

WALMART'S ONGOING ASSOCIATE INVESTMENTS

STATE OF PLAY

As one of the largest employers in the world, Walmart is the best place to build a career from the ground up. We believe **no other company can match the combination of our scale and our culture of promoting from within**, from entry-level roles all the way to C-suite executives.

There are **2.3 million proud Walmart associates across the globe**, from truck unloaders in their first jobs to some of the most influential executives in the industry – and everything in between. Our CEO – Doug McMillon – has been in both roles, and his story isn't uncommon among Walmart's top leaders. We're continuing to make significant investments in our people – including wages, training and benefits – to ensure Walmart is the best place to work and grow a career.

There's a Path for Everyone.

Pathways
75% of salaried managers begin as hourly associates.

Perks
From health care to college tuition, Walmart supports your well-being.

Pay
Walmart's average U.S. wage is more than **\$17/hour**.

- Paid time-off, including sick leave
- Schedules provided 2 weeks in advance
- 401(k) match
- Associate stock purchase plan
- Walmart pays for 100% college tuition & books
- Free Walmart+ membership
- Associate discounts
- Comprehensive well-being benefits
- Medical coverage
- Virtual doctor visits
- No-cost counseling
- Paid maternity / paternity leave

CREATING PATHWAYS OF OPPORTUNITY FOR EVERYONE

Whether someone is chasing their first job or the opportunity that will define their career, the world's leading retailer has a role for them and room to grow.

- Many associates come for a job and stay for a career. **Entry-level associates receive their first promotion in seven months, on average.**
- Approximately **75% of our U.S. store, club and field management started their careers as hourly associates.** That list includes company leaders like CEO Doug McMillon, Walmart U.S. CEO John Furner, Walmart U.S. stores Chief Operations Officer Dacona Smith, Walmart U.S. Chief People Officer Julie Murphy and many more.
- **Live Better U:** Field associates can earn one of 60 college degrees or professional certificates for in-demand fields like business administration or cybersecurity – **Walmart will cover 100% of your tuition and books for eligible associates.** Since launch, **more than 89,000 associates have enrolled and 15,000 have graduated.** Walmart's hourly

associates who are enrolled in LBU 4 times more likely to stay with the company than their peers, and are twice as likely to be promoted.

- **Veterans:** Veterans and their spouses can build their careers with Walmart or as entrepreneurs with support from our Find-a-Future program. We have also expanded our investment and participation in several U.S. Chamber of Commerce Hiring our Heroes programs to include virtual hiring summits and pre-separation fellowships.
- **Walmart Academy:** Associates get paid to learn the skills they need to succeed in their current role while preparing for their next step. To date, the **Academies have helped more than 400,000 associates** build the skillset they want.

PERKS: BENEFITS FOR ON AND OFF THE CLOCK

Compensation is about more than a paycheck at Walmart. Great benefits bring our ‘save money, live better’ promise to life.

Physical well-being benefits:

- **Medical coverage starts at \$31.40** and includes virtual healthcare programs.
- Associates who are facing something big like surgery, cancer or fertility care want the very best treatment. Walmart’s Centers of Excellence program gives them access to some of the best specialists and facilities in the country, and many conditions are covered at no cost to the associate with most medical plans.

Emotional well-being benefits:

- **No-cost, confidential counseling sessions** with licensed professionals are available to all associates.
- Associates have access to **paid time off, including paid sick leave**, as well as up to 16 weeks of paid maternity and six weeks of parental leave. **In their first year, full-time hourly associates can earn up to 120 hours of PTO, or 15 paid days off.** A 20-year, full-time hourly associate can earn up to 304 total hours of PTO – equal to 38 paid days off.
- U.S. store associates know their work schedule two weeks in advance so they can plan for life outside of work.

Financial well-being benefits:

- Qualifying Walmart associates can take advantage of our **401(k) match and our associate stock purchase plan match.**
- Walmart U.S. and Sam’s Club field associates get free Walmart+ and Sam’s Club Plus memberships, respectively.
- Walmart U.S. associates have access to a 10% associate discount on fresh produce and select general merchandise. They also qualify for discounts on services like gym memberships and cell phone plans.

HIGHER PAY FOR FRONTLINE ROLES

Walmart has repeatedly invested in higher wages the past few years, which has **raised our average U.S. wage to more than \$17/hour.** And we’re going to keep raising pay.

Segment	Average Hourly Wage (as of end of FY2022)
Walmart U.S.	More than \$17*
Sam’s Club U.S.	More than \$17.25
Supply chain only (Walmart & Sam’s Club U.S.)	More than \$23.75

*Walmart U.S. average is as of the end of Q2 FY2023

Walmart U.S. stores:

- Walmart has **raised pay for more than 1 million hourly, frontline store associates** over the course of the last two years.
- As a company, our goal is to offer competitive pay by role and by market, with the kind of opportunity and room for career growth that isn’t found anywhere else.
- Walmart’s starting hourly wage rates vary by region and role and have the following ranges:
 - For store formats (e.g. Supercenter, Neighborhood Market grocery format): \$12 to \$32 per hour
 - For Sam’s Club: \$15 to \$32 per hour
 - For distribution center and fulfillment centers: \$16 to \$34 per hour