



President
Barbara J. Easterling

Secretary-Treasurer
Ruben Burks

December 9, 2011

Mr. Mike Duke
President and CEO
Wal-Mart Stores, Inc.
702 Southwest 8th Street
Bentonville AR 72712

Dear Mr. Duke:

On behalf of the over 4 million members of the Alliance for Retired Americans, I am writing to voice my strong concerns with reports that Walmart will be significantly increasing the burden of health care costs it places on associates.

I am particularly concerned about older workers who have yet to reach the Medicare eligibility age. People in this age group are often beginning to see medical problems develop or worsen. I worry that these increased health care costs will keep many from seeing a doctor, and make these health problems more serious and costlier. Just think how our nation's health care costs would go down if those in this age group were to have more affordable, preventive medical care during this critical period of their lives.

I encourage you to please meet with the OUR Walmart organization, to hear their concerns and respond to their proposed solutions. If employers, employees, and civic groups work together in good faith, we can improve the lives of Americans of all ages and communities large and small.

As the nation's largest private sector employer, Walmart has a unique and valuable opportunity to make a difference. Please lead by example to help your employees and their families better afford the health care they need.

Sincerely,

Barbara J. Easterling
President

cc: Joseph T. Hansen