



# Work That Matters

Key milestones of Walmart's continued investment in our people

## February 2015

Walmart announces two-year, \$2.7 billion investment in associates. Pathways training program launches for entry-level associates.

## April 2015

Walmart increases starting wage to at least \$9.

## August 2015

Starting wages raised for department managers and specialty department associates (Auto Care, Deli, etc.)

## January 2016

As part of Walmart's second phase of its \$2.7 billion investment in associates, its starting wage increases to at least \$10/hour. Revamped Paid Time Off (PTO) program launches for all full- and part-time associates.

## February 2016

First Walmart Training Academy opens. These are dedicated training facilities where hourly supervisors and department managers receive two weeks of hands-on training that combines both the classroom and the sales floor.

## August 2016

Enhanced scheduling system launches, which is designed to give associates more control over their work schedules.

## January 2017

50th Walmart Training Academy opens.

## April 2017

100th Walmart Training Academy opens.

## December 2017

Walmart launches Even, a new financial wellness service for more than 1.4 million associates nationwide.

## January 2018

Walmart announces \$11/hour starting wage, one-time bonuses for all eligible U.S. hourly associates (totaling \$628 million for fiscal year 2018) and an expanded maternity and paternity leave policy, plus adoption benefit.

## May 2018

Walmart announces new education benefit giving associates access to college degrees for \$1/day.

2015

2016

2017

2018