0.0	1.49	0.00	31	3.2	1.55	0.19	12	16.7
145	000815	WRTR/GRTR	129	41.1	0.95	1.05	147	44.9	1.14	1.34	118	32.2
146	000816	TIRE TECH	1069	1.1	1.26	1.20	1046	1.2	1.42	1.74	1101	1.1
147	000817	L.BAY TECH	38	5.3	0.54	0.40	4	0.0	0.94	0.00	2	0.0
148	000818	U.BAY TECH	42	2.4	0.59	1.21	5	0.0	0.90	0.00	3	0.0
149	000819	ALIGN TECH	7	0.0	2.79	0.00	9	0.0	1.63	0.00	2	0.0
151	000821	CRTSY TECH	6	0.0	0.38	0.00	2	0.0	1.33	0.00	2	0.0
153	000823	SERV TECH	1615	2.2	1.09	1.37	1832	2.6	1.08	1.64	1887	2.8
156	000841	STAFF RX	0	0.0	0.00	0.00	3	66.7	0.97	1.34	4	75.0
157	000842	ROUTE/FORK	27	92.6	2.61	4.00	33	87.9	3.63	4.58	2	50.0
158	000843	RX TECH 1	2154	87.5	1.78	2.40	2333	86.5	2.01	2.70	2314	84.8
162	000847	PRE GRD IN	23	52.2	2.12	1.69	23	73.9	2.85	2.48	22	81.8
163	000848	RX TECH 2	41	92.7	1.84	2.08	44	93.2	2.01	2.61	99	79.0
164	000849	DOCUTECH	13	92.3	2.81	3.42	22	86.4	1.73	3.04	28	85.7
167	000852	OPTICIAN	658	79.8	1.82	2.09	838	82.5	1.68	1.96	911	81.7
168	000853	LAB TECH	113	56.6	2.31	1.61	164	58.5	2.22	1.80	178	58.4
169	000854	OPT TRN	38	81.6	0.90	1.53	32	78.1	1.12	1.60	43	90.7
171	000856	LIC OPTICI	59	78.0	2.81	2.92	69	58.0	2.96	3.11	95	60.0
172	000857	OPT ASST 1	82	91.5	2.26	1.67	111	86.5	1.10	1.80	136	89.0
174	000859	PT OPTOMET	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100.0
176	000862	OPT ASST 2	0	0.0	0.00	0.00	0	0.0	0.00	0.00	2	100.0
177	000863	SCREENER	58	87.9	1.68	2.11	5	100.0	0.00	1.08	2	100.0
186	000872	CA PHR INT	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0.0
187	000873	OPT TRN RE	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100.0
195	000910	LEAD	12	58.3	2.75	1.26	14	42.9	1.34	2.08	5	60.0
197	000915	PROCESSOR	150	7.3	1.22	0.85	99	4.0	1.72	1.19	7	0.0
198	000930	FRSH MAINT	183	18.6	1.42	1.61	175	20.0	1.55	1.80	185	12.4
199	000931	HM PROCESS	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0.0
200	000932	WRAPPER	781	75.9	1.70	1.58	796	76.4	1.73	1.78	879	76.3
201	000933	PACKER	79	59.5	1.76	1.78	96	45.8	2.01	1.59	100	52.0
202	000934	FORKLIFT D	116	0.9	1.81	0.52	139	2.2	1.89	2.44	177	3.4
203	000935	JOB TICKET	195	88.7	2.67	2.87	204	86.8	2.89	3.15	243	86.5
204	000936	MACHINE OP	9	33.3	0.81	0.98	22	40.9	1.14	1.83	49	32.7
208	000981	BAKER	206	67.0	1.79	1.81	223	66.4	2.66	1.78	215	67.4
209	000982	DONUT CREW	116	75.0	1.44	1.34	117	72.6	2.09	1.56	149	71.3
210	000983	CAKE DCTR	317	91.8	1.26	1.41	348	93.7	1.24	1.75	399	92.5

