U.S. Department of Labor – Occupational Safety and Health Administration

Inspection Report

January 5, 2026 10:06 AM

RID	CSHO ID	Supervisor ID	Inspection Number	Optional Report Number	Case Closed Date
0626300	(b) (7)(C)	L1414	1845692		

Establishment Name	WALMART INC		Doing Business As (DBA)		Walmart Supercenter #131	
Ownership Type	Private Sector	Type of Business	Corporation	Primary NAICS	445110 - Supermarkets and Other Grocery (except Convenience) Stores	
Site Address	2311 South Jefferson Avenue Mount Pleasant, TX 75455	Site Phone	(479) 277-1205	Extn	Site FAX	
Business Address	2311 South Jefferson Avenue Mount Pleasant, TX 75455	Business Phone		Business FAX		
Mailing Address	702 SW 8th Street Mail Stop: 0505 Bentonville, AR 72716	E-mail		Mobile Phone	USA	
Site Activity	Retain Store	Site NAICS	452311		Days on Site	1
Federal EIN		DUNS		Temporary or Fixed Site?	Y	
State Estab Id		DUNS plus4		CAGE Code		
Construction Type						

Parent Company Legal Name			Parent Company Trade Name/DBA		
Parent Company Address		Phone Number		Extn	

TIN / EIN		DUNS	
CAGE Code		DUNS plus4	

Entry	08/19/2025	11:15 AM	First Closing Conference	08/19/2025	03:00 PM
Opening Conference	08/19/2025	11:30 AM	Second Closing Conference		
Walk Around	08/19/2025	11:45 AM	Exit	08/19/2025	03:15 PM

Inspection Initiating Type	Complaint	Secondary Type	
Other Initiating Type		Inspection Category	Safety
Scope of Inspection	Partial	Reason No Inspection	
Migrant Farm Worker	N	Expln. for No Insp.	
State Strategic Initiatives			
National Emphasis			
State/Local Emphasis			
Primary Emphasis			

Additional Codes			
Type	ID	Value	Description

Employment Information					
Employed in Establishment	(b) (4)	Walkaround?	N	Advance Notice?	N
Covered By Inspection	(b) (4)	Interviewed?	Y	Flag for Follow-up	N
Controlled By Employer	(b) (4)	Union?	N	Reason for Follow-up	
Is this Company a current federal contractor?		N			
Walk Around Participant(s)		None			
Other Walk Around Participant(s)					

Related UPA		
Activity Number	Activity Type	Establishment Name

2328412	Complaint	Walmart Supercenter

Related Inspections		
Inspection Number	Related Inspection Type	Establishment Name

Additional Inspection Information				
SVEP Case?	Post Citation SVEP Action		Post Citation SVEP Action Date	Is this inspection related to a previous SVEP inspection?
N				N
Were Enhanced Settlement Provisions Used?		Did the company implement a SHMS program?		Litigation Hold
				N
Does inspection include imminent danger action?	Notice of Alleged Imminent Danger not posted		Employer Refused to eliminate Imminent Danger situation; Notice of Alleged Imminent Danger notice posted	Date Imminent Danger Notice Posted
N				
Was language Interpretation required during this inspection?	How was the interpretation provided?	Other Interpretation	In what language(s) was the interpretation provided?	Other Language
N				
Worksite Assistance Provided During Inspection?				

Employer Representatives Contacted					
Name	Chelsea Dillon	Job Title	POC/ OSHA Compliance, Enterprise Safety	Occupation	
Address				Interviewed?	N
Home		Mobile		Work	Extn
Email	HomeOfficeOSHA@walmart.com		Participation		Opening Conference, Closing Conference

Employer Representatives Contacted

Email			Participation		Credentials
Employees Contacted					
Name	(b) (7)(C)	Job Title	(b) (7)(C)	Occupation	
Address				Interviewed?	Y
Home		Mobile	(b) (7)(C)	Work	Extn
Email			Participation		Credentials
Employees Contacted					
Name	(b) (7)(C)	Job Title	(b) (7)(C)	Occupation	
Address				Interviewed?	Y
Home		Mobile	(b) (7)(C)	Work	Extn
Email			Participation		Credentials

Penalty Adjustment Factors			
Size Reduction	0%	Size Justification	System set it to 0% based on the number of employees controlled.
Good Faith Reduction	0%	Good Faith Justification	The employer developed and implemented safety policies within the scope of this inspection.
History Reduction	0%	History Justification	Multiple locations throughout the USA inspected resulting in citations. This location has not had an inspection before.

Denial of Entry			
Denial Date/Time	Stage	Reason	Re-entry Date/Time

U. S. Department of Labor
Occupational Safety and Health Administration

INVESTIGATION NARRATIVE
WORKPLACE & EMPLOYER INFORMATION

Walmart INC
OSHA Inspection No. 1845692

I. INSPECTION BACKGROUND INFORMATION

Inspection Date:
August 19, 2025

Compliance Officer(s):
(b) (7)(C), Compliance Safety and Health Officer ((b) (7)(C))

Site location:
2311 South Jefferson Avenue
Mount Pleasant, Tx 75455

Union Information:
Non-Union

Company Background Information:
Walmart INC, Store# 131, is a retail store that was established in 1987, Walmart Store # 131 is a Supercenter that employs a nonunion workforce consisting of approximately (b) (4) employees. The company's primary operation is retail (North American Industrial Classification System (NAICS) No. 452112.

Previous OSHA History:
In the previous five (5) years prior to August 19, 2025, Walmart Store# 131, has not received an OSHA inspection.

Statute of Limitations:
The six-month statute of limitations for issuing citations to the employer expires on February 19, 2026.

Inspection Purpose:
On Tuesday, August 19, 2025, the employer received an OSHA inspection in

response to Complaint number 2328412.

Interstate Commerce:
Walmart, Store# 131, is in the retail industry, use product Hisense Roku TV QLED model are manufactured in Suwanee, Geogia. SN Unreadable.

Opening Conference:
On August 19, 2025, an opening conference was conducted with Devin Wallace Store Manager Assistance in person. Upon arrival, the compliance safety and health officer presented credentials and explained the nature and scope of the inspection in detail. The employer concurred with the scope of the inspection. CSHO(s) informed them of the need to take photographs, measurements, and interviews with employees.

Inspection Walk-around:
On August 19, 2025: The employer participated in the walk-around of the inspection. The walk-around proceeded in accordance with the FOM.

Inspection Findings:

On August19, 2025, CSHO was unable to substantiate any hazards during the investigation.

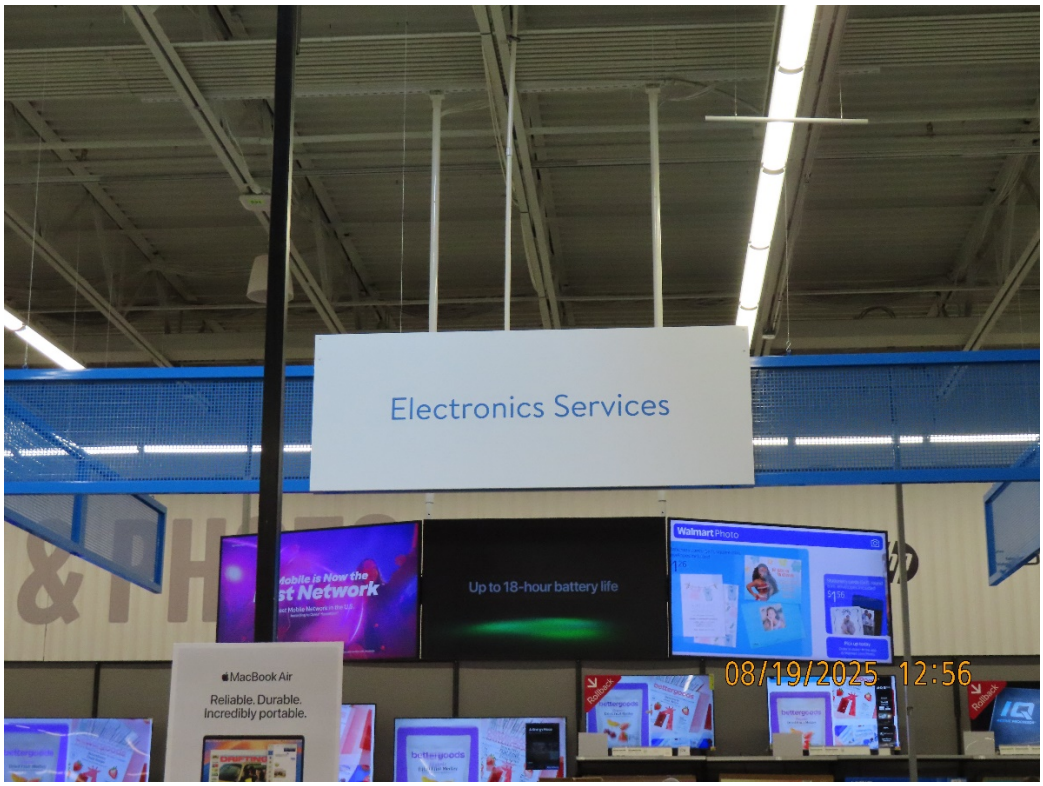
1. Electrical arcing from roofing work in the electronics department:

   Management provided work order requests for repairs for the electrical hazard in the Electronics department and showed closed.





Pictures of the ceiling where the repair was made prior to the inspection.



2. Exit routes in the Electronics Department are not adequately lit:

Exit routes sign light over the door in the Electronics department.



3.There was no asbestos survey done prior to the roofing work exposing employees to asbestos hazards.

No documentation was provided from the management to whether an survey was done.

No roofing materials were present during the inspection. No evidence of asbestos hazard to employees in or outside of the store.

4.There are water leaks in the Meat Department that pose electrical hazards to employees.

No water or slip hazard in the meat department.



5.There are water leaks in the Meat Department which pose a slip trip and fall hazard to employees:

No water leaks to pose electrical hazard in the meat department.



