



October 11, 2021

Walmart Inc.
702 SW 8th St,
Bentonville, AR 72712

Dear Walmart Leadership,

Our organization, Human Impact Partners, is a national non-profit seeking to improve health and well-being for all. We are made up of public health practitioners and researchers, and we recently completed an analysis of how increasing wages at Walmart would affect health outcomes for associates.

Based on our analysis, we urge you to immediately institute a \$5 an hour wage increase for Walmart associates in an effort to improve their health, and to advance your commitment to racial equity.

In the attached research brief, we explore the tangible health benefits that would result from a \$5 an hour wage increase for Walmart's 1.6 million associates in the US. Drawing on peer-reviewed health literature and population-level datasets, we estimate that a \$5 an hour wage increase at Walmart would:

- **Increase in the lifespan of associates by nearly 2 years**
- **Prevent more than 150 low birth weight births annually**
- **Improve the self-reported health status of associates**
- **Reduce mental health symptoms among associates**
- **Benefit women associates and associates of color the most**

Our analysis indicates that Walmart's current poverty-level wages have serious negative impacts on the health of associates and their families — particularly women associates and associates of color, who are disproportionately concentrated in the lowest paid positions. The company's recent base wage increase to \$12 an hour remains far below a livable wage for most families, according to the Massachusetts Institute of Technology Living Wage Calculator. As a result of the low wages that Walmart pays, even full-time associates must rely on public assistance to cover their basic needs, meanwhile, Walmart has raked in record-breaking profits over the course of the COVID-19 pandemic.

As the largest corporate employer of women and people of color in the US, Walmart plays a significant role in the economic security of these communities, their quality of life, and gender and racial equity broadly. Increasing wages would help close the country's staggering racial and gender wage gaps, in alignment with Walmart's commitment to racial equity.

All people deserve the right to economic security — and as public health experts, we know how critical livable wages are to health and wellbeing. Walmart has the opportunity to set a precedent of how essential workers are valued in our society. **We are asking you to institute a \$5 an hour wage increase for all associates immediately** to ensure that Walmart associates and their families can live healthier lives.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sukhdip Purewal Boparai'.

Sukhdip Purewal Boparai, MPH
Research Project Director, Human Impact Partners

A handwritten signature in black ink, appearing to read 'Lili Farhang'.

Lili Farhang, MPH
Co-Director, Human Impact Partners