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235	001050	TEAM LEAD	93	39.8	3.55	3.90	109	35.8	3.98	4.59	68	35.
244	001085	INTERN	3	66.7	1.52	0.79	2	50.0	1.62	1.61	2	50.
246	001087	PT TIME IN	0	0.0	0.00	0.00	1	0.0	2.68	0.00	0	0.
272	043000	ASST MANAG	1	0.0	1.20	0.00	2	50.0	2.09	5.60	3	33.
275	043020	AM - Hml	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	0.
282	043051	AM-Grocery	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100.
293	043350	FRONT END	0	0.0	0.00	0.00	1	100.0	0.00	7.54	0	0.
294	043360	AREA MGR R	0	0.0	0.00	0.00	0	0.0	0.00	0.00	1	100.
312	046010	TRAINEE HO	2	100.0	0.00	1.24	1	100.0	0.00	3.36	1	100.
313	046015	FIL Traine	1	0.0	2.58	0.00	2	100.0	0.00	1.38	16	62.
316	046020	SAMS MTMIT	1	0.0	0.64	0.00	0	0.0	0.00	0.00	0	0.
319	046023	SAMS Inter	1	0.0	0.61	0.00	0	0.0	0.00	0.00	0	0.

Summary of Promotion Analysis 1997-2002

Moves Into Area Manager
with Action or Action Reason = 'PRO'
Controlling for From (Store,JobCode) and Year of move

Sam's only

Into Job	Year	Promotions Tot	Promotions Women		Ave. % Wom in Pool	Loss	Z-Value
500 Total	1997	614	233	37.9	43.8	-35.8	-4.83
500 Total	1998	511	252	49.3	51.7	-12.1	-1.60
500 Total	1999	525	220	41.9	46.0	-21.5	-2.78
500 Total	2000	439	208	47.4	51.3	-17.0	-2.45
500 Total	2001	414	209	50.5	53.9	-14.2	-2.05
500 Total	2002	45	18	40.0	44.6	-2.1	-0.92
500 Total	Total	2548	1140	44.7	48.8	-102.7	-6.21

Counts of Disparities Across Regions

	Total	Plus	Minus
All Regions	6	1	5
Stat. Signif.	4	0	4

Summary of Promotion Analysis 1997-2002

Moves Into Mgmt Trainee Jobs
with Action or Action Reason = 'PRO'
Controlling for From (District,Sams,JobCode) and Year of move

Sam's only

Into Job	Year	Promotions Tot	Promotions Women		Ave. % Wom in Pool	Loss	Z-Value
500 Total	1997	84	19	22.6	52.5	-25.1	-6.31
500 Total	1998	119	33	27.7	43.9	-19.2	-4.13
500 Total	1999	152	34	22.4	43.1	-31.5	-6.06
500 Total	2000	155	40	25.8	45.4	-30.3	-5.77
500 Total	2001	170	44	25.9	42.6	-28.4	-5.21
500 Total	2002	20	8	40.0	43.1	-0.6	-0.32
500 Total	Total	700	178	25.4	44.7	-135.2	-12.07

Counts of Disparities Across Regions

	Total	Plus	Minus
All Regions	6	0	6
Stat. Signif.	6	0	6

Summary of Promotion Analysis 1997-2002

Moves Into Co-Mgr
with Action or Action Reason = 'PRO'
Controlling for From (District,Sams,JobCode) and Year of move

Sam's only

Into Job	Year	Promotions Tot	Promotions Women		Ave. % Wom in Pool	Loss	Z-Value
500 Total	1997	26	5	19.2	20.5	-0.3	-0.16
500 Total	1998	40	8	20.0	23.5	-1.4	-0.62
500 Total	1999	73	14	19.2	19.1	0.0	0.01
500 Total	2000	82	13	15.9	18.0	-1.7	-0.57
500 Total	2001	86	18	20.9	22.1	-1.0	-0.28
500 Total	2002	18	5	27.8	16.6	2.0	1.39
500 Total	Total	325	63	19.4	20.1	-2.4	-0.37

Counts of Disparities Across Regions

	Total	Plus	Minus
All Regions	6	3	3
Stat. Signif.	0	0	0

Summary of Promotion Analysis 1997-2002

Moves Into Manager
with Action or Action Reason = 'PRO'
Controlling for From (District,Sams,JobCode) and Year of move