6. Employees are exposed to air contaminants from falling dust from the roof.

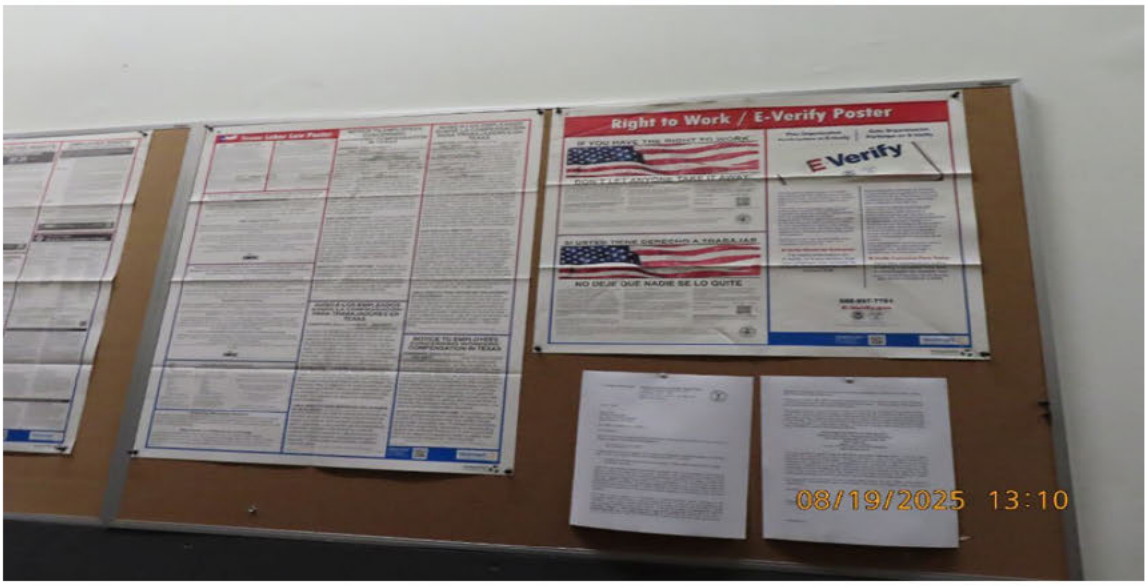
No roof work being performed or hazard to falling causing harm outside the store.

Front entry below.



7. OSHA complaint #2328412 was not posted for employees to see.

OSHA complaint #2328412 was posted on the in wall for employees to see.



8. Employees are exposed to falling debris hazards inside and outside the store from roofing work being conducted.

No evidence of roofing work being conducted around the store.

Rear loading dock area.



Rear maintenance entry and loading dock areas.



Front entry below.



The complainant continued to send email complaints to DOA/CHSO. The CHSO has received numerous complaints from the complainant which was not within our Jurisdiction. The complaints fall under other Jurisdictions such as:

Texas Department of State Health Services.

City of Mount Pleasant Code of Ordinances.

Mount Pleasant Police Department.

[redacted]

EVALUATION OF EMPLOYER'S OVERALL SAFETY AND HEALTH PROGRAM

General Industry:

☒ Yes	☐ No	Accident Prevention Program
☒ Yes	☐ No	Written
Yes	x No	Copy Attached

Evaluation of Safety and Health Program
(0=Nonexistent 1=Inadequate 2=Average 3=Above average)

2=Written S&H Program

3=Communication to Employees

2= Enforcement

2= Safety Training Program

2= Health Training Program

2= Accident Investigation Performed

1=Preventive Action Taken

Comments:
Written safety and health program:
Walmart Store #131 does have some written safety and health programs.

Communication:

Closing Conference:
On August 19, 2025, a preliminary closing conference was conducted on site with Devin Wallace in person. The employer was made aware of the employer's rights and responsibilities. There will be no recommendation for citation of safety violation at this time.

Aug 19 25

145

Trey Mullins

(b) (7)(C) [redacted]

Employed for 21 yrs with Walmart, Market Asset Protection Manager. I controll the shrink and make sure the store is in compleinit. I make should the store does two safety talks a month. I talk with the managers and they pass the information alone. I came by because of inventory and saw they was roof work going durning Reinstall of the new roof. I never heard of anyone complain of problem with breathing. I didn't see and issues to address while the workers were working on the roof. No issues inside or outside the store. I come by the on no particler time, it varies time to to. I came more than usual because of inventory last few days in July 25. No issue to address.

Trey Mullins

Processed Online UPA Summary #227968

Administrative Detail

Processed Date
07-16-2025

Reason UPA not Created
Not Valid. Not a current employee since April 17, 2025 when he was terminated. [redacted] Recommended he also contact the FDA and local public health official.

Processed By
(b) (7)(C) [redacted]

Establishment Information

Establishment Name
Walmart Store #131

RID
0626300-Dallas Area Office

Site Address
2311 S Jefferson Avenue, MOUNT PLEASANT, TX 75455

Site Phone
479 277 1205

Mailing Address

Management Official
John Furner

Type of Business
452311 Warehouse Clubs and Supercenters

Employee Information

Complainant Name
Kyle Douglas Moring

Date/Time Complaint Filed
07-12-2025/07:01 PM

Complainant Address
[redacted]

Complainant Phone
[redacted]

Complainant E-mail
[redacted]

Complainant Type
Former Employee

Brought to the Attention of
Employer, Other Government Agency (specify)

Electronic Signature?
Yes

Name of Govt. Agency
FDA, EPA, DSHS

[Complaint narrative omitted; intake decision retained.]

U.S. Department of Labor **Occupational Safety and Health Administration**
1100 East Campbell Road, Suite 250
Richardson, Texas 75081
Phone: 972-952-1330 Fax: 972-952-1338
http://www.osha.gov

August 28, 2025

Tim Crowell
Walmart Supercenter
2311 South Jefferson Avenue
Mount Pleasant, TX 75455

RE: OSHA Complaint No. 2341399

Dear Employer:

On Aug 21, 2025 the Occupational Safety and Health Administration (OSHA) received a notice of alleged workplace hazard(s) at your worksite at:

2311 South Jefferson Avenue
Mount Pleasant, TX 75455

A representative of your company was notified, by telephone, of alleged hazards on August 28, 2025. The specific nature of the alleged hazards are as follows:

Outside the receiving dock:
Pallets are stored on their side in walk area posing a trip and struck by hazard.

In the Electronics Department:
Water leaks from a rainstorm observed on or about August 20 posed slip and/or shock hazards to employees.

Outside the store:
Employees are exposed to heat stress hazards because the company has not implemented a heat stress prevention program.

OSHA has not determined whether the hazards, as alleged, exist at your workplace and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, you are requested to immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than **September 5, 2025** of the results of your investigation. You must provide supporting documentation of your findings, including any applicable measurements or monitoring results, and photographs/video which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

This letter is not a citation or a notification of proposed penalty which, according to the Occupational Safety and Health Act, may be issued only after an inspection or investigation of the workplace. It is our goal to assure that hazards are promptly identified and eliminated. Please take immediate corrective action where needed. **If we do not receive a response from you by September 5, 2025 indicating that appropriate action has been taken or that no hazard exists and why, an OSHA inspection will be conducted.** An inspection may include a review of the following: injury and illness records, hazard communication, personal protective equipment, emergency action or response, bloodborne pathogens, confined space entry, lockout, and related safety and health issues.

Please note, however, that OSHA selects for inspection some cases where we have received letters in which employers have indicated satisfactory corrective action. This is to ensure that employers have actually taken the action stated in their letters.

If you need assistance to help resolve the issues of this complaint, the State of Texas offers OSHA consultation services, without charge, to assist in resolving all occupational safety and health issues. The variety of services available of the scheduling of those services may be limited by the consultation project's requirement to give priority to small business in high hazard industries and by its backlog. However, you may be able to obtain similar services from your insurance carrier or private consultant in a more timely fashion. To discuss or request their services, call or write your consultation project at the following address:

TEXAS DEPARTMENT OF INSURANCE
Division of Workers' Compensation (OSHCON)
1515 West Mockingbird Lane, Suite 100
Mail Code 101
Dallas, Texas 75235
Phone: 214-350-9299 Fax: 214-352-6613
www.tdi.state.tx.us

You are requested to **post a copy of this letter and your response** where it will be readily accessible for review by all of your employees and return a copy of the signed Certificate of Posting (Attachment A) to this office. In addition, you are requested to provide a copy of this letter and your response to it to a representative of any recognized employee union or safety committee if these are at your facility. Failure to do this may result in an on-site inspection. The complainant has been furnished a copy of this letter and will be advised of your response. Section 11(c) of the Occupational Safety and Health Act provides protection for employees against discrimination because of their involvement in protected safety and health activity.

If you have any questions regarding this matter, please contact the Area Office at the address in the letterhead. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,

Gregory R. Wynn
Area Director

Attachment A

CERTIFICATE OF POSTING
OSHA NOTIFICATION OF ALLEGED HAZARD(S)

Employer Name: Walmart Supercenter
Complaint Number: 2341399

Date of Posting: _____

Date Copy Given to
an Employee Representative: _____

On behalf of the employer, I certify that a copy of the complaint letter received from the Occupational Safety and Health Administration (OSHA) has been posted in a conspicuous place, where all affected employees will have notice, or near such location where the violation occurred, and such notice has been given to each authorized representative of affective employees, if any. This notice was or will be posted for a minimum of ten (10) days or until any hazardous conditions found are corrected.

