



# Federal Government Relations

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December 18, 2013

The Honorable Robert Menendez  
Committee on Foreign Relations  
444 Dirksen Senate Office Building  
Washington, DC 20510-6225

Dear Chairman Menendez:

Walmart would like to express its support for the United Nations Convention on the Rights for People with Disabilities. Ratification of this treaty would underscore the role of the United States as a global leader for the roughly 1 billion people in the world with disabilities—including approximately 58 million Americans.

As one of the country's largest private employers, Walmart places a diverse and multicultural workforce—at all levels—among its top priorities. Our commitment to diversity is not just something we talk about, it's who we are. We believe that we can better serve our customers and provide a positive work environment for our more than 1.4 million U.S. associates by cultivating respect for their diverse lives and background through various company initiatives. As part of this commitment, Walmart has made tremendous strides to support the disability community and the organizations and issues of importance to individuals with disabilities, their families, and community members.

We encourage the United States Senate to ratify this treaty and hope the international community will place the highest of priorities on the protection of people with disabilities everywhere.

Sincerely,

A handwritten signature in black ink, appearing to read "E. Ivan Zapien".

E. Ivan Zapien, Esq.  
Vice President  
Walmart

cc: The Honorable Bob Corker, Ranking Member