Sam's only

Into Job	Year	Promotions Tot	Promotions Women		Ave. % Wom in Pool	Loss	Z-Value
500 Total	1997	104	18	17.3	22.7	-5.6	-1.58
500 Total	1998	117	14	12.0	18.4	-7.6	-2.70
500 Total	1999	104	8	7.7	14.6	-7.2	-3.06
500 Total	2000	116	15	12.9	17.7	-5.5	-2.07
500 Total	2001	127	13	10.2	16.4	-7.9	-2.46
500 Total	2002	13	1	7.7	15.7	-1.0	-1.03
500 Total	Total	581	69	11.9	17.9	-34.8	-5.23

Counts of Disparities Across Regions

	Total	Plus	Minus
All Regions	6	0	6
Stat. Signif.	5	0	5

Regression Model Definitions

A. Data Variables.

Label	Name	Source
Y_1	= log(REG-GROSS + OT-GROSS +OTH-EARN)	payroll
Y_2	= Hourly payrate	payroll
X_1	= Gender	PS
X_2	= Store	PS
X_3	= Jobcode	PS
X_4	= WKS-WORKED truncated at 52	payroll
X_5	= EMPL_STATUS	PS
X_6	= FULL_PART_TIME	PS
X_7	= EMPL_TYPE	PS
X_8	= Hire date	PS
X_9	= Termination date	PS
X10	= REG + OT hours	payroll
X11	= Hourly Job Review Rating	PS
X12	= Months of seniority = months from hire date to beginning of regression year + (X_4)/4	
X13	= Ever a Management Hire into jobcode 40000-49999	
X14	= Job_type	
X15	= Store_type	

B. Independent variables used the regressions.
Indentifies variables used in Basic Model and Basic Payrate Model.

Variable	Basic Model	Basic Payrate Model
1. indicator for female (X_1 = W)	yes	yes
2. seniority = X_12 \	yes	yes
3. seniority squared = X_12 squared	yes	yes
4. indicator of hire year same as regression year	yes	yes
5. indicator of termination year same as regression year	yes	no
6. indicator of ever hired into management jobcode = X13	yes	yes
7. indicator of full time (X_6 = F)	yes	yes
8. indicator of part time (X_6 = P)	yes	yes
9. indicator of store (X_2)	yes	yes
10. weeks worked, X_4	yes	no
11. indicator of jobcode (X_3)	no	yes
12. indicators for each job review rating value (X11)	no	no

C. Screens for Inclusion in Regressions
Indentifies screens used for Basic Screen and Basic Payrate Screen

Screen	Basic Screen	Basic Payrate Screen
1. in a retail store job (job_type H, S or M)	yes	yes
2. at least 3 months seniority	yes	yes
3. at least $1000 in total annual earnings	yes	no
4. positive weeks worked	yes	no
5. 0 < X10 < 3000 hours if job_type = H	yes	no
6. valid gender codes	yes	yes
7. in Wal-Mart, Supercenter, Neighborhood or Sam's store (X15 = A,B,C, or D)	yes	yes
8. valid job review rating (X11 = 1,3,5 or 7)	no	no
9. active at year end (X_5 = A, L, P, or S)	no	yes
10. positive payrate (Y_2 > 0)	no	yes

D. Dependent Variables
1. Y_1 for models 1, 1h, 1s, 2, 2h, 2s, and 3h
2. Y_2 for models 4h and 5h

E. Model Definition
1. Models 1, 1h, 1s, 2, 2h, 2s, 3h all use Basic Model variables and Basic Screens
2. Models 4h and 5h both use Basic Payrate Model variables and Basic Payrate Screens
3. The following chart defines each model:

	Persons Included		Included Variables		Added Screen
			B11	B12	C9
model	hourly	salary	Job	Rating	valid rating
1	yes	yes	no	no	no
1h	yes	no	no	no	no
1s	no	yes	no	no	no
2	yes	yes	yes	no	no
2h	yes	no	yes	no	no
2s	no	yes	yes	no	no
3h*	yes	no	yes	yes	yes
4h	yes	no	yes	no	no
5h*	yes	no	yes	yes	yes

* Year 2001 only

Summary of Annual Earnings Regressions

Dependent variable = log of total annual earnings
All Models include Basic Model variables
All Models apply Basic Screens