_____
Name

_____
Signature

_____
Title

If Applicable:

_____
Union Representative/Committee Name, Title, Local #

_____
Union Address

U.S. Department of Labor
Occupational Safety and Health Administration

Notice of Alleged Safety or Health Hazards
Print Date/Time: August 28, 2025 10:42 AM

Complaint Number		2341399	
Establishment Name / DBA	Walmart Supercenter		
Site Address	2311 South Jefferson Avenue MOUNT PLEASANT, TX 75455		
	Site Phone	Site FAX	
Mailing Address	2311 South Jefferson Avenue Mount Pleasant, TX 75455		
Management Official	Tim Crowell	Phone	(b) (7)(C)
Type of Business	super center	E-mail	(b) (7)(C)@walmart.com
Ownership	Private Sector	Site Activity NAICS	452311 - Warehouse Clubs and Supercenters

HAZARD DESCRIPTION/LOCATION. Describe briefly the hazard(s) which you believe exist. Include the approximate number of employees exposed to or threatened by each hazard. Specify the particular building or worksite where the alleged violation exists.

Outside the receiving dock:
Pallets are stored on their side in walk area posing a trip and struck by hazard.

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Outside the store:
Employees are exposed to heat stress hazards because the company has not implemented a heat stress prevention program.

U.S. Department of Labor
Occupational Safety and Health Administration

Notice of Alleged Safety or Health Hazards
Print Date/Time: August 28, 2025 10:43 AM

BUSINESS CONFIDENTIAL

Complaint Number		2341392	
Establishment Name / DBA	Walmart Supercenter		
Site Address	2311 South Jefferson Avenue MOUNT PLEASANT, TX 75455		
	Site Phone	Site FAX	
Mailing Address	2311 South Jefferson Avenue Mount Pleasant, TX 75455		
Management Official	Tim Crowell	Phone	(b) (7)(C)
Type of Business	super center	E-mail	(b) (7)(C)@walmart.com
Ownership	Private Sector	Site Activity NAICS	452311 -Warehouse Clubs and Supercenters

HAZARD DESCRIPTION/LOCATION. Describe briefly the hazard(s) which you believe exist. Include the approximate number of employees exposed to or threatened by each hazard. Specify the particular building or worksite where the alleged violation exists.

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Employees are exposed to heat stress hazards because the company has not implemented a heat stress prevention program.

Source Information 1			
Source Type	Ex-Employee	If Other, Specify	
Complaint Name	Kyle Moring	Phone	[redacted]
Complaint Address			
Complaint E-mail Address			
Send UPA Results?	Yes	Reason if no UPA results sent	
Signature		Date	
Organization Name		Title	

BUSINESS CONFIDENTIAL

OFFICIAL USE ONLY:

RID	0626380	Complaint Closed?	No

Receipt Information					
Received By	(b) (7)(C)	Receipt Date	08/21/2025	CSHO Assigned	Sup Assigned
Receipt Type	Email	Receipt Time	09:05 AM	(b) (7)(C)	L1316

Electronic Complaint Type	Electronic Complaint Number

Complaint Evaluation			
Formality	Subject	Severity	Discrimination
Nonformal	Safety	Serious	No
	Health		
# Alleged Hazards	3	# Employees Exposed	(b) (4)

Complaint Actions					
Action Date	Action Type	Date Response Due	Communication Method	Type of Letter/Reason	Other – Status
08/28/2025	Do Inspection = N			AD Discretion	
08/28/2025	Contact with Employer	09/05/2025	Email Letter	Initiate Inquiry by Phone/Email	

				to be followed by Letter	
08/28/2025	Valid = Y				

Complaint Responses				
Date Response Received	Type Response Received	Evaluation	Evaluated By	Other

Transfer Information			
Transfer to Category		Transfer To OSHA RID	
Transfer Date		Transfer to Name	

Program Information	
National Emphasis	
Local/State-Emphasis	
State Strategic Initiatives	

Additional Codes			
Code Type	Code ID	Code Value	Code Description

BUSINESS CONFIDENTIAL

U.S. Department of Labor **Occupational Safety and Health Administration**
1100 East Campbell Road, Suite 250
Richardson, Texas 75081
Phone: 972-952-1330 Fax: 972-952-1338
http://www.osha.gov

August 28, 2025

Tim Crowell
Walmart Supercenter
2311 South Jefferson Avenue
Mount Pleasant, TX 75455

RE: OSHA Complaint No. 2341399

Dear Employer:

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2311 South Jefferson Avenue
Mount Pleasant, TX 75455

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Employees are exposed to heat stress hazards because the company has not implemented a heat stress prevention program.

OSHA has not determined whether the hazards, as alleged, exist at your workplace and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, you are requested to immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than **September 5, 2025** of the results of your investigation. You must provide supporting documentation of your findings, including any applicable measurements or monitoring results, and photographs/video which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

This letter is not a citation or a notification of proposed penalty which, according to the Occupational Safety and Health Act, may be issued only after an inspection or investigation of the workplace. It is our goal to assure that hazards are promptly identified and eliminated. Please take immediate corrective action where needed. **If we do not receive a response from you by September 5, 2025 indicating that appropriate action has been taken or that no hazard exists and why, an OSHA inspection will be conducted.** An inspection may include a review of the following: injury and illness records, hazard communication, personal protective equipment, emergency action or response, bloodborne pathogens, confined space entry, lockout, and related safety and health issues.

Please note, however, that OSHA selects for inspection some cases where we have received letters in which employers have indicated satisfactory corrective action. This is to ensure that employers have actually taken the action stated in their letters.

If you need assistance to help resolve the issues of this complaint, the State of Texas offers OSHA consultation services, without charge, to assist in resolving all occupational safety and health issues. The variety of services available of the scheduling of those services may be limited by the consultation project's requirement to give priority to small business in high hazard industries and by its backlog. However, you may be able to obtain similar services from your insurance carrier or private consultant in a more timely fashion. To discuss or request their services, call or write your consultation project at the following address:

TEXAS DEPARTMENT OF INSURANCE
Division of Workers' Compensation (OSHCON)
1515 West Mockingbird Lane, Suite 100
Mail Code 101
Dallas, Texas 75235
Phone: 214-350-9299 Fax: 214-352-6613
www.tdi.state.tx.us

You are requested to **post a copy of this letter and your response** where it will be readily accessible for review by all of your employees and return a copy of the signed Certificate of Posting (Attachment A) to this office. In addition, you are requested to provide a copy of this letter and your response to it to a representative of any recognized employee union or safety committee if these are at your facility. Failure to do this may result in an on-site inspection. The complainant has been furnished a copy of this letter and will be advised of your response. Section 11(c) of the Occupational Safety and Health Act provides protection for employees against discrimination because of their involvement in protected safety and health activity.

If you have any questions regarding this matter, please contact the Area Office at the address in the letterhead. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,

Gregory R. Wynn
Area Director

Attachment A

CERTIFICATE OF POSTING
OSHA NOTIFICATION OF ALLEGED HAZARD(S)

Employer Name: Walmart Supercenter
Complaint Number: 2341399

Date of Posting: _____

Date Copy Given to
an Employee Representative: _____

On behalf of the employer, I certify that a copy of the complaint letter received from the Occupational Safety and Health Administration (OSHA) has been posted in a conspicuous place, where all affected employees will have notice, or near such location where the violation occurred, and such notice has been given to each authorized representative of affective employees, if any. This notice was or will be posted for a minimum of ten (10) days or until any hazardous conditions found are corrected.

_____
Name

_____
Signature

_____
Title

If Applicable:

_____
Union Representative/Committee Name, Title, Local #

_____
Union Address

Attachment A

CERTIFICATE OF POSTING
OSHA NOTIFICATION OF ALLEGED HAZARD(S)

Employer Name: Walmart Supercenter
Complaint Number: 2341399

Date of Posting: 8/28/2025

Date Copy Given to
an Employee Representative: 8/28/2025

On behalf of the employer, I certify that a copy of the complaint letter received from the Occupational Safety and Health Administration (OSHA) has been posted in a conspicuous place, where all affected employees will have notice, or near such location where the violation occurred, and such notice has been given to each authorized representative of affective employees, if any. This notice was or will be posted for a minimum of ten (10) days or until any hazardous conditions found are corrected.

Carrie Mahon
Name

Carrie Mahon
Signature

Store Manager
Title

If Applicable:

_____
Union Representative/Committee Name, Title, Local #

_____
Union Address

KEEP YOUR COOL

A Guide to Heat-Related Illness Prevention

What is Heat-Related Illness?

Heat-related illness is a serious medical condition that results from the body's inability to sufficiently cool itself in an extremely hot environment.

How Can I Prevent It?

Hydrate

- Drink at least 4 cups of water each hour, and at frequent intervals (even if you are not thirsty).
- Drink water before beginning work.

Go Slow

- Acclimate your body to the heat by slowly increasing your workload and taking breaks more often.
- New associates, or anyone gone for more than a week, should do this until they build a tolerance for the heat.
- Before working in trailers or containers open the doors to allow for ventilation.

Take 5

- Rest in well ventilated, shaded areas to cool down.
- During these Cool Down Recovery Periods (CDRPs), do not perform any work.
- Take frequent CDRPs. These should last at least five minutes, and longer if needed.

Monitor

- Know the signs of heat-related illness.
- Stop! Rest and cool down immediately if any signs of heat-related illness are present.
- Contact a member of management immediately if you or a co-worker observe signs of heat-related illness.

Stages/Symptoms Quick Reference Chart

Use the chart below to quickly identify and treat the various stages of heat-related illness.

Dehydration

- Thirst
- Dry or sticky mouth
- Muscle weakness
- Dizziness
- Headache

Sunburn

- Red and Painful
- Possible blistering and/or peeling skin

Heat Cramps

- Muscle pain or spasms
- Usually in the abdomen, arms, or legs

Heat Exhaustion

- Heavy sweating
- Clammy/moist skin
- Dizziness/confusion
- Pale complexion
- Nausea
- Elevated body temperature

Heat Stroke

- Sweating stops
- Chills
- Hallucinations
- Slurred speech
- Throbbing headache
- Some additional symptoms similar to heat exhaustion

Treatments

- Loose clothing
- Use sunscreen
- Move into shade
- Drink water or sport drinks
- Apply lotion to sunburn

Treatments

- Call emergency service
- Move into shade
- Loosen or remove clothing/shoes
- Pour water over associate
- Stay with associate until medical help arrives

Management Responsibilities

Safety First

Allow associates to take frequent rest periods.

