

Investing In Our Associates

Associate to Technician

- Pilot designed to **help front-line associates** move into facilities maintenance, refrigeration and HVAC, reliability, and automation technician roles.
- These jobs **make between \$19 and \$45 an hour**, depending on role and location.
- New opportunities to **build meaningful careers**.



\$19–\$45 per hour



Double the LBU Certificates

2X



- Walmart has **doubled LBU skills certificates**, now offering more than 50.
- **Months to complete** vs. years for a college degree.
- **Fast-tracking front-line associates** into 100,000 jobs that are higher-paying and in-demand over the next three years.

Total Pay and Benefits in Me@Walmart

- **Friction-free mobile access** to tools and resources for a better life.
- **A single view** of pay, discounts, learning opportunities, and benefits.
- All integrated into Me@Walmart – the app **used by hundreds of thousands on the front-line**.



New Associate Bonus

- Both full and part-time hourly associates are eligible.
- **Scales with years of service** to celebrate associates who build careers with Walmart.
- Associates can **earn up to \$1,000 per year**.