Year	Total	Women	Gender Coef	Coef as Percent	R-sq	t-value	Model	hrly	saly	Additional Variables job	rating
1996	748643	484605	-0.1005	9.56%	0.8543	-120.59	1	yes	yes		
1997	825162	531757	-0.0984	9.37%	0.8549	-123.09	1	yes	yes		
1998	922220	592069	-0.1007	9.58%	0.8539	-130.87	1	yes	yes		
1999	1008258	641888	-0.1056	10.02%	0.8457	-139.17	1	yes	yes		
2000	1092827	688350	-0.1111	10.52%	0.8379	-147.87	1	yes	yes		
2001	1167073	721630	-0.1082	10.26%	0.8276	-144.35	1	yes	yes		
1996	725944	478270	-0.0718	6.93%	0.8580	-89.36	1h	yes			
1997	800419	524566	-0.0699	6.75%	0.8595	-90.69	1h	yes			
1998	895048	583822	-0.0738	7.11%	0.8578	-99.03	1h	yes			
1999	978110	632614	-0.0794	7.63%	0.8486	-107.45	1h	yes			
2000	1058846	677557	-0.0849	8.14%	0.8405	-115.64	1h	yes			
2001	1130573	709706	-0.0828	7.95%	0.8304	-112.91	1h	yes			
1996	22699	6335	-0.1350	12.63%	0.6475	-24.62	1s		yes		
1997	24743	7191	-0.1380	12.89%	0.6646	-27.60	1s		yes		
1998	27172	8247	-0.1436	13.38%	0.6772	-30.05	1s		yes		
1999	30148	9274	-0.1441	13.42%	0.6749	-32.22	1s		yes		
2000	33981	10793	-0.1592	14.72%	0.6640	-36.11	1s		yes		
2001	36500	11924	-0.1592	14.72%	0.6467	-37.03	1s		yes		
1996	748643	484605	-0.0544	5.29%	0.8838	-61.42	2	yes	yes	yes	
1997	825162	531757	-0.0465	4.54%	0.8851	-54.96	2	yes	yes	yes	
1998	922220	592069	-0.0500	4.88%	0.8830	-61.03	2	yes	yes	yes	
1999	1008258	641888	-0.0532	5.18%	0.8759	-65.73	2	yes	yes	yes	
2000	1092827	688350	-0.0576	5.60%	0.8681	-71.37	2	yes	yes	yes	
2001	1167073	721630	-0.0575	5.59%	0.8575	-70.71	2	yes	yes	yes	
1996	725944	478270	-0.0545	5.30%	0.8729	-60.46	2h	yes		yes	
1997	800419	524566	-0.0465	4.54%	0.8747	-53.84	2h	yes		yes	
1998	895048	583822	-0.0500	4.88%	0.8731	-59.80	2h	yes		yes	
1999	978110	632614	-0.0534	5.20%	0.8653	-64.52	2h	yes		yes	
2000	1058846	677557	-0.0574	5.58%	0.8573	-69.56	2h	yes		yes	
2001	1130573	709706	-0.0573	5.57%	0.8462	-68.89	2h	yes		yes	
1996	22699	6335	-0.0562	5.46%	0.7677	-12.17	2s		yes	yes	
1997	24743	7191	-0.0606	5.88%	0.7824	-14.53	2s		yes	yes	
1998	27172	8247	-0.0606	5.88%	0.7882	-15.00	2s		yes	yes	
1999	30148	9274	-0.0602	5.84%	0.7949	-16.28	2s		yes	yes	
2000	33981	10793	-0.0733	7.07%	0.7833	-19.72	2s		yes	yes	
2001	36500	11924	-0.0722	6.97%	0.7758	-20.05	2s		yes	yes	
2001	858673	557057	-0.0634	6.14%	0.8394	-77.34	3h	yes		yes	yes

Summary of Hourly Payrates Regression Results

Dependent variable = dollar per hour pay rate
All Models include Basic Payrate Model variables
All Models apply Basic Payrate Screens

Year	Total	Women	Gender Coef	R-sq	t-value	Model
1996	502430	348489	-0.1953	0.7447	-67.81	4h
1997	547398	379362	-0.1832	0.7329	-62.30	4h
1998	605292	417084	-0.2192	0.7316	-72.91	4h
1999	657779	449115	-0.2432	0.7256	-77.65	4h
2000	718896	485318	-0.3010	0.7129	-90.56	4h
2001	775413	515552	-0.3425	0.7145	-101.18	4h
2001	679538	456811	-0.3688	0.7214	-102.65	5h*

* Year 2001 only, adds job review ratings as variable, restricted to those with valid ratings.