Ensure water and sunscreen are readily accessible and all associates, including those working outside, know where they're located.

Check on associates throughout their shift.

Emergency Response

Know first aid treatment for all levels of heat-related illness, and how to summon and guide emergency response units to your location

Know the Weather

Be up-to-date on current weather reports.

Schedule heavy tasks, such as working in the trailers or containers, during the cool morning or evening hours.

Resources

Heat Safety Tool Smartphone App

IPhone

Android

From: Chelsea Dillon
To: OSHA Area Office Dallas; Wynn, Greg - OSHA
Cc: Home Office OSHA; Carrie Mahon - (b) (7)(C) ; (b) (7)(C)
Subject: Response Letter 2341399 Store 131 Mount Pleasant, TX
Date: Thursday, September 4, 2025 9:50:40 AM
Attachments: image001.png
131 Support Photos.pdf
131 CERTIFICATION OF POSTING.pdf
Heat Illness Prevention.pdf
heat-related-illness-job-aid.pdf
Response Letter Store 131 Mount Pleasant TX.pdf

Some people who received this message don't often get email from (b) (7)(C)@walmart.com. Learn why this is important

CAUTION: This email originated from outside of the Department of Labor. Do not click (select) links or open attachments unless you recognize the sender and know the content is safe. Report suspicious emails through the "Report" button on your email toolbar.

Hello Gregory,
Attached is the response letter for facility 131. Please let me know if you have any questions or need additional information.

Thank you,

Chelsea Dillon
OSHA Compliance, Enterprise Safety
(b) (7)(C) @walmart.com
Cell- (b) (7)(C)

702 SW 8th Street
Bentonville, AR 72716
Mail Stop: 0505
HomeOfficeOSHA@walmart.com



This email and any attachment(s) are confidential. If you have received this email in error, please destroy it immediately.

From: Chelsea Dillon
To: Wynn, Greg - OSHA
Cc: Home Office OSHA; Carrie Mahon -(b) (7)(C) ;(b) (7)(C)
Subject: RE: Response Letter 2341399 Store 131 Mount Pleasant, TX
Date: Thursday, September 4, 2025 1:17:35 PM
Attachments: image001.png
131 Heat Related Illness Training List.pdf

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Hello Gregory,
To follow up on the OSHA complaint, please see below for the additional information:

1. The roofing company came out to assess the roof on August 30, 2025. They found no visible issues, so the store and the roofers have to wait until the next rain to see if/where there are any other leaks.
2. Heat Illness Training is completed by the job titles/codes that require it. Attached are all the associates that have taken the ULearn online for the training. All are completed and up to date.

Please let me know if you have any questions.

Thank you,

Chelsea Dillon
OSHA Compliance, Enterprise Safety
(b) (7)(C) @walmart.com
Cell-(b) (7)(C)
HomeOfficeOSHA@walmart.com

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From: Wynn, Greg - OSHA <Wynn.Greg@dol.gov>
Sent: Thursday, September 4, 2025 12:34 PM
To: Chelsea Dillon(b) (7)(C) @walmart.com>
Cc: Home Office OSHA <HomeOfficeOSHA@walmart.com>; Carrie Mahon -(b) (7)(C)
(b) (7)(C) @wal-mart.com>;(b) (7)(C) (b) (7)(C) @walmart.com>

Subject: EXT: RE: Response Letter 2341399 Store 131 Mount Pleasant, TX

EXTERNAL: Report suspicious emails to **Email Abuse.**

Ms. Dillon,

To follow up on our earlier conversation, please follow up on the below items:

- Roof leaks were observed coming into the store after a rainstorm on August 20, 2025 (after the completion of the roof replacement). Please verify that the roofing contractor or someone else was contacted to address the leaks and if they have been completed.
- Confirm whether or not associates at store #131 have been trained (whether through web based or in person) on the company's heat illness program.

If you have any questions or need clarification, feel free to contact me.

Gregory R. Wynn
Area Director
OSHA / Dallas Area Office
US Department of Labor
Telephone: 214-283-1508

From: Chelsea Dillon (b) (7)(C) @walmart.com>
Sent: Thursday, September 4, 2025 9:50 AM
To: OSHA Area Office Dallas <OSHADallas@DOL.GOV>; Wynn, Greg - OSHA <Wynn.Greg@dol.gov>
Cc: Home Office OSHA <HomeOfficeOSHA@walmart.com>; Carrie Mahon - (b) (7)(C) (b) (7)(C) @wal-mart.com>; (b) (7)(C) (b) (7)(C) @walmart.com>
Subject: Response Letter 2341399 Store 131 Mount Pleasant, TX

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Hello Gregory,
Attached is the response letter for facility 131. Please let me know if you have any questions or need additional information.

Thank you,

Chelsea Dillon
OSHA Compliance, Enterprise Safety
(b) (7)(C) @walmart.com
Cell- (b) (7)(C)

702 SW 8th Street
Bentonville, AR 72716
Mail Stop: 0505
HomeOfficeOSHA@walmart.com



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From: Christopher Tompkins
To: Wynn, Greg - OSHA
Cc: Timothy Crowell; OSHA Area Office Dallas; Chelsea Dillon
Subject: RE: OSHA inquiry into complaint items of alleged hazards
Date: Thursday, August 28, 2025 11:26:04 AM
Attachments: Signed Letter D Walmart #2341399.pdf

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Received, thank you.

Chris Tompkins, CSP
Senior Manager
Enterprise Safety – OSHA
Cell - (b) (7)(C)
(b) (7)(C) @walmart.com

From: Wynn, Greg - OSHA <Wynn.Greg@dol.gov>
Sent: Thursday, August 28, 2025 11:00 AM
To: Christopher Tompkins (b) (7)(C) @walmart.com>
Cc: Timothy Crowell (b) (7)(C) @walmart.com>; OSHA Area Office Dallas <OSHADallas@DOL.GOV>
Subject: EXT: OSHA inquiry into complaint items of alleged hazards

EXTERNAL: Report suspicious emails to **Email Abuse.**

If you have any questions on these complaint items, feel free to contact me.

Please send response and certification of posting to myself as well as: oshadallas@dol.gov.

Thank you,

Gregory R. Wynn
Area Director
OSHA / Dallas Area Office
US Department of Labor
Telephone: 214-283-1508

From: Wynn, Greg - OSHA
To: (b) (7)(C) @walmart.com
Cc: (b) (7)(C)@walmart.com; OSHA Area Office Dallas
Subject: OSHA inquiry into complaint items of alleged hazards
Date: Thursday, August 28, 2025 11:00:00 AM
Attachments: Signed Letter D Walmart #2341399.pdf

If you have any questions on these complaint items, feel free to contact me.

Please send response and certification of posting to myself as well as: oshadallas@dol.gov.

Thank you,

Gregory R. Wynn
Area Director
OSHA / Dallas Area Office
US Department of Labor
Telephone: 214-283-1508

From: Wynn, Greg - OSHA
To: Chelsea Dillon
Cc: Home Office OSHA; Carrie Mahon - (b) (7)(C) ; (b) (7)(C)
Subject: RE: Response Letter 2341399 Store 131 Mount Pleasant, TX
Date: Thursday, September 4, 2025 12:34:00 PM
Attachments: image001.png

Ms. Dillon,

To follow up on our earlier conversation, please follow up on the below items:

- Roof leaks were observed coming into the store after a rainstorm on August 20, 2025 (after the completion of the roof replacement). Please verify that the roofing contractor or someone else was contacted to address the leaks and if they have been completed.
- Confirm whether or not associates at store #131 have been trained (whether through web based or in person) on the company's heat illness program.

If you have any questions or need clarification, feel free to contact me.

Gregory R. Wynn
Area Director
OSHA / Dallas Area Office
US Department of Labor
Telephone: 214-283-1508

From: Chelsea Dillon (b) (7)(C) @walmart.com>
Sent: Thursday, September 4, 2025 9:50 AM
To: OSHA Area Office Dallas <OSHADallas@DOL.GOV>; Wynn, Greg - OSHA <Wynn.Greg@dol.gov>
Cc: Home Office OSHA <HomeOfficeOSHA@walmart.com>; Carrie Mahon - (b) (7)(C) (b) (7)(C) @wal-mart.com>; (b) (7)(C) (b) (7)(C) @walmart.com>
Subject: Response Letter 2341399 Store 131 Mount Pleasant, TX

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Hello Gregory,
Attached is the response letter for facility 131. Please let me know if you have any questions or need additional information.

Thank you,

Chelsea Dillon
OSHA Compliance, Enterprise Safety
(b) (7)(C) @walmart.com
Cell- (b) (7)(C)

702 SW 8th Street
Bentonville, AR 72716
Mail Stop: 0505
HomeOfficeOSHA@walmart.com



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Walmart END2END

702 SW 8th Street
Bentonville, AR 72716
www.walmart.com

9/3/2025

Gregory R. Wynn, Area Director
U.S. Department of Labor
Occupational Safety and Health Administration
Dallas Area Office
1100 East Campbell Road, Suite 250
Richardson, TX 75081

Store #131
Complaint #2341399

Dear Gregory,

Thank you for your letter dated August 28, 2025, concerning safety at Walmart. Walmart is committed to providing a safe and healthy workplace for our associates and we thank you for bringing this concern to our attention.

The complaint you provided alleged the following:

1. Employer Outside the receiving dock:
   Pallets are stored on their side in walk area posing a trip and struck by hazard.
2. In the Electronics Department:
   Water leaks from a rainstorm observed on or about August 20 posed slip and/or shock hazards to employees.
3. Outside the store:
   Employees are exposed to heat stress hazards because the company has not implemented a heat stress prevention program.

