



Live Better U

Through Live Better U, Walmart and Sam's Club associates get access to education and training programs to help them excel in their jobs and create the career paths they want.

From foundational offerings like high school completion, to short-form programs including Business Analytics and Project Management, to college degrees, LBU meets associates wherever they are on their education journey. In partnership with Guild Education, LBU was designed to focus on completion rates rather than simply enrollment, and to remove the barriers that too often stop someone from getting a degree, specifically:

- **Cost:** Walmart pays 100% of tuition and books.
- **Relevance:** Degrees and certificates in high-demand job fields.
- **Access:** Full-time and part-time hourly associates in our stores, fulfillment centers, and distribution centers have access to Live Better U on their first day working for us. Salaried associates of facility management also have access to the benefit.
- **Navigation:** Associates receive support from an education coach on everything from selecting the right degree to academic and career coaching.

Roles Associates Have Taken After Graduating from LBU



Cybersecurity Analyst



Store Manager

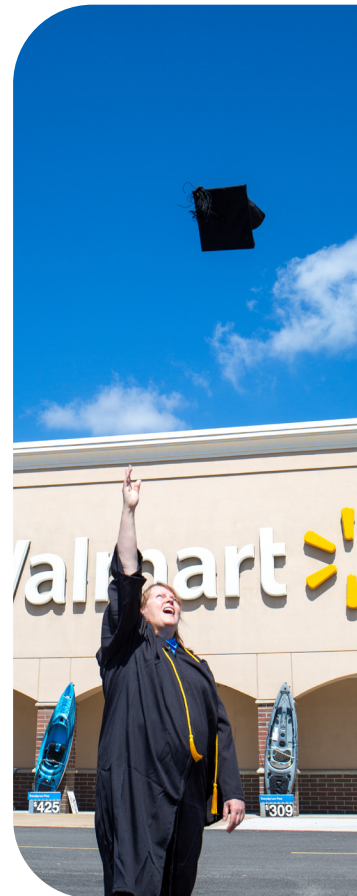


Assistant General Manager – Supply Chain

As of September 2022, associates have saved an estimated **\$333 million** in tuition costs.



Approx. 104,000 associates have participate in LBU and more than 16,000 have graduated.



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By the numbers

- Since launch, approximately **104,000 associates have participated in the program and 16,000 associates have graduated.**
- As of Sept. 8, 2022, **LBU participants have saved an estimated \$333 million in college tuition costs.**
- There are **75 programs**, including our most popular like bachelor's degrees in business, leadership, computer science, and cybersecurity, available through LBU. This year, we are adding new degrees and certificates to our program offerings, including certificates for data-driven strategy and Google marketing and a new degree option in data analytics.
- **LBU provides associates with ongoing access to academic programs from 25 of the nation's leading learning partners with proven track records of serving working adults, including:**



Bellevue University, EnGen, Johnson & Wales University, Louisiana State University, Morehouse College, North Carolina A&T State University, Pathstream, Penn Foster, Purdue University Global, Southern New Hampshire University, Spelman College, University of Arizona, University of Denver, University of Massachusetts Global, Kenzie Academy, Springboard, Smart Horizons, eCornell, Ivy Tech Community College, Oregon State University, Rio Salado College, and Wilmington University.

In 2021, Walmart added three leading Historically Black Colleges and Universities (HBCUs) -

Morehouse College, North Carolina A&T State University and Spelman College - to the slate of academic partners.

- Walmart has committed to invest \$1 billion in career-driven training and development by 2026.
- In 2022, participation of the Live Better U program at Sam's Club has increased by over 100% from the previous year.

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A path for everyone

Live Better U is a key ingredient in Walmart's culture of opportunity and our broader workforce strategy. The program drives increased talent attraction to the business, creates upward mobility for associates, and scales our internal talent pipelines. The impact includes:

- **Retention:** According to a September 2021 study, Walmart's hourly associates participating in LBU leave the company at a rate **4x lower** than non-participants.
- **Promotion:** The same study revealed that LBU participants are **twice as likely** to be promoted as non-participants.