Residuals By Region for model_1
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	7032	-0.102
Sams	2	10519	-0.096
Sams	3	10038	-0.105
Sams	4	8092	-0.094
Sams	5	7648	-0.109
Sams	6	10322	-0.104
Wal-Mart	1	21264	-0.111
Wal-Mart	2	21730	-0.104
Wal-Mart	3	18422	-0.109
Wal-Mart	4	20396	-0.102
Wal-Mart	5	20363	-0.101
Wal-Mart	6	23131	-0.111
Wal-Mart	7	17867	-0.104
Wal-Mart	8	20085	-0.108
Wal-Mart	9	24007	-0.107
Wal-Mart	10	27479	-0.117
Wal-Mart	11	17425	-0.109
Wal-Mart	12	2625	-0.077
Wal-Mart	13	23014	-0.101
Wal-Mart	14	22214	-0.098
Wal-Mart	15	20750	-0.105
Wal-Mart	16	23158	-0.112
Wal-Mart	17	17384	-0.108
Wal-Mart	18	8114	-0.111
Wal-Mart	19	19745	-0.115
Wal-Mart	20	23458	-0.116
Wal-Mart	21	19379	-0.102
Wal-Mart	22	20317	-0.117
Wal-Mart	23	16912	-0.117
Wal-Mart	24	17310	-0.114
Wal-Mart	25	19380	-0.107
Wal-Mart	26	16101	-0.109
Wal-Mart	41	16501	-0.107
Wal-Mart	42	17519	-0.106
Wal-Mart	43	18298	-0.114
Wal-Mart	44	17545	-0.105
Wal-Mart	45	17851	-0.113
Wal-Mart	46	18038	-0.119
Wal-Mart	47	18136	-0.110
Wal-Mart	48	19433	-0.112
Wal-Mart	49	19531	-0.107
Percent Negative			100.0%
#Neg, #Total:		41	41

Residuals By Region for model_1h
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	6846	-0.080
Sams	2	10275	-0.072
Sams	3	9782	-0.079
Sams	4	7860	-0.072
Sams	5	7456	-0.083
Sams	6	10067	-0.080
Wal-Mart	1	20902	-0.084
Wal-Mart	2	21363	-0.082
Wal-Mart	3	18050	-0.084
Wal-Mart	4	20048	-0.078

Wal-Mart	5	19984	-0.077
Wal-Mart	6	22775	-0.085
Wal-Mart	7	17573	-0.077
Wal-Mart	8	19737	-0.084
Wal-Mart	9	23647	-0.082
Wal-Mart	10	27077	-0.093
Wal-Mart	11	17106	-0.086
Wal-Mart	12	2551	-0.058
Wal-Mart	13	22657	-0.077
Wal-Mart	14	21828	-0.074
Wal-Mart	15	20404	-0.079
Wal-Mart	16	22823	-0.088
Wal-Mart	17	17175	-0.082
Wal-Mart	18	7988	-0.087
Wal-Mart	19	19446	-0.090
Wal-Mart	20	23148	-0.090
Wal-Mart	21	19134	-0.075
Wal-Mart	22	20018	-0.090
Wal-Mart	23	16673	-0.090
Wal-Mart	24	17065	-0.084
Wal-Mart	25	19059	-0.080
Wal-Mart	26	15869	-0.081
Wal-Mart	41	16232	-0.080
Wal-Mart	42	17304	-0.081
Wal-Mart	43	18080	-0.085
Wal-Mart	44	17298	-0.082
Wal-Mart	45	17592	-0.086
Wal-Mart	46	17776	-0.092
Wal-Mart	47	17880	-0.082
Wal-Mart	48	19096	-0.087
Wal-Mart	49	19204	-0.082
Percent Negative			100.0%
#Neg, #Total:		41	41