Management investigated the allegations and determined the following:

1. Management confirmed they do not leave or store pallets standing upright on their sides. This includes for the entire store and outside. Management did recall having two pallets fall but they were picked up immediately.
2. Management said the roof for the entire store has been replaced due to leaks throughout the entire store, including electronics. Due to this repair, there are no longer any leaks in the store.
3. Management explained the store has water and Gatorade is readily available for associates working in the heat as well as letting them take extra breaks when needed.

Thank you for bringing these concerns to our attention. If you have any additional inquiries concerning this matter, please contact me via email or by phone.

Sincerely,
Chelsea Dillon
Chelsea Dillon

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The page position is retained so source references remain stable.

Page withheld from this public copy.

The page position is retained so source references remain stable.

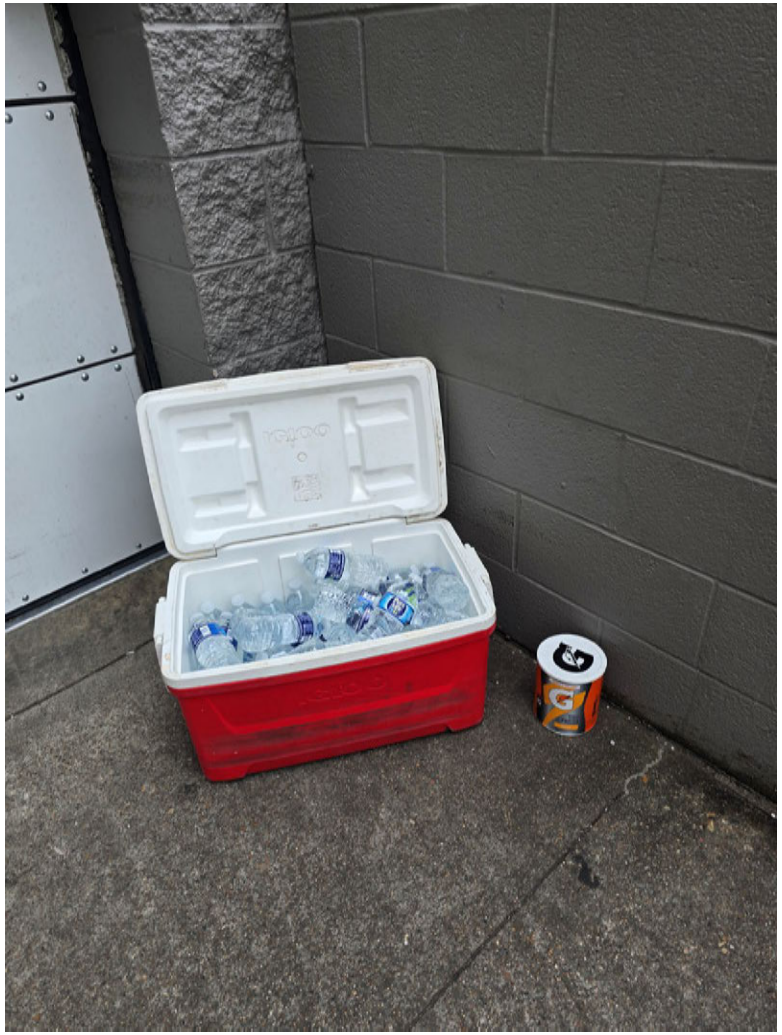
Page withheld from this public copy.

The page position is retained so source references remain stable.

Page withheld from this public copy.

The page position is retained so source references remain stable.

Store 131- Pallets stacked and Water/Gatorade available







CERTIFICATE OF POSTING
OSHA NOTIFICATION OF ALLEGED HAZARD(S)

Employer Name: Walmart Supercenter
Complaint Number: 2328412

Date of Posting: 8-6-25

Date Copy Given to an Employee Representative: 8-6-25

On behalf of the employer, I certify that a copy of the complaint letter received from the Occupational Safety and Health Administration (OSHA) has been posted in a conspicuous place, where all affected employees will have notice, or near such location where the violation occurred, and such notice has been given to each authorized representative of affective employees, if any. This notice was or will be posted for a minimum often (l O) days or until any hazardous conditions found are corrected.

Carrie Mahon
Name

Carrie Mahon
Signature

Store Manager
Title

If Applicable:

Union Representative/Committee Name, Title, Local #

Union Address

Scanned with
CamScannerm

702 SW 8th Street
Bentonville, AR 72716
www.walmart.com

8/6/2025

Gregory R. Wynn
Area Director
Occupational Safety and Health Administration
1100 East Campbell Road Suite 250
Richardson, TX 75081

Walmart #131
Complaint # 2328412

Dear Mr. Wynn,

Thank you for your letter dated July 31, 2025, concerning safety at Walmart. Walmart is committed to providing a safe and healthy workplace for our associates and we thank you for bringing this concern to our attention.

The complaint you provided alleged the following:

1. Employees working inside the store are exposed to falling debris hazards from roofing work above the store.

Management investigated the allegations and determined the following:

1. This portion of the project has been completed; however, the construction company provided the following actions they put in place when removing old decking during a roof replacement.

- Communication: Our team sends a daily group text to both the Store Manager and FSM identifying which quadrant or area of the roof will be worked on that day.
- Onsite Monitoring & Safety: A dedicated spotter is stationed inside the building during roof work. They actively monitor for any falling debris and assist with zoning off work areas to keep associates and customers clear of the space when necessary.
- Product Protection: Prior to the start of any tear-off, our spotter works directly with store management to identify and assist in covering any products or areas they deem necessary—all while ensuring customer access is maintained. Store management then places signage notifying customers and associates of the work occurring overhead.
- Our team works collaboratively with store management to balance safety with accessibility in these situations.
- Post-Tear-Off Cleanup: Once tear-off is complete, the spotter promptly notifies the Store Manager. They then assist with the removal of dust containment, sweep and clean any debris from the affected area, and ensure it's returned to a safe and clean condition.
- Dust Control & Cleaning Support: Our team also assists store associates in managing dust throughout the day by performing additional cleaning as needed in areas beneath roof work.

2. Please note, there have been no reported injuries related to this process which is now complete.

Thank you for bringing these concerns to our attention. If you have any additional inquiries concerning this matter, please contact me via email or by phone.

Sincerely,
Tim Crowell
Tim Crowell

U.S. Department of Labor
Occupational Safety and Health Administration

Notice of Alleged Safety or Health Hazards
Print Date/Time: September 15, 2025 11:08 AM

BUSINESS CONFIDENTIAL

Complaint Number		2348312	
Establishment Name / DBA	WALMART INC /Walmart Supercenter #131		
Site Address	2311 South Jefferson Avenue MOUNT PLEASANT, TX 75455		
	Site Phone	Site FAX	
Mailing Address	702 SW 8th Street Mail Stop: 0505 Bentonville, AR 72716		
Management Official	Tim Crowell	Phone	
Type of Business	Retail / Grocery Store	E-mail	(b) (7)(C)@walmart.com
Ownership	Private Sector	Site Activity NAICS	445110 -Supermarkets and Other Grocery (except Convenience) Stores

HAZARD DESCRIPTION/LOCATION. Describe briefly the hazard(s) which you believe exist. Include the approximate number of employees exposed to or threatened by each hazard. Specify the particular building or worksite where the alleged violation exists.

1) Meat / Deli Refrigerated Display Cases: Water leaking from coolers into aisles causing a slip hazard.
2) Meat / Deli Refrigerated Display Cases: A drain cover in the dairy area is not secured. There is another drain that is not covered.
3) Garden Center Fire Exits: Multiple fire exits blocked and/or narrowed by pallets, kayaks and bags of potting mix.
4) Door Near Breakroom: Ladder staged near door blocking and/or narrowing egress through door.
5) Electronics Department: As of September 6, 2025, there is still a roof leak.
6) Electronics Department: Pallet jacks are left in the aisles causing a trip hazard.
7) Store wide: There is still dirt, dust and roof debris that has settled onto merchandise that causes respiratory issues/concerns when moved.

Source Information 1			
Source Type	Ex-Employee	If Other, Specify	
Complaint Name	Kyle Moring	Phone	
Complaint Address			
Complaint E-mail Address			
Send UPA Results?	Yes	Reason if no UPA results sent	
Signature		Date	
Organization Name		Title	

BUSINESS CONFIDENTIAL

OFFICIAL USE ONLY:

RID	0626380	Complaint Closed?	No

Receipt Information					
Received By	(b) (7)(C)	Receipt Date	09/12/2025	CSHO Assigned	Sup Assigned
Receipt Type	Email	Receipt Time	11:30 AM	(b) (7)(C)	R5969

Electronic Complaint Type	Electronic Complaint Number

Complaint Evaluation			
Formality	Subject	Severity	Discrimination
Nonformal	Safety	Serious	No
	Health		
# Alleged Hazards	5	# Employees Exposed	(b) (4)

Complaint Actions					
Action Date	Action Type	Date Response Due	Communication Method	Type of Letter/Reason	Other – Status
09/15/2025	Valid = Y				
09/15/2025	Do Inspection = N			AD Discretion	

Complaint Responses				
Date Response Received	Type Response Received	Evaluation	Evaluated By	Other

Transfer Information			
Transfer to Category		Transfer To OSHA RID	
Transfer Date		Transfer to Name	

Program Information	
National Emphasis	
Local/State-Emphasis	
State Strategic Initiatives	

Additional Codes			
Code Type	Code ID	Code Value	Code Description

BUSINESS CONFIDENTIAL

U.S. Department of Labor
Occupational Safety and Health Administration

Notice of Alleged Safety or Health Hazards
Print Date/Time: September 15, 2025 11:07 AM

Complaint Number		2348319	
Establishment Name / DBA	WALMART INC /Walmart Supercenter #131		
Site Address	2311 South Jefferson Avenue MOUNT PLEASANT, TX 75455		
	Site Phone	Site FAX	
Mailing Address	702 SW 8th Street Mail Stop: 0505 Bentonville, AR 72716		
Management Official	Tim Crowell	Phone	
Type of Business	Retail / Grocery Store	E-mail	(b) (7)(C) @walmart.com
Ownership	Private Sector	Site Activity NAICS	445110 - Supermarkets and Other Grocery (except Convenience) Stores

HAZARD DESCRIPTION/LOCATION. Describe briefly the hazard(s) which you believe exist. Include the approximate number of employees exposed to or threatened by each hazard. Specify the particular building or worksite where the alleged violation exists.

