

**Wal-Mart**  
**7202 Watts Road, Madison, WI 53719**  
**Ed Kligora, 608-276-9393**  
[www.walmart.com](http://www.walmart.com)

### **Background Information**

Wal-Mart's first store opened in Rogers, Arkansas in 1962 with Sam Walton's dream of building a retail store based on what consumers wanted. Wal-Mart's primary goal is to save the average consumer money (between \$2300 and \$3000 annually). The company is also dedicated to incorporating diversity into their hiring policies and community relations. Wal-Mart has more than 1.8 million associates worldwide and 6,500 stores and wholesale clubs across 14 countries.

<b>Wal-Mart</b>
<ul style="list-style-type: none"><li>• Madison store employs one person with autism</li><li>• Proactively employs people of diverse backgrounds</li><li>• Manager is required to mentor 3 people not within his/her race or gender, and to help them achieve promotional goals</li><li>• Donates approximately \$3,500 to the community every three months</li></ul>

### **Story**

The Madison Wal-Mart employs one person with autism. Henry is a cart pusher/collector and knows the type of car every employee owns. According to Ed Kligora, the co-manager of Wal-Mart, Henry is overcautious and polite. Henry does not require accommodations and if Henry needed them he wouldn't ask. Henry is dependable and takes pride in his job. Ed is always able to count on him if someone else calls in sick. Ed and other Wal-Mart employees feel that Henry is a part of their family at Wal-Mart. When Henry is not there, they feel as if something is missing, "Henry puts a smile on everyone's face," Ed says, "and makes their work environment much more enjoyable. Knowing Henry is here makes coming to work worth while."

Reported by Jennifer Marsh, Edgewood College, March 2007, for Professor Denis Collins ([dcollins@edgewood.edu](mailto:dcollins@edgewood.edu)) and the 2007 Good Samaritan Award, co-sponsored by the Samaritan Counseling Center and Edgewood College.