Residuals By Region for model_1s

Average Residual for Women By Region for Year 2001

Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	186	-0.155
Sams	2	244	-0.191
Sams	3	256	-0.197
Sams	4	232	-0.190
Sams	5	192	-0.193
Sams	6	255	-0.208
Wal-Mart	1	362	-0.174
Wal-Mart	2	367	-0.148
Wal-Mart	3	372	-0.161
Wal-Mart	4	348	-0.164
Wal-Mart	5	379	-0.151
Wal-Mart	6	356	-0.189
Wal-Mart	7	294	-0.139
Wal-Mart	8	348	-0.135
Wal-Mart	9	360	-0.141
Wal-Mart	10	402	-0.144
Wal-Mart	11	319	-0.127
Wal-Mart	12	74	-0.177
Wal-Mart	13	357	-0.162
Wal-Mart	14	386	-0.154
Wal-Mart	15	346	-0.167
Wal-Mart	16	335	-0.130
Wal-Mart	17	209	-0.103
Wal-Mart	18	126	-0.150
Wal-Mart	19	299	-0.165
Wal-Mart	20	310	-0.145

Wal-Mart	21	245	-0.142
Wal-Mart	22	299	-0.153
Wal-Mart	23	239	-0.150
Wal-Mart	24	245	-0.177
Wal-Mart	25	321	-0.140
Wal-Mart	26	232	-0.182
Wal-Mart	41	269	-0.161
Wal-Mart	42	215	-0.142
Wal-Mart	43	218	-0.162
Wal-Mart	44	247	-0.146
Wal-Mart	45	259	-0.149
Wal-Mart	46	262	-0.173
Wal-Mart	47	256	-0.167
Wal-Mart	48	337	-0.171
Wal-Mart	49	327	-0.173
Percent Negative			100.0%
#Neg, #Total:		41	41

Residuals By Region for model_2
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	7032	-0.048
Sams	2	10519	-0.038
Sams	3	10038	-0.048
Sams	4	8092	-0.041
Sams	5	7648	-0.054
Sams	6	10322	-0.044
Wal-Mart	1	21264	-0.061
Wal-Mart	2	21730	-0.058
Wal-Mart	3	18422	-0.063
Wal-Mart	4	20396	-0.054
Wal-Mart	5	20363	-0.054
Wal-Mart	6	23131	-0.062
Wal-Mart	7	17867	-0.055
Wal-Mart	8	20085	-0.062
Wal-Mart	9	24007	-0.057
Wal-Mart	10	27479	-0.066
Wal-Mart	11	17425	-0.065
Wal-Mart	12	2625	-0.056
Wal-Mart	13	23014	-0.058
Wal-Mart	14	22214	-0.054
Wal-Mart	15	20750	-0.057
Wal-Mart	16	23158	-0.062
Wal-Mart	17	17384	-0.059
Wal-Mart	18	8114	-0.063
Wal-Mart	19	19745	-0.063
Wal-Mart	20	23458	-0.062
Wal-Mart	21	19379	-0.051
Wal-Mart	22	20317	-0.064
Wal-Mart	23	16912	-0.065
Wal-Mart	24	17310	-0.056
Wal-Mart	25	19380	-0.056
Wal-Mart	26	16101	-0.053
Wal-Mart	41	16501	-0.053
Wal-Mart	42	17519	-0.054
Wal-Mart	43	18298	-0.056
Wal-Mart	44	17545	-0.051
Wal-Mart	45	17851	-0.060
Wal-Mart	46	18038	-0.064
Wal-Mart	47	18136	-0.055
Wal-Mart	48	19433	-0.063
Wal-Mart	49	19531	-0.055
Percent Negative			100.0%

#Neg, #Total: 41 41
Residuals By Region for model_2h
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	6846	-0.048
Sams	2	10275	-0.039
Sams	3	9782	-0.047
Sams	4	7860	-0.040
Sams	5	7456	-0.053
Sams	6	10067	-0.043
Wal-Mart	1	20902	-0.061
Wal-Mart	2	21363	-0.057
Wal-Mart	3	18050	-0.063
Wal-Mart	4	20048	-0.053
Wal-Mart	5	19984	-0.053
Wal-Mart	6	22775	-0.062
Wal-Mart	7	17573	-0.055
Wal-Mart	8	19737	-0.062
Wal-Mart	9	23647	-0.058
Wal-Mart	10	27077	-0.065
Wal-Mart	11	17106	-0.063
Wal-Mart	12	2551	-0.054
Wal-Mart	13	22657	-0.057
Wal-Mart	14	21828	-0.053
Wal-Mart	15	20404	-0.057
Wal-Mart	16	22823	-0.062
Wal-Mart	17	17175	-0.058
Wal-Mart	18	7988	-0.062
Wal-Mart	19	19446	-0.063
Wal-Mart	20	23148	-0.063
Wal-Mart	21	19134	-0.051
Wal-Mart	22	20018	-0.065
Wal-Mart	23	16673	-0.064
Wal-Mart	24	17065	-0.057
Wal-Mart	25	19059	-0.055
Wal-Mart	26	15869	-0.052
Wal-Mart	41	16232	-0.053
Wal-Mart	42	17304	-0.055
Wal-Mart	43	18080	-0.055
Wal-Mart	44	17298	-0.052
Wal-Mart	45	17592	-0.060
Wal-Mart	46	17776	-0.063
Wal-Mart	47	17880	-0.055
Wal-Mart	48	19096	-0.062
Wal-Mart	49	19204	-0.055
Percent Negative			100.0%