1) Meat / Deli Refrigerated Display Cases: Water leaking from coolers into aisles causing a slip hazard.
2) Meat / Deli Refrigerated Display Cases: A drain cover in the dairy area is not secured. There is another drain that is not covered.
3) Garden Center Fire Exits: Multiple fire exits blocked and/or narrowed by pallets, kayaks and bags of potting mix.
4) Door Near Breakroom: Ladder staged near door blocking and/or narrowing egress through door.
5) Electronics Department: As of September 6, 2025, there is still a roof leak.
6) Electronics Department: Pallet jacks are left in the aisles causing a trip hazard.
7) Store wide: There is still dirt, dust and roof debris that has settled onto merchandise that causes respiratory issues/concerns when moved.

U.S. Department of Labor

Occupational Safety and Health Administration
1100 East Campbell Road, Suite 250
Richardson, Texas 75081
Phone: 972-952-1330 Fax: 972-952-1338
http://www.osha.gov

July 31, 2025

John Furner
Walmart Supercenter
2311 South Jefferson Avenue
Mount Pleasant, TX 75455

RE: OSHA Complaint No. 2328412

Dear Employer:

On Jul 28, 2025 the Occupational Safety and Health Administration (OSHA) received a notice of alleged workplace hazard(s) at your worksite at:

2311 South Jefferson Avenue
Mount Pleasant, TX 75455

A representative of your company was notified, by telephone, of alleged hazards on Thursday, July 31, 2025. The specific nature of the alleged hazards are as follows:

Employees working inside the store are exposed to falling debris hazards from roofing work above the store.

OSHA has not determined whether the hazards, as alleged, exist at your workplace and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, you are requested to immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than **Thursday, August 7, 2025** of the results of your investigation. You must provide supporting documentation of your findings, including any applicable measurements or monitoring results, and photographs/video which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

This letter is not a citation or a notification of proposed penalty which, according to the Occupational Safety and Health Act, may be issued only after an inspection or investigation of the workplace. It is our goal to assure that hazards are promptly identified and eliminated. Please take immediate corrective action where needed. **If we do not receive a response from you by Thursday, August 7, 2025 indicating that appropriate action has been taken or that no hazard exists and why, an OSHA inspection will be conducted.** An inspection may include a review of the following: injury and illness records, hazard communication, personal protective

From:	Kyle Moring
To:	(b) (7)(C) - OSHA; OSHA Area Office Dallas
Cc:	Wynn, Greg - OSHA; Executive Secretariat
Subject:	Inspection No. 1845692.015 — Walmart Store #131 (Sept. 22–23 Evidence) — Bookmarked PDF Binder Attached
Date:	Tuesday, September 23, 2025 1:21:41 PM
Attachments:	2025-09-23 - OSHA Area - Supplemental Submission.pdf

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(b) (7)(C),

Please add the following information and attachments to Enforcement Inspection No. 1845692.015. I continue to serve as the designated representative of current Store #131 employees and request recognition of this status in all related correspondence.

For ease of review, I am attaching a single bookmarked PDF binder titled "**2025-09-23 – OSHA Area – Supplemental Submission.pdf**," which contains all exhibits referenced below.

1. **Garden Center — wet walking surfaces in customer paths and at exit gates (September 23, 2025)**

Photos show wet, slick concrete throughout the Garden Center's travel paths; no warning devices are visible in the frame. Additional images show wet flooring at the exit-discharge directly in front of gates posted "DO NOT BLOCK FIRE EXIT." Please obtain the safety sweep/irrigation logs and confirm that egress remained clear and safe during these conditions.

2. **Exit route encroachments / blocked exit (September 22–23, 2025)**

- A step ladder is staged in an exit doorway in TLE (Automotive), blocking the exit path. (Unsafe Material Storage, p. 1.)
- In the Garden Center, stacked products and pallets encroach the exit gate line adjacent to signage stating, "DO NOT BLOCK FIRE EXIT." (Unsafe Material Storage — Garden, pp. 6–7.) Please review means-of-egress inspections, routine exit checks, and abatement taken.

3. **Refrigeration leaks — absorbent "sock/pillow" used in lieu of repair; recurring wet walkways; open equipment compartment (September 22–23, 2025)**

- On the afternoon of September 22, 2025, a gray universal absorbent sock/pillow was positioned under the south end of the low island case, where water had pooled on prior dates. The absorbent showed white "tide" lines consistent with repeated wetting/drying. On September 23, 2025, the absorbent remains in place under the same case. These observations indicate a known, recurring leak being managed with absorbent material rather than repair. (2025-09-22- Store 131 - Refrigeration Concerns (PM)-1.pdf, pp. 3–7; 2025-09-23 – Store 131 - Refrigeration Concerns (1).pdf, pp. 3–7.)
- Wet walkways/puddling are visible adjacent to the same cases on September 22–23, 2025;

no cones/barriers are visible within the frames. (2025-09-22 – Store 131 - Refrigeration Concerns (1).pdf, multiple pages; 2025-09-23 – Store 131 - Refrigeration Concerns (1).pdf, pp. 1–2, 5–7.) Please obtain service/work orders (last 60–90 days), spill/leak and safety-sweep logs, and incident/near-miss records, and verify cones/barriers were deployed during active leaks.

- A reach-in unit (FreshPet dog food) is shown with its lower front access panel removed/ajar on the customer side, exposing components. Please review the guarding and interim controls in place, as well as the duration left open. (2025-09-23 – Store 131 - Refrigeration Concerns (1).pdf, p. 8).

Why this practice is problematic: Absorbent socks can conceal active pooling and allow water to migrate into the traveled path as they saturate (slip hazard); if protruding, they present a trip/housekeeping issue; chronically damp absorbents in food areas raise sanitation/IAQ concerns and are temporary controls rather than abatement. The combination of recurring leaks, use of absorbents, and an open equipment compartment suggests unresolved maintenance affecting case performance/temperature stability. (See image series cited above)

4. **Material storage/equipment staging in customer areas (September 22–23, 2025)**

- Unsecured steel components/rails stored on the bottom run of sales racking with ends oriented toward the aisle; no visible chocks/retainers. (2025-09-23 – Store 131 - Unsafe Material Storage (1).pdf, pp. 2–3.)
- Scissor lift and palletized parts staged within the Garden Center near the exit gate line. (2025-09-22 – Store 131 - Unsafe Material Storage (Garden)-1, pp. 1–4, 8.) Please review storage SOPs, contractor staging plans, and daily floor-walk checklists used during ongoing resets/repairs.

5. **Contractor activity contemporaneous with leaks (September 22, 2025)**

- A DEEM service vehicle was on site on September 22, 2025, corroborating vendor involvement with refrigeration/HVAC systems during the period the above conditions were observed. Please collect vendor sign-in logs and service reports for correlation (2025-09-22 - Store 131 - DEEM Contractor Vehicle (1).pdf)

Attachment:

- **2025-09-23 – OSHA Area – Supplemental Submission.pdf** (bookmarked binder; Exhibits A–G).

Exhibit Index (inside the binder bookmarks):

- **Exhibit A:** 2025-09-23 – Store 131 - Slip Hazards.pdf (Garden Center wet floors/exit discharge)
- **Exhibit B:** 2025-09-23 – Store 131 - Refrigeration Concerns (1).pdf (wet walkways; open compartment; absorbent visible)
- **Exhibit C:** 2025-09-23 – Store 131 - Unsafe Material Storage (1).pdf (ladder blocking exit; unsecured steel)
- **Exhibit D:** 2025-09-22 – Store 131 - DEEM Contractor Vehicle (1).pdf (vendor presence)
- **Exhibit E:** 2025-09-22 – Store 131 - Refrigeration Concerns (1).pdf (recurring leaks/puddling)

- **Exhibit F:** 2025-09-22 – Store 131 - Refrigeration Concerns (PM)-1.pdf (absorbent sock/pillow under case)
- **Exhibit G:** 2025-09-22 – Store 131 - Unsafe Material Storage (Garden)-1.pdf (staging near exit gates)

I am available to transmit the native photo files with metadata. Please confirm receipt and inclusion of these materials in Inspection No. 1845692.015.

Respectfully submitted in good faith,

/s/ Kyle Douglas Moring

Kyle Douglas Moring, M.S., LPC-Associate

Former Asset Protection Investigator — Walmart Store #131

Designated Representative of Walmart Store #131 Current Employees

[redacted]

[redacted]



– NOTICE –
AWFUL FOR A PERSON
RY A WEAPON ON THIS
E UNLESS THE WEAPON
NDGUN AND THE PERSON
S LICENSED UNDER
CHAPTER H, CHAPTER 411
THE GOVERNMENT CODE.

– AVISO –
ES ILEGAL QUE UNA PERSONA
ORTE UN ARMA EN ESTE LUGAR
A MENOS QUE EL ARMA SEA UN
IARMA CORTA Y LA PERSONA
TENGA UNA LICENCIA CONFORME
AL SUBCAPÍTULO H, CAPÍTULO 411
DEL CÓDIGO DE GOBIERNO.

EXIT

WATCH LAST STEP

WATCH LAST STEP




JLG
LG1
R5
Auto Ca e Center
OW OPEN
Castrol
GTX
FULL SYNTHETIC
Castrol
GTX
Castrol
GTX
ULTRACLEAN

From: Timothy Crowell
To: Wynn, Greg - OSHA
Cc: Casey Harbison; Chelsea Dillon; Christopher Tompkins; (b) (7)(C)
Subject: Response Letter Store 131 Mount Pleasant TX
Date: Monday, September 22, 2025 10:26:52 AM
Attachments: image001.png
Response Letter Store 131 Mount Pleasant TX 1.pdf
Store 131 Photos.pdf

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Mr. Wynn attached is the response letter for store 131. We had the Director of Specialty Compliance and Ethics go into the store to validate concerns were investigated and addressed if applicable. Please let me know if you have any questions or need additional information.

