

## Associate Investment Fact Sheet

February 2021

### About today's wage investment

Walmart U.S. announced plans to raise wages for 425,000 store associates in digital and stocking workgroups. Starting rates for these associates will move to \$13 – \$19 per hour, based on the store's location and market. These are investments in people that are important to our future because they provide a great pickup, delivery and in-store experience for our customers. Today's investments are in addition to [wages raised for about 165,000 Walmart U.S. associates](#) last year with the introduction of new roles. Once today's increases are implemented, half of our hourly U.S. population – about 730,000 associates– will earn \$15 per hour or more. The average wage for our U.S. hourly workforce will be at least \$15.25 per hour.

Our supply chain associates are already earning \$15 or more and we made additional wage investments in Sam's Club over the past few years. In addition to hourly wages and benefits, we'll continue investing to provide career opportunities through our education programs and access to affordable degrees. Because of technology, the future of work will be different, and we want to prepare our associates for that journey.

### Investing in Associates' Growth

- **Live Better U** gives more than 1 million U.S.-based associates access to associate's and bachelor's degrees in business, supply chain management, technology and health for \$1 a day through Brandman University, Bellevue University, Wilmington University, Southern New Hampshire University, Purdue University Global and the University of Florida. Live Better U also includes free high school completion programs and skills certificates. More than 25,000 associates are enrolled in Live Better U and more than 5,000 associates have graduated from one of our education programs so far.
- **Teaming** is a new way of working in stores, which provides **on-the-floor training** on a regular basis. We've introduced a team-based operating model that focuses on cross-training and developing future leaders versus simply executing tasks. The new teaming model is also tiered so there is a ladder of opportunity that allows more room for pay and career growth.
- **Walmart Academies** are immersive training programs that teach functional retail and leadership skills to hourly and salaried associates. There are more than 200 Academies nationwide, in stores and supply chain facilities. In total, associates have completed more than 2 million trainings as of December 2020.

### Investing in Associates' Well-Being

#### Financial well-being

- To appreciate our associates' support of our communities across the country during the coronavirus pandemic, we paid [four special cash bonuses](#) in addition to our regular quarterly incentives. The 2020 total quarterly and special cash bonuses exceeded \$2.8 billion for associates.
- Walmart has a 401(k) plan with a 6% match. Full-time and part-time associates can contribute to their 401(k) on their first day with the company. Once associates have been at Walmart for one year and worked at least 1,000 hours, Walmart matches what associates save dollar-for-dollar, up to 6% of their pay.
- Walmart offers paid sick leave to all hourly associates in the U.S., including part time, through protected paid time off (PPTO) in addition to standard paid time off (PTO). Associates can earn up to 48 hours of

PPTO each year and can use it if they are sick, need to take care of a family member, or for any other reason - plus, unused time carries over each year.

- On top of standard PTO and PPTO, Walmart created a COVID-19 emergency leave policy for all associates. If associates have been quarantined or contract the virus, absences are waived, we provide up to two weeks of pay, and additional pay replacement may be provided for up to 26 weeks.
- Through our stock-purchase program, Walmart matches 15% of the first \$1,800 associates contribute.
- Walmart U.S. associates save 10% on regularly priced general merchandise, fresh fruits and vegetables at Walmart, effective after 90 days of employment. Sam's Club associates receive a free Sam's Club Plus membership plus 10% off fresh fruits and vegetables at Sam's Club
- We offer [maternity, parental and adoption benefit for full-time hourly and salaried associates in the U.S.](#) We offer an enhanced maternity benefit and parental leave policy that allows birth moms to receive up to 16 weeks of paid time off (full-time hourly or salaried paid parental leave after 12 months of service is 6 weeks). We also offer a \$5,000 adoption benefit.

### Physical well-being

- In the U.S., medical coverage is available to eligible full-time and part-time associates beginning at \$30.50 per biweekly pay period. Primary care visits are available for a \$35 copay.
- Virtual doctor visits through Doctor On Demand (DoD) are available for \$0 co-pay for most associates enrolled in a Walmart medical plan through the end of 2021.
- Through our Centers of Excellence program, we have partnered with world-class health centers such as Mayo Clinic, Geisinger Medical Center and Cleveland Clinic to provide treatments such as spine surgery, cancer evaluations, joint replacement and organ transplants.
- We implemented the COVID-19 emergency [leave policy](#), encouraging associates to stay home, if needed, and ensuring they have the support they need.
- Associates have access to thousands of fitness locations nationwide starting at \$9 per paycheck with the Walton Life Fitness Pass.

### Emotional well-being

- In addition to physical health appointments, Doctor On Demand offers appointments with therapists and psychiatrists to help with depression and anxiety, which are available at no cost to most Walmart associates enrolled in a Walmart medical plan.
- All associates and their family members have access to behavioral health services at no cost through *Resources for Living* (e.g., virtual counseling sessions for anxiety).
- Walmart provides resources from Thrive Global available to all associates to build better habits, strengthen mental resilience and support people in ways that matter most.

###