

Exhibit A

FAX COVER SHEET

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TO: U.S. EQUAL Emp. Opp. Comm.
DATE: 10/22/99
FAX NO.: (915) 832-4026

FROM: DONALD E. CUMMINGS
 Rene Tadlock, Legal Assistant

SUBJECT:

STEPHANIE M. ODE

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DONALD E. CUMMINGS

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October 22, 1999

U.S. Equal Employment Opportunity Commission
El Paso Area Office
4172 N. Mesa, Bldg. C, Suite 100
El Paso, Texas 78229

Via fax to: (915) 832-4026 and via
regular mail

Re: Charge of Discrimination - Stephanie M. Odle, Lubbock, Texas

Gentlemen:

I am representing Stephanie M. Odle, who has retained me to file a charge of discrimination against SAM'S CLUB, a Division of Wal-Mart, Inc. Due to certain time constraints relating to my client's situation, please consider this letter, which has been verified by my client, below, as a formal charge of discrimination against SAM'S CLUB.

The pertinent facts relating to my client and her charge are as follows:

1. Name of complaining party: Stephanie Odle
2. Name of employer: SAM'S CLUB
3. Address of employer: 4304 S. Loop 298
Lubbock, Texas 79407
4. Discrimination complained of: Under Title VII - sex/gender
discrimination
5. Date of birth of complaining
Party: 10/26/71
6. Social Security Number of
complaining party: 461-53-2305
7. Latest date that discrimination
occurred: 10/22/99
8. Earliest date that discrimination

occurred: 2/19/99

9. Statement of facts regarding discrimination charge:

Ms. Stephanie Odle began working for Sam's Club in November 1991 as an hourly Associate. Her beginning employment was at the Sam's Club location in Lubbock, Texas, the address of which is stated above. From there, she has been transferred to several different locations, but has recently been transferred back to Lubbock, Texas from Sherman, Texas. Her position at the Sherman Sam's Club was as Assistant Manager for Merchandise. Her position at the Lubbock Sam's Club has been as Assistant Manager for Sales and Marketing.

In connection with Ms. Odle's employment at the Sherman, Texas Sam's Club, she was discriminated against when she was required to move to Lubbock, Texas, and denied a promotion as a Co-Manager of the Tulsa, Oklahoma Sam's Club facility. This discriminatory act was based upon a charge made by Sam's Club supervisory personnel that she had circumvented some refund procedures in dealing with a customer. In fact, this procedure was not unusual, and her employment should not have been adversely affected.

The present situation involving Ms. Odle is that she has been at the Lubbock Sam's Club for approximately three months after she was required to transfer from Sherman, Texas. While she has been in Lubbock, she has undergone close scrutiny by the male managers of Sam's Club, which recently resulted in her being placed on administrative leave with pay, following a charge against her by the male managers that she had violated company policy when she had mis-rung a \$13.74 amount while she was instructing three hourly employees in a new procedure. This happened on October 16, 1999, and was all fully explained to them. There was no money missing nor any other type of loss to the store.

She was initially terminated on October 19, 1999 by the General Manager of the store, Duke Parish, and Larry Alderson, the Director of Operations, to whom Mr. Parish report to for the region. She was "reinstated" by Greg Spragg, Regional Vice President for Sam's Club, pending further investigation.

Ms. Odle has learned that another assistant manager is being brought to Lubbock from an Arizona Sam's Club, who had stepped down as a general manager of a store in order to move back to Lubbock. The normal contingent of assistant managers at a store is not more than four (4) and with this transfer, the store would have had five, including Ms. Odle. This individual is a

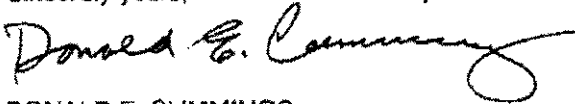
male who has family ties and other ties to the Lubbock area. Ms. Odle believes that the reason for her treatment is pretextual.

Ms. Odle has other evidence of discriminatory treatment of females that likewise indicate a pattern or practice of discrimination toward females in management positions.

Consequently, please consider this letter as a formal charge of discrimination against Sam's Club, a Division of Wal-Mart, Inc., in accordance with the facts and information as are provided herein.

Please note that I am faxing a copy of this letter to your offices for you to formally set up a file on this charge immediately. Please return a notification to me that you have received this letter and the charge number assigned to this matter. Additionally, please forward all correspondence pertaining to my client's charge to me at the above address, or contact me by telephone at the number on this letterhead.

Sincerely yours,

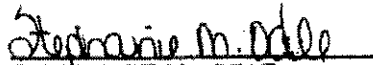


DONALD E. CUMMINGS
DEC:rt

STATE OF TEXAS §

COUNTY OF LUBBOCK §

BEFORE ME, the undersigned authority, on this day personally appeared STEPHANIE ODLE, who first being duly sworn by me stated that every statement contained in this letter is true and correct.


STEPHANIE M. ODLE

SWORN AND SUBSCRIBED BEFORE ME, by Stephanie M. Odle on this
the 22nd day of October, 1999.



Rene Tadlock
Notary Public in and for
the State of Texas

cc: Sam's Club, Lubbock, Texas
via fax to: (806) 793-0258

cc: Sam's Club Administrative Office
Bentonville, Ark - via fax to:
(501) 277-5991