Ex. No.	Exhibit
	Excerpts from the Deposition of Kevin Harper I, designated under Rule 30(b)(6) to testify
<u>1</u>	about Wal-Mart Organizational Structure, March 12, 2002,
	Excerpts from the Deposition of Trent Burner, designated under Rule 30(b)(6) to testify about
<u>2</u>	Validation, July 31, 2002,
<u>3</u>	Excerpts from the Deposition of James Winkler, Regional Personnel Manager, June 18, 2002,
<u>4</u>	Excerpts from the Deposition of Gisel Ruiz, People Director, September 24, 2002,
<u>5</u>	Job Descriptions, last updated Dec. 10, 2001 Excerpts, WMHO157836
<u>6</u>	Wal-Mart Stores Matrix of Essential Job Functions, WMHO007136
7	Excerpt from Divisional Meetings, Pay Administration 2004, WMHO0001236691
	Excerpts from the Deposition of Lisa Riley, designated under Rule 30(b)(6) to testify about
<u>8</u>	Compensation and Promotions, Feb. 14, 2018,
<u>9</u>	Field Associate Compensation Guidelines, Revised Aug. 1998, WM-PHIPPS-027569
10	Field Associate Compensation Guidelines, Effective May 1, 1999, WM-PHIPPS-027583
11	Field Non-Exempt Associate Pay Guidelines FYE 2002, WMHO1031998
	Field Non-Exempt Associate Pay Guidelines, Effective Feb. 1, 2002 to Jan. 31, 2003, WM-
<u>12</u>	PHIPPS-035929
12	Field Non-Exempt Associate Pay Guidelines, Effective Feb. 1, 2003 to Jan. 31, 2004,
<u>13</u>	WMPHIPPS-000185
<u>13</u>	Excerpts from the Deposition of Russell Steiner, District Manager, Feb. 28, 2018,
<u> </u>	Excerpts from the Deposition of Craig Arnold, designated under Rule 30(b)(6) to testify about
<u>15</u>	Wal-Mart Compensation Policies and Practices, June 4, 2002,
<u>13</u>	Wai Wait Compensation Folicies and Fractices, June 4, 2002,
<u>16</u>	Field Hourly Associate Pay Plan FYE 2005, Effective June 12, 2004, WM-PHIPPS-002702
10	Field Non-Exempt Associate Pay Plan, Effective June 12, 2004, Revised March 14, 2005,
<u>17</u>	WM-PHIPPS-050935
<u>17</u>	Field Non-Exempt Associate Pay Plan FYE 2007, revised Aug. 5, 2006, WM-PHIPPS-
<u>18</u>	002314
<u>19</u>	Field Hourly Pay Program Changes for FYE 2007, WM-PHIPPS-032611
<u>15</u>	Field Non-Exempt Associate Pay Plan FYE 2008, Effective Feb. 3, 2007, WM-PHIPPS-
<u>20</u>	001467
20	Field Non-Exempt Associate Pay Plan FYE 2009, Effective March 29, 2008, WM-PHIPPS-
<u>21</u>	001892
<u>Z1</u>	Excerpts from the Deposition of Kimberly Weaver, designated under Rule 30(b)(6) to testify
22	about Wal-Mart Hourly Promotions, May 9, 2002,
<u>22</u>	Excerpts from the Deposition of Arthur Keeley, designated under Rule 30(b)(6) to testify
22	about Job Assignments and Transfers, May 22, 2002,
23	
<u>24</u>	Excerpts from the Deposition of John Butler, Regional Vice President, June 21, 2002,
<u>25</u>	Wal-Mart Corporate Policy: Support Managers 2002, WMHO217131
	Excerpts from the Deposition of Kevin Harper II, Vice President People Group for
26	Operations, designated under Rule 30(b)(6) to testify about Organizational Structure, October
<u>26</u>	9, 2002,
<u>27</u>	Memo re: New Management Training Program, dated Jan. 31, 2001, WMHO645625
	Excerpts from the Deposition of Brad Schaffner, designated under Rule 30(b)(6) to testify,
28	September 24, 2002,
	Excerpts from the Deposition of Debra Kintzele, designated under Rule 30(b)(6) to testify
<u>29</u>	about Wal-Mart Salaried Promotions, October 2, 2002,

<u>30</u>	Excerpts from the Deposition of Christopher Vaden, former District Manager, Feb. 21, 2018
	Excerpts from the Deposition of Charles Rinehart, former Regional Vice President, Feb. 27,
<u>31</u>	2018,
	Excerpts from the Depositon of Sonya Hostetler, former Regional Personnel Manager, Feb.
