



# There's A Path For Everyone At Walmart

At Walmart, we truly believe there is a path for everyone. Our philosophy on access to employment and advancement is clear: We believe hiring and promotions should be based on a collection of skills, experiences and attributes, whether acquired on the job, through military and volunteer service, or degrees and certificates.

Working at Walmart provides an opportunity to unlock your potential, drive a purpose-driven career and enjoy the great benefits and wages that come with the job. Whether it's your first role, next step or second career, there is a place for you here.



## Pathways

75% of salaried managers begin as hourly associates.



## Perks

Walmart supports your **financial**, **physical** and **emotional well-being**.



## Pay

Walmart's average U.S. wage is more than **\$17.50/hour**.

“I was ready to grow and find my career, and Walmart provided that opportunity by offering free college education.”

– JARRYN ROBERTSON, PROJECT ANALYST

### Free College Education

Eligible frontline associates can earn college degrees or professional certificates for in-demand fields – Walmart will cover 100% of your tuition, books and fees.



### Home Office Internships

Walmart's undergraduate interns get a close-up look at life running the world's largest retailer. For many interns, a career at Walmart is right around the corner.

### Frontline to Home Office Roles

Home Office immersion program leads to new careers for frontline associates.



### Learn New Skills

Come as you are. Learn what you need. Walmart Academy teaches associates the skills they need to succeed.

### Grow at Walmart

Entry level associates receive their first promotion in 7 months, on average.