

WEEK 6

Dear Associates,

Once again, this past week has been an eventful and busy week!

In the midst of understanding new realities and managing the change effectively, we have seen teams deliver critical features to enable business operations to run smoothly, worldwide. It is a source of pride and inspiration to see our associates act together as one Walmart family in serving our customers during such tumultuous times.

Our EVP, Global CTO & CDO, Suresh Kumar recently acknowledged in his thank-you note addressed to each of us: *"We've never been through anything like this and I've never seen a team rise to the moment with such compassion and resilience."* I believe that you all at IDC have contributed hugely to this; thank you for making a difference!

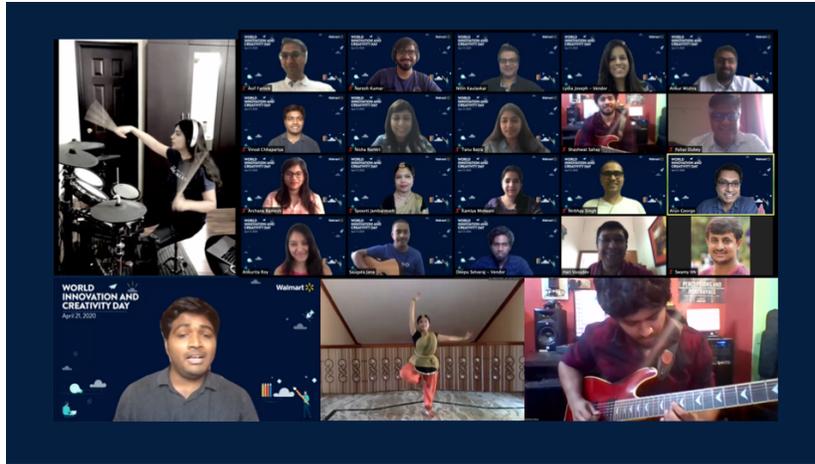
Our role, now more than ever, is crucial to innovate and leverage technology. In the recent two-part series of **'Covid-19 impact: Tech and Product Response'** webinar, we were inspired by stories from our product community that gave us an opportunity to learn how we are ensuring safety in the lives of our store associates and customers through Contactless Delivery, Optimizing Carrier Capacities, Senior & Vulnerable support and Penalising MP sellers for price gouging COVID related products.

If you wish to know more, follow them here:

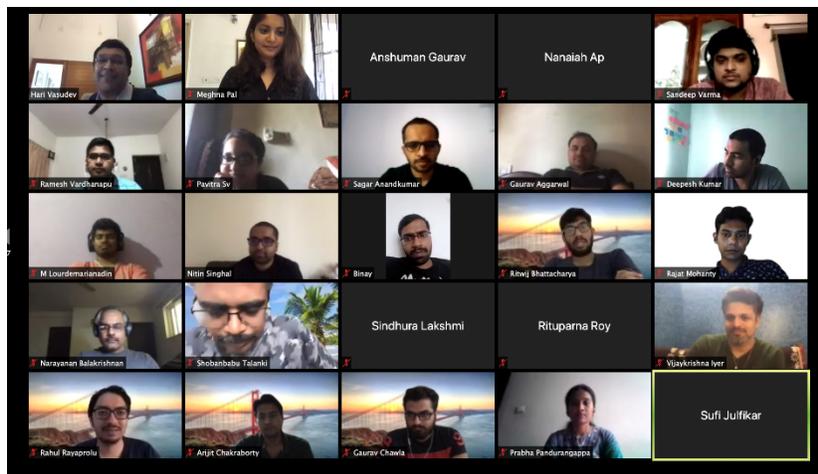


On April 21, we also celebrated 'World Innovation and Creativity Day'. For the first time, our associates took to the virtual stage! From drum beats, classical dance, medleys and guitar strings to tech presentations on Walmart Business Enablement, Stores Enablement and Smart Substitution Models, this event truly celebrated our creativity and made sure we stayed tuned in till the very end!

Here's a glimpse of the virtual event!