#Neg, #Total: 41 41
Residuals By Region for model_2s
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	186	-0.055
Sams	2	244	-0.066
Sams	3	256	-0.067
Sams	4	232	-0.066
Sams	5	192	-0.079
Sams	6	255	-0.081
Wal-Mart	1	362	-0.081
Wal-Mart	2	367	-0.091
Wal-Mart	3	372	-0.081

Wal-Mart	4	348	-0.089
Wal-Mart	5	379	-0.090
Wal-Mart	6	356	-0.125
Wal-Mart	7	294	-0.072
Wal-Mart	8	348	-0.045
Wal-Mart	9	360	-0.070
Wal-Mart	10	402	-0.083
Wal-Mart	11	319	-0.058
Wal-Mart	12	74	-0.137
Wal-Mart	13	357	-0.092
Wal-Mart	14	386	-0.071
Wal-Mart	15	346	-0.081
Wal-Mart	16	335	-0.031
Wal-Mart	17	209	-0.041
Wal-Mart	18	126	-0.056
Wal-Mart	19	299	-0.062
Wal-Mart	20	310	-0.049
Wal-Mart	21	245	-0.040
Wal-Mart	22	299	-0.059
Wal-Mart	23	239	-0.060
Wal-Mart	24	245	-0.075
Wal-Mart	25	321	-0.054
Wal-Mart	26	232	-0.086
Wal-Mart	41	269	-0.059
Wal-Mart	42	215	-0.036
Wal-Mart	43	218	-0.061
Wal-Mart	44	247	-0.045
Wal-Mart	45	259	-0.058
Wal-Mart	46	262	-0.078
Wal-Mart	47	256	-0.067
Wal-Mart	48	337	-0.082
Wal-Mart	49	327	-0.076
Percent Negative			100.0%
#Neg, #Total:		41	41

Residuals By Region for model_3h
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	5511	-0.052
Sams	2	8449	-0.044
Sams	3	8245	-0.053
Sams	4	4956	-0.049
Sams	5	5945	-0.059
Sams	6	7912	-0.051
Wal-Mart	1	17221	-0.067
Wal-Mart	2	16782	-0.065
Wal-Mart	3	14975	-0.069
Wal-Mart	4	16257	-0.058
Wal-Mart	5	14034	-0.056
Wal-Mart	6	18499	-0.066
Wal-Mart	7	14108	-0.056
Wal-Mart	8	16521	-0.066
Wal-Mart	9	18657	-0.068
Wal-Mart	10	19963	-0.071
Wal-Mart	11	4825	-0.088
Wal-Mart	12	2071	-0.054
Wal-Mart	13	17910	-0.065
Wal-Mart	14	17940	-0.058
Wal-Mart	15	16329	-0.064
Wal-Mart	16	18882	-0.067
Wal-Mart	17	10227	-0.062
Wal-Mart	18	2244	-0.101
Wal-Mart	19	16046	-0.070

Wal-Mart	20	18643	-0.071
Wal-Mart	21	15815	-0.057
Wal-Mart	22	16936	-0.072
Wal-Mart	23	13358	-0.071
Wal-Mart	24	14553	-0.062
Wal-Mart	25	15886	-0.061
Wal-Mart	26	13203	-0.060
Wal-Mart	41	13733	-0.057
Wal-Mart	42	14114	-0.063
Wal-Mart	43	15046	-0.062
Wal-Mart	44	14486	-0.058
Wal-Mart	45	14225	-0.067
Wal-Mart	46	13905	-0.067
Wal-Mart	47	15009	-0.061
Wal-Mart	48	15315	-0.068
Wal-Mart	49	15984	-0.057

