



# There's A Path For Everyone At Walmart

We're focused on providing access to careers and growth opportunities. We're creating a culture of inclusion and belonging while supporting our associates' physical, financial and emotional well-being.



### Fulfillment and Distribution Center Associates

**\$16 - \$34/hr.**

Starting pay range



### Walmart Truck Drivers

**\$90,000 - \$110,000/yr.**

Starting pay range



Store and supply chain associates can move into in-demand roles as Walmart Private Fleet drivers through the **Associate to Driver Program**.



### Sam's Club Associates

**\$15 - \$32/hr.**

Starting pay range



### Walmart Store Associates

**\$14 - \$32/hr.**

Starting pay range

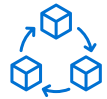
The secret of Walmart's success is simple – our people. We're proud of our investments in associate wages and we continuously review our pay and rewards to make sure they're attractive in the markets where we do business. We're also proud of our culture of growth and belonging. Approximately 75% of our U.S. salaried store, club and supply chain managers started their careers as hourly associates.

**\$25.50**

Average wage for U.S. hourly supply chain associates



**6** Supply Chain programs offered through Live Better U, with hundreds of graduates



### LIVE BETTER U PROGRAMS INCLUDE:

- **Supply Chain, Transportation and Logistics Management** (bachelor's degree)
- **Operations Management, Logistics and Transportation** (bachelor's degree)
- **Supply Chain Management** (certificate)
- **Supply Chain Management** (associate's degree)
- **Business Administration, Supply Chain & Logistics** (bachelor's degree)
- **Operations & Supply Chain Management** (certificate)

### BENEFITS

- Stock purchase plan
- Free Walmart+ Membership
- Fertility, surrogacy and adoption benefits
- 401(k) match
- Medical coverage as low as \$33/pay period
- Paid time off, including sick leave
- 10% associate discount
- \$0 virtual counseling sessions with most medical plans
- Up to 22 weeks of paid maternal/parental leave

All benefits subject to eligibility rules.