32	2018,
33	Excerpts from the Deposition of Sandy Ellison, District Manager, June 21, 2002,
34	Region 43 RVPs and RPMs Chart, WM-PHIPPS-036118
<u>35</u>	RPM Responsibilities, WMHOP-000032-005-00002197
<u>36</u>	Regional Personnel Manager Training Guide 2000 excerpts, WMHO371439
<u>37</u>	Field Compensation Programs 1997-1998, WM-PHIPPS-081283
<u>38</u>	Region 43 Managers Chart, WM-PHIPPS-036808
<u>39</u>	Excerpts from the Deposition of Cheryl Phipps, Jan. 18, 2018,
40	Excerpts from the Deposition of Shawn Gibbons, Jan. 19, 2018,
41	Job Descriptions, WHMO128515
42	Exception Report From 9/7/2002 to 9/20/2002 (Steiner), WM-PHIPPS-003708
43	Exception Report From 9/6/2003 to 9/19/2003 (Steiner), WM-PHIPPS-005226
44	Exception Report From 11/30/2002 to 12/13/2002 (Vaden), WM-PHIPPS-004056
	Exception Report From 6/28/2003 to 7/11/2003 (Vaden), WM-PHIPPS-004918
<u>45</u>	1 1
<u>46</u>	Priorities Email from C. Rinehart, dated July 22, 2005, WM-PHIPPS-126118
<u>47</u>	Evaluations Email from Charles Rinehart, dated Feb. 23, 2004, WM-PHIPPS-065026
<u>48</u>	Diversity Requirements Email from C. Rinehart, dated Apr. 15, 2005, WM-PHIPPS-11379-
	Diversity Good Faith Efforts Goals Attainment Status Email, dated June 27, 2005, WM-
<u>49</u>	PHIPPS-064712
50	Compensation Issues 2001, WMHO934135
<u> </u>	Field Hourly Pay Administration Proposal Revised, dated June 25, 2003, WMHOp-000025
F4	008-0001880
<u>51</u>	
<u>52</u>	Evaluations PRG 801 Evaluation Process, dated June 11, 2004, WM-PHIPPS-023919
<u>53</u>	Evaluations PRG 802 Personnel Asociate's Role, dated Jan. 15, 2004, WM-PHIPPS-023930
<u>54</u>	Evaluations PRG 801 Evaluation Process, dated March 31, 2007, WM-PHIPPS-027554
	Field Pay Administration Recommendations, dated July 15, 2003, WMHOE-040006-011-
<u>55</u>	00016338
<u>56</u>	Hay Group Contract, WMHOP-000032-012-00000081
F.0	Field Hourly Pay Administration Guidelines, dated March 19, 2004, WM-PHIPPS-044910
<u>58</u>	
	Proposal for Field Hourly Classification and Compensation Structure, effective May 29 200
<u>59</u>	WM-PHIPPS-177399
	Field Management Compensation Programs, dated Aug. 1, 1999, WMHO204269 (from
<u>61</u>	WMHO204233)
<u>62</u>	Field Management Compensation Programs, dated Nov. 2000, WM-PHIPPS-046533
63	Field Exempt Associate Pay Guidelines, Effective Feb. 1, 2001, WM-PHIPPS-027917
	Field Management Pay Guidelines, Effective Feb. 1, 2002 to Jan. 31, 2003, WM-PHIPPS-
<u>64</u>	033493
D4	
04	Field Management Pay Guidelines, Effective Feb. 1, 2003 to Jan. 31, 2004, WM-PHIPPS-

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66	Field Management Pay Guidelines, Effective Feb. 1, 2004 to Jan. 31, 2005, WM-PHIPPS-000210
<u>66</u>	
67	Field Manager In Training (MIT) Pay Guidelines, Effective Feb. 19, 2005, WM-PHIPPS-024245
68	Field Management Pay Guidelines, Effective Feb. 19, 2005, WM-PHIPPS-001147
	Field Management Pay Plans, Effective Feb. 4, 2006, WM-PHIPPS-001206
<u>69</u> 70	Field Manager In Training Pay Plans, Effective Feb. 4, 2006, WM-PHIPPS-144072
	Paetzold, et al Excerpts from The Statistics of Discrimination,
<u>71</u>	1
<u>72</u>	Facility (Exempt) Pay Plans, Effective Feb. 3, 2007, WM-PHIPPS-027507
72	Facility Management Exempt Pay Plan FYE 2009, Effective March 29, 2008, WM-PHIPPS-001328
<u>73</u>	
7.4	Wal-Mart University Leaders Out in Front Overview, printed June 12, 2008, WM-PHIPPS-
<u>74</u>	028019
7.5	Field Compensation Protocol FYE 2002 Overview Assistant Manager Annual Increase
<u>75</u>	Program, WMHO1031476
	Evaluation Information District Manager Packet FYE 2004 Email, dated Nov. 10, 2003,
<u>76</u>	WMHOE-000004-005-00035306
<u>77</u>	Performance Appraisal Timeline FYE 2005, dated Oct. 28, 2004, WM-PHIPPS-187401
	Annual Performance Evaluation Process for Management Associates with Direct Reports,
<u>78</u>	dated Dec. 19, 2006, WM-PHIPPS-062432
