

**WAL\*MART**

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James A. Shank  
2135 Otto Dr.  
Jackson, MO 63755-2626

Dear Mr. Shank,

Occasionally others help us step back and look at a situation in a different way. This is one of those times. We have all been moved by Ms. Shank's extraordinary situation. As you know, our current plan doesn't give us much flexibility, so we began reviewing the guidelines for the trust that pays medical costs for our associates and their family members. We wanted to understand the ongoing impact of any potential changes to the trust, and ensure that any action we take is in the best interests of our associates and their family members who participate in and contribute to our plan.

We have decided to modify our plan to allow us more discretion for individual cases, and are in the final stages of working out the details. Meanwhile, we wanted you to know that Wal-Mart will not seek any reimbursement for the money already spent on Ms. Shank's care, and we will work with you to ensure the remaining amounts in the trust can be used for her ongoing care.

We are sorry for any additional stress this uncertainty has placed on you and your family.

Thank you.



Pat Curran  
Executive Vice President - People  
Wal-Mart Stores U. S.