Thank you,

Tim Crowell
Senior Manager Enterprise Safety
(b) (7)(C)@walmart.com
Cell # - (b) (7)(C)

702 SW 8th Street
Bentonville, AR 72716
Mail Stop: 0505

END2END

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Walmart END2END

702 SW 8th Street
Bentonville, AR 72716
www.walmart.com

9/22/2025

Gregory R. Wynn
Area Director
Occupational Safety and Health Administration
1100 East Cambell Road, Suite 250
Richardson, TX 75081

Walmart Store #131
Complaint # 2348319

Dear Mr. Wynn,

Thank you for your letter dated September 15, 2025, concerning safety at Walmart. Walmart is committed to providing a safe and healthy workplace for our associates and we thank you for bringing this concern to our attention.

The complaint you provided alleged the following:

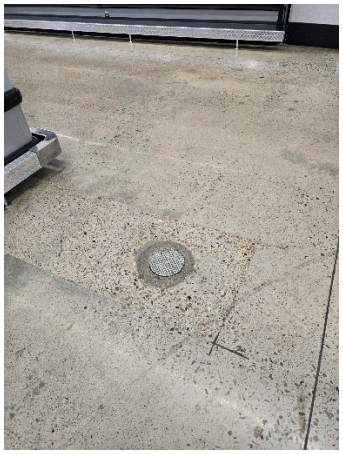
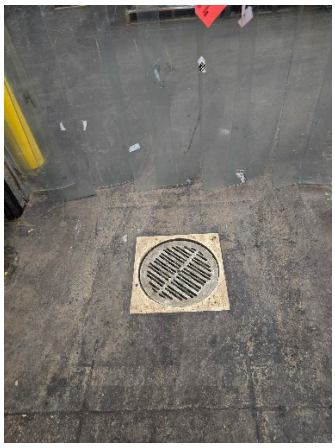
1. Water Leaking from coolers into the aisles causing slip hazards
2. A drain cover in the dairy area is not secured. There is another drain that is not covered
3. Multiple fire exits blocked and or narrowed by pallets, kayaks and bags of potting mix.
4. Ladder staged near door blocking and narrowing egress through door.
5. Electronics Department – As of September 6, there is still roof leaks.
6. Electronics Department – pallet jacks are left in the aisles causing trip hazards
7. There is still dirt, dust and root debris that has settled onto merchandise that causes respiratory issues / concerns when moved.

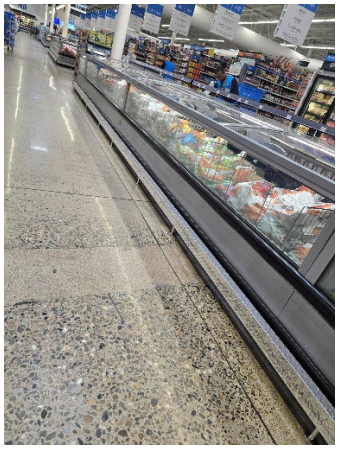
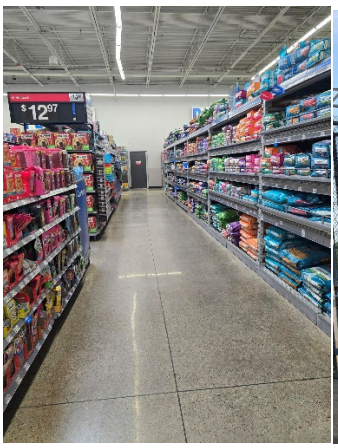
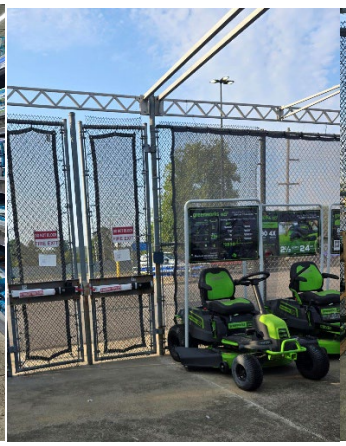
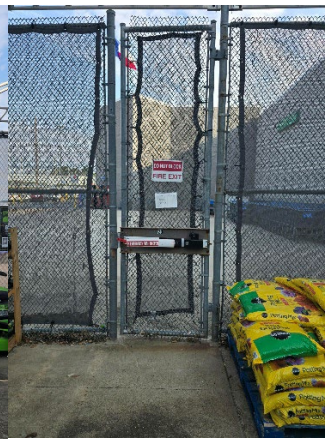
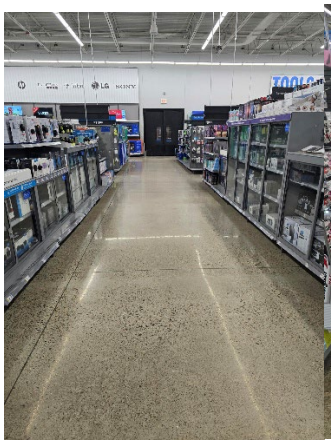
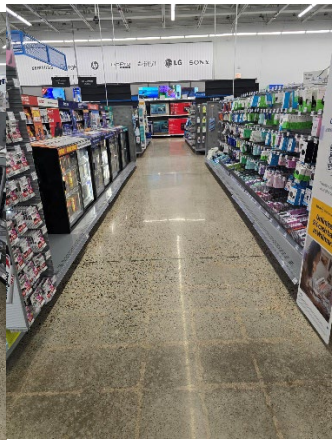
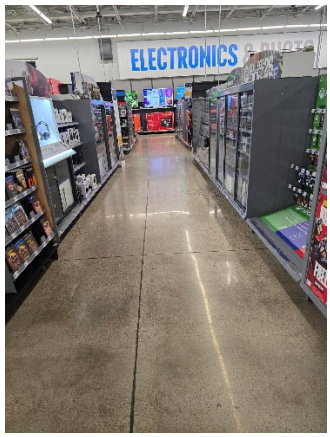
Management investigated the allegations and determined the following:

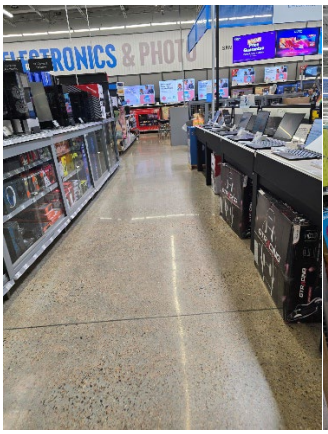
1. We have identified condensation leaking from the refrigerated cases. Our refrigeration partner, DEEM, is currently working on a permanent solution to repair the affected bunkers. In the interim, spill socks have been strategically placed to contain any water and prevent it from reaching customer traffic areas. These controls are being monitored and replaced as needed to ensure ongoing safety.
2. We did not identify any drain covers that are unsecure or missing.
3. We walked off the facility and confirmed all fire exits are clear
4. The ladder previously identified as an egress obstruction near the breakroom has been removed from the sales floor. Additionally, all associates have received training on proper ladder storage procedures to prevent future occurrences.
5. Since the recent roof replacement, we have not observed any recurring roof leaks in the affected areas. We will continue to monitor the situation closely and promptly address any issues should they arise
6. The Electronics area is currently free of pallet jacks, ensuring clear and safe aisles for both customers and associates. Expectations regarding proper storage and removal of pallet jacks have been clearly reiterated to all associates. Ongoing compliance will be monitored to maintain a safe shopping environment.
7. We are not aware of any roof debris present on merchandise. Our team will continue to conduct regular cleaning throughout the store to ensure a safe and sanitary environment for both customers and associates

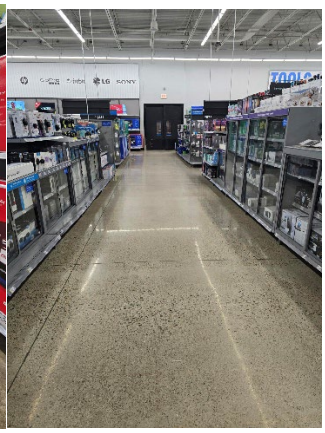
Thank you for bringing these concerns to our attention. If you have any additional inquiries concerning this matter, please contact me via email or by phone.

Sincerely,
Tim Crowell
Tim Crowell




$12.97





ELECTRONICS

DO NOT BLOCK
FIRE EXIT




U.S. Department of Labor **Occupational Safety and Health Administration**
1100 East Campbell Road, Suite 250
Richardson, Texas 75081
Phone: 972-952-1330 Fax: 972-952-1338
http://www.osha.gov

September 15, 2025

Tim Crowell
Walmart Inc
702 Sw 8th Street
Mail Stop: 0505
Bentonville, AR 72716

RE: OSHA Complaint No. 2348319

Dear Employer:

On Sep 12, 2025 the Occupational Safety and Health Administration (OSHA) received a notice of alleged workplace hazard(s) at your worksite at:

2311 South Jefferson Avenue
Mount Pleasant, TX 75455

A representative of your company was notified, by telephone, of alleged hazards on UNKNOWN. The specific nature of the alleged hazards are as follows:

1) Meat / Deli Refrigerated Display Cases: Water leaking from coolers into aisles causing a slip hazard.

2) Meat / Deli Refrigerated Display Cases: A drain cover in the dairy area is not secured. There is another drain that is not covered.

3) Garden Center Fire Exits: Multiple fire exits blocked and/or narrowed by pallets, kayaks and bags of potting mix.

4) Door Near Breakroom: Ladder staged near door blocking and/or narrowing egress through door.