	Annual Performance Evaluation Process for Management Associates with Direct Reports,
<u>79</u>	dated Dec. 1, 2007, WM-PHIPPS-062539 (NOT 062439)
	Excerpts from the Deposition of Kendall Schwindt, Divisional Vice President, September 11,
<u>80</u>	2002,
<u>81</u>	Excerpts from the Deposition of Celia Swanson, Nov. 6, 2002,
<u>82</u>	Management Career Selection RPM Training, Aug. 3, 2000, WMHO377998
	Urgent Project for Notice for MIT Progam Email from Jarrells Porter, dated June 27, 2002,
<u>83</u>	WMHO649821
<u>84</u>	Management Selection Process Criteria, dated Nov. 20, 2000, WMHO220459
<u>85</u>	Promotional Guidelines Update, March 19, 2001, WM-PHIPPS-022964
<u>86</u>	Promotion/Demotion Guidelines 2002, WMHOe-002004-001-00016391
<u>87</u>	Associate MTCS Admin Application , WM-PHIPPS-024480
<u>88</u>	Resident Assistant Manager Guidelines 2002, WMHO215699
	Resident Assistant Manager Program Changes Memo, dated Feb. 9, 2004, WMHOP-000017-
<u>89</u>	003-0000244
<u>90</u>	Walton and Huey, Made in America, 1993, Bantam ed.,
<u>91</u>	Women in Leadership, dated May 13, 1996, WMHO734283
<u>92</u>	Diversity Ideas, WMHO365621
	Excerpts from the Deposition of James Clark, Director of Training and Development for Wal-
<u>93</u>	Mart Supercenters, Dec. 11, 2002,
<u>94</u>	Excerpts from the Deposition of Judy Evans, District Manager, Aug. 7, 2002,
<u>95</u>	Excerpts from the Deposition of John Scantlin, District Manager, June 19, 2002,
<u>96</u>	Store Verification of Assistant Manager Trainee position, WM-PHIPPS-024782
<u>97</u>	Management Trainee Hiring Guide, February 2003, WM-PHIPPS-024557
<u>98</u>	Management Trainee Hiring Guide 2006, WM-PHIPPS-039151
<u>99</u>	Management Trainee Job Posting, dated Aug. 11, 2004, WM-PHIPPS-024789
<u>100</u>	Regional Personnel Manager Training Guide 2000 excerpts, WM-PHIPPS-371439
<u>101</u>	Career Preference for Management Selection Playbook 2007, WM-PHIPPS-028165

<u>102</u>	Career Preference Management Interview Dashboard, WM-PHIPPS-034214
<u>103</u>	Gastwirth, et al Some Important Statistical Issues,
<u>104</u>	People Rotation presentation, WM-PHIPPS-047797
<u>105</u>	Cheryl Phipps Employment History, WM-PHIPPS-HRD-000004
<u>106</u>	RPM Quarterly Report Card, dated May 19, 2003, WM-PHIPPS-065455
<u>107</u>	Diversity Goals FYE05 February 2004 Draft, WM-PHIPPS-047779
<u>108</u>	Shawn Gibbons Employment History, WM-PHIPPS-HRD-000001
<u>109</u>	Career Preference Management Exception Process 2007, WM-PHIPPS-032536
<u>110</u>	Diversity Goals Program Market HR Managers 2006, WM-PHIPPS-199647
<u>111</u>	Email from B. Conover to S. Hostetler, dated Dec. 14, 2004, WM-PHIPPS-065425
<u>112</u>	Excerpts from the Deposition of John White, former Store Manager, Feb. 21, 2018,
<u>113</u>	Diversity Management Inc. Memo re: Diversity Training, WMHO734090
<u>114</u>	Memo re: Women in Leadership, WMHO160584
<u>115</u>	Open Door discussion emails, WM-PHIPPS-188329
<u>116</u>	Fourth Quarter Diversity Representation: Total Management, WMHO733025
<u>117</u>	Diversity Presentation July 15, 1999, Email and attachment, WMHO733384
	Cole's Board Presentation, Oct. 2, 2001, Email and Attachment, WMHO733161 (includes
<u>118</u>	162)
<u>119</u>	Retail Benchmarks on Diversity June 2000, WMHO160312
<u>120</u>	Bentonville '99 People Strategic Planning Session, WMHO363376
<u>121</u>	Diversity Report Card Through 5/31/2002, WM-PHIPPS-278869
<u>122</u>	Retention Diversity Report Card FYE04 June 2003, WM-PHIPPS-065365
<u>123</u>	Wal-Mart Stores/Supercenter Minority/Gender Pay Analysis FYE 2000, WMHO386574
	Placement Diversity Goals Email from Russell Steiner, dated May 22, 2007, WM-PHIPPS-
<u>124</u>	126306
<u>125</u>	DM Meeting Highlights 2004 Email, dated June 11, 2004, WM-PHIPPS-083830
	Diversity Inc. Responses Email from Jarrells Porter, dated July 12, 2006, WM-PHIPPS-
<u>126</u>	170545