Percent Negative 100.0%
#Neg, #Total: 41 41

Residuals By Region for model_4h
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	4861	-0.333
Sams	2	7701	-0.331
Sams	3	7334	-0.235
Sams	4	5870	-0.335
Sams	5	5549	-0.310
Sams	6	7347	-0.384
Wal-Mart	1	15784	-0.389
Wal-Mart	2	14837	-0.324
Wal-Mart	3	13169	-0.349
Wal-Mart	4	14264	-0.308
Wal-Mart	5	15092	-0.247
Wal-Mart	6	17139	-0.354
Wal-Mart	7	13043	-0.322
Wal-Mart	8	14456	-0.335
Wal-Mart	9	15846	-0.380
Wal-Mart	10	19731	-0.361
Wal-Mart	11	11916	-0.372
Wal-Mart	12	1883	-0.262
Wal-Mart	13	15730	-0.371
Wal-Mart	14	15873	-0.249
Wal-Mart	15	14229	-0.367
Wal-Mart	16	17266	-0.309
Wal-Mart	17	12030	-0.304
Wal-Mart	18	5608	-0.339
Wal-Mart	19	14150	-0.338
Wal-Mart	20	16150	-0.378
Wal-Mart	21	13658	-0.326
Wal-Mart	22	15243	-0.378
Wal-Mart	23	11886	-0.430
Wal-Mart	24	12954	-0.376
Wal-Mart	25	14119	-0.333
Wal-Mart	26	11437	-0.342
Wal-Mart	41	12244	-0.322
Wal-Mart	42	12253	-0.342
Wal-Mart	43	13350	-0.380
Wal-Mart	44	12772	-0.325
Wal-Mart	45	12351	-0.330
Wal-Mart	46	12980	-0.389
Wal-Mart	47	13202	-0.333
Wal-Mart	48	13766	-0.421
Wal-Mart	49	14392	-0.292

Percent Negative 100.0%
#Neg, #Total: 41 41
Residuals By Region for model_5h
Average Residual for Women By Region for Year 2001
Residual = actual value - predicted male value

Division	Regn	Women	AveRes
Sams	1	4389	-0.350
Sams	2	6989	-0.358
Sams	3	6779	-0.266
Sams	4	4088	-0.339
Sams	5	4875	-0.335
Sams	6	6356	-0.411
Wal-Mart	1	14564	-0.418
Wal-Mart	2	13372	-0.350
Wal-Mart	3	12350	-0.375
Wal-Mart	4	13188	-0.333
Wal-Mart	5	11845	-0.266
Wal-Mart	6	15580	-0.383
Wal-Mart	7	11776	-0.334
Wal-Mart	8	13564	-0.364
Wal-Mart	9	14558	-0.406
Wal-Mart	10	16523	-0.387
Wal-Mart	11	3925	-0.460
Wal-Mart	12	1723	-0.275
Wal-Mart	13	14300	-0.392
Wal-Mart	14	14761	-0.272
Wal-Mart	15	13051	-0.389
Wal-Mart	16	15941	-0.336
Wal-Mart	17	8267	-0.318
Wal-Mart	18	1831	-0.474
Wal-Mart	19	13154	-0.363
Wal-Mart	20	14897	-0.410
Wal-Mart	21	12756	-0.352
Wal-Mart	22	14173	-0.405
Wal-Mart	23	10840	-0.451
Wal-Mart	24	12244	-0.402
Wal-Mart	25	13223	-0.361
Wal-Mart	26	10676	-0.375
Wal-Mart	41	11558	-0.342
Wal-Mart	42	11384	-0.371
Wal-Mart	43	12510	-0.410
Wal-Mart	44	11906	-0.350
Wal-Mart	45	11406	-0.357
Wal-Mart	46	11321	-0.417
Wal-Mart	47	12455	-0.360
Wal-Mart	48	12460	-0.446
Wal-Mart	49	13369	-0.319

Percent Negative 100.0%
#Neg, #Total: 41 41