

EXHIBIT 4

ATTENTION:

AFRICAN AMERICAN OVER-THE-ROAD TRUCK DRIVERS WAL-MART CLASS ACTION SETTLEMENT

If you are an **AFRICAN AMERICAN** who applied for a position as an **OVER-THE-ROAD TRUCK DRIVER** with **WAL-MART's** private fleet at any time on or after **June 22, 2001** and were not hired,

-OR-

If you are an **AFRICAN AMERICAN** who was discouraged or deterred from seeking a position as an **OVER-THE-ROAD TRUCK DRIVER** with **WAL-MART** at any time on or after **September 22, 2001**, and were not hired,
YOU MAY BE ENTITLED TO PARTICIPATE IN THE SETTLEMENT AND RECEIVE A PAYMENT.

What's This About?

In the lawsuit, *Daryal Nelson and Tommy Armstrong v. Wal-Mart, Inc. and Wal-Mart Transportation LLC*, Case No. 2:04 CV 171 WRW, in federal court in the Eastern District of Arkansas, the Plaintiffs asserted that Wal-Mart discriminated against African Americans on the basis of race in recruitment and hiring for the position of over-the-road [OTR] driver in Wal-Mart's private fleet. Wal-Mart denied it engaged in any policy or pattern or practice of unlawful discrimination, or any other unlawful conduct.

After extensive litigation, Plaintiffs and Plaintiffs' Counsel have concluded that Settlement is in the best interests of the Settlement Class members.

The Plaintiffs and Defendants in the case have agreed to a settlement. The settlement preliminarily approved by the Court provides for monetary relief and programmatic relief as described in a Settlement Agreement. A summary and copy of the Settlement Agreement are available at [domain name].

What Does the Settlement Provide?

Under the Proposed Settlement, Wal-Mart will pay **\$17.5 million** for payment of claims to class members, attorneys' fees and expenses, Class representatives' fees, and costs of administering the Proposed Settlement.

Also, as part of the settlement Wal-Mart has agreed, among other things: (a) to provide priority job placements to 23 of the class members who submit approved claim forms, (b) to provide direct notice of all future job opportunities to all interested class members, (c) to establish benchmark hiring goals so that the composition of future hires, by race, is proportionate to the racial composition of the applicants, (d) to select a diversity recruiter, and (e) to enhance its recruitment efforts and advertising targeted to African Americans.

How Do I File a Claim?

In order to receive a payment and participate in any other class-related relief, you must submit on or before **May 27, 2009**, either:

(a) a **Claim Form** that demonstrates you possessed the minimum qualifications for a Wal-Mart OTR driver position and you applied to Wal-Mart during the Class Period,

-OR-

(b) a **Claim Form** that demonstrates you possessed the minimum qualifications for a Wal-Mart OTR driver position and

you were deterred or thwarted [discouraged] from applying for the position during the Class Period.

The amount of the payment will be determined pursuant to a formula described in the Settlement Agreement and will depend upon the number of class members who submit approved claim forms.

Regardless of whether you submit a Claim Form, if you do not specifically opt out of the Settlement Class, you will be bound by the Proposed Settlement which contains a release of claims against Wal-Mart.

How Do I Get a Claim Form?

For Claim Forms, the complete Notice of Proposed Settlement, the Settlement Agreement and additional information: visit www._____.com, or call toll free 1-xxx-xxx-xxxx, or write to Wal-Mart Truck Driver Class Claims Administrator, c/o _____.

What Are My Other Legal Rights?

If you don't want to be legally bound by the Settlement, you must exclude yourself from the Class by sending an "opt-out" letter to the Court, as described in the complete Notice of Proposed Settlement, by **May 27, 2009** or you won't be able to sue, or continue to sue, the Wal-Mart defendants about the legal claims in this case. If you opt out, you will receive no benefits of the Proposed Settlement.

If you remain in the Settlement Class, you or your lawyer also have the right to file a written objection and appear before the Court to challenge the Proposed Settlement and/or the fees and expenses. Your objection must comply with the requirements described in the complete Notice of Proposed Settlement and must be filed with the Court by **May 27, 2009**.

When Will the Court Approve the Proposed Settlement?

The Court will hold a hearing on **June 30, 2009 at 9:30 a.m.** at the federal courthouse located at 500 West Capitol Avenue, Little Rock, Arkansas. At the hearing the Court will consider whether the Proposed Settlement is fair, reasonable, and adequate. The Court also will consider the motion for fees and expenses. If valid objections are presented, the Court will consider them then.

This notice is a summary only. You should read the complete Notice of Proposed Settlement and the Settlement Agreement for complete information.