5) Electronics Department: As of September 6, 2025, there is still a roof leak.

6) Electronics Department: Pallet jacks are left in the aisles causing a trip hazard.

7) Store wide: There is still dirt, dust and roof debris that has settled onto merchandise that causes respiratory issues/concerns when moved.

OSHA has not determined whether the hazards, as alleged, exist at your workplace and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, you are requested to immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than **September 22, 2025** of the results of your investigation. You must provide supporting documentation of your findings, including any applicable measurements or monitoring results, and photographs/video which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

This letter is not a citation or a notification of proposed penalty which, according to the Occupational Safety and Health Act, may be issued only after an inspection or investigation of the workplace. It is our goal to assure that hazards are promptly identified and eliminated. Please take immediate corrective action where needed. **If we do not receive a response from you by September 22, 2025 indicating that appropriate action has been taken or that no hazard exists and why, an OSHA inspection will be conducted.** An inspection may include a review of the following: injury and illness records, hazard communication, personal protective equipment, emergency action or response, bloodborne pathogens, confined space entry, lockout, and related safety and health issues.

Please note, however, that OSHA selects for inspection some cases where we have received letters in which employers have indicated satisfactory corrective action. This is to ensure that employers have actually taken the action stated in their letters.

If you need assistance to help resolve the issues of this complaint, the State of Texas offers OSHA consultation services, without charge, to assist in resolving all occupational safety and health issues. The variety of services available of the scheduling of those services may be limited by the consultation project's requirement to give priority to small business in high hazard industries and by its backlog. However, you may be able to obtain similar services from your insurance carrier or private consultant in a more timely fashion. To discuss or request their services, call or write your consultation project at the following address:

TEXAS DEPARTMENT OF INSURANCE
Division of Workers' Compensation (OSHCON)
1515 West Mockingbird Lane, Suite 100
Mail Code 101
Dallas, Texas 75235
Phone: 214-350-9299 Fax: 214-352-6613
www.tdi.state.tx.us

You are requested to **post a copy of this letter and your response** where it will be readily accessible for review by all of your employees and return a copy of the signed Certificate of Posting (Attachment A) to this office. In addition, you are requested to provide a copy of this letter and your response to it to a representative of any recognized employee union or safety committee if these are at your facility. Failure to do this may result in an on-site inspection. The complainant has been furnished a copy of this letter and will be advised of your response. Section 11(c) of the Occupational Safety and Health Act provides protection for employees against discrimination because of their involvement in protected safety and health activity.

If you have any questions regarding this matter, please contact the Area Office at the address in the letterhead. Your personal support and interest in the safety and health of your employees is appreciated.

Sincerely,



Gregory R. Wynn
Area Director

Attachment A

CERTIFICATE OF POSTING
OSHA NOTIFICATION OF ALLEGED HAZARD(S)

Employer Name: Walmart Inc
Complaint Number: 2348319

Date of Posting: _____

Date Copy Given to
an Employee Representative: _____

On behalf of the employer, I certify that a copy of the complaint letter received from the Occupational Safety and Health Administration (OSHA) has been posted in a conspicuous place, where all affected employees will have notice, or near such location where the violation occurred, and such notice has been given to each authorized representative of affective employees, if any. This notice was or will be posted for a minimum of ten (10) days or until any hazardous conditions found are corrected.

_____
Name

_____
Signature

_____
Title

If Applicable:

_____
Union Representative/Committee Name, Title, Local #

_____
Union Address

U.S. Department of Labor **Occupational Safety and Health Administration**
1100 East Campbell Road, Suite 250
Richardson, Texas 75081
Phone: 972-952-1330 Fax: 972-952-1338
http://www.osha.gov

September 15, 2025

Tim Crowell
Walmart Inc
702 Sw 8th Street
Mail Stop: 0505
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3) Garden Center Fire Exits: Multiple fire exits blocked and/or narrowed by pallets, kayaks and bags of potting mix.
4) Door Near Breakroom: Ladder staged near door blocking and/or narrowing egress through door.
5) Electronics Department: As of September 6, 2025, there is still a roof leak.
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OSHA has not determined whether the hazards, as alleged, exist at your workplace and we do not intend to conduct an inspection at this time. However, since allegations of violations and/or hazards have been made, you are requested to immediately investigate the alleged conditions and make any necessary corrections or modifications. Please advise me in writing, no later than **UNKNOWN** of the results of your investigation. You must provide supporting documentation of your findings, including any applicable measurements or monitoring results, and

photographs/video which you believe would be helpful, as well as a description of any corrective action you have taken or are in the process of taking, including documentation of the corrected condition.

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TEXAS DEPARTMENT OF INSURANCE
Division of Workers' Compensation (OSHCON)
1515 West Mockingbird Lane, Suite 100
Mail Code 101
Dallas, Texas 75235
Phone: 214-350-9299 Fax: 214-352-6613
www.tdi.state.tx.us

You are requested to **post a copy of this letter and your response** where it will be readily accessible for review by all of your employees and return a copy of the signed Certificate of Posting (Attachment A) to this office. In addition, you are requested to provide a copy of this letter and your response to it to a representative of any recognized employee union or safety committee if these are at your facility. Failure to do this may result in an on-site inspection. The complainant has been furnished a copy of this letter and will be advised of your response. Section 11(c) of the Occupational Safety and Health Act provides protection for employees against discrimination because of their involvement in protected safety and health activity.

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Sincerely,

Gregory R. Wynn
Area Director

Attachment A

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OSHA NOTIFICATION OF ALLEGED HAZARD(S)

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Complaint Number: 2348319

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_____
Name

_____
Signature

_____
Title

If Applicable:

_____
Union Representative/Committee Name, Title, Local #

_____
Union Address

Processed Online UPA Summary #205255

Administrative Detail

Processed Date
05-06-2025

Reason UPA not Created
Former employee. Spoke w/ complainant on 5/6. Explained complaint process. Complainant said he already submitted a wb complaint online on 5/5.

Processed By
(b) (7)(C)

Establishment Information

Establishment Name
Walmart Inc.

RID
0626300-Dallas Area Office

Site Address
2311 S Jefferson Avenue, MOUNT PLEASANT, TX 75455

Site Phone
972 268 3642

Mailing Address

Management Official
Carrie Mahon

Type of Business
Retail Trade Industry

Employee Information

Complainant Name
Kyle Moring

Date/Time Complaint Filed
05 05 2025/11:08 AM

Complainant Address
[redacted]

Complainant Phone
[redacted]

Complainant E-mail
[redacted]

Complainant Type
Former Employee

Brought to the Attention of
Employer

Electronic Signature?
Yes

[Complaint narrative omitted; intake decision retained.]

Processed Online UPA Summary #233439

Administrative Detail

Processed Date
07-30-2025

UPA #
2328412

Processed By
(b) (7)(C) [redacted]

Establishment Information

Establishment Name
Walmart Store #131

RID
0626300-Dallas Area Office

Site Address
2311 S. Jefferson Avenue, MOUNT PLEASANT, TX 75455

Site Phone
479 277 1205

Mailing Address

Management Official
John Furner

Type of Business
Retail Supercenter / Grocery / General Merchandise

Employee Information

Complainant Name
Kyle Douglas Moring

Date/Time Complaint Filed
07-27-2025/02:13 PM

Complainant Address
[redacted]

Complainant Phone
[redacted]

Complainant E-mail
[redacted]

Complainant Type
Representative of Employees

Brought to the Attention of
Employer, Other Government Agency (specify)

Electronic Signature?
Yes

Name of Govt. Agency
FDA; USDA; DSHS; EPA

[Complaint narrative omitted; intake decision retained.]

U.S. Department of Labor
Occupational Safety and Health Administration

Notice of Alleged Safety or Health Hazards

Print Date/Time: August 19, 2025 8:35 AM

Complaint Number			2328412	
Establishment Name / DBA	Walmart Supercenter			
Site Address	2311 South Jefferson Avenue MOUNT PLEASANT, TX 75455			
	Site Phone	(479) 277-1205	Site FAX	
Mailing Address	2311 South Jefferson Avenue Mount Pleasant, TX 75455			
Management Official	John Furner		Phone	
Type of Business	Retail – Supercenter / Grocery / General Merchandise		E-mail	
Ownership	Private Sector		Site Activity NAICS	452311 - Warehouse Clubs and Supercenters

HAZARD DESCRIPTION/LOCATION. Describe briefly the hazard(s) which you believe exist. Include the approximate number of employees exposed to or threatened by each hazard. Specify the particular building or worksite where the alleged violation exists.

1. Employees are exposed to electrical hazards from roofing work that caused electrical arcing and released sparks to the inside of the store.
2. Exit routes in the Electronics Department are not adequately lit.
3. There was no asbestos survey done prior to the roofing work exposing employees to asbestos hazards.
4. There are water leaks in the Meat Department which pose a slip trip and fall hazard to employees.
5. There are water leaks in the Meat Department that pose electrical hazards to employees.
6. Employees are exposed to air contaminants from falling dust from the roof.
7. OSHA complaint #2328412 was not posted for employees to see.
8. Employees are exposed to falling debris hazards inside and outside the store from roofing work being conducted.

Issue details

Closed

The issue has been completed.



Damaged Conduit Or Exposed Wiring Has Power - Damaged - No Hurry

Gmt complete

Details | History

Issue summary

Date reported	Tue Jul 29, 2025
Issue	Has Power - Damaged - No Hurry
Location	General Merchandise/sales Floor
Store contact number	903-572-0018
Description	Old light fixture above electronics started smoking and burned through the roof
Assigned to	(b) (7)(C)
Watchlist	Management

Create — Approve — Pending — In progress — Closed

Wiring Has Power - Damaged - No Hurry

Details | History

Repair summary

Work order	321051669
Date resolved	Wed Jul 30, 2025
Provider	Walmart Gmt
Resolution	Add New Resolution Code
Root Cause	Age / End of Life
Resolution Note	By (b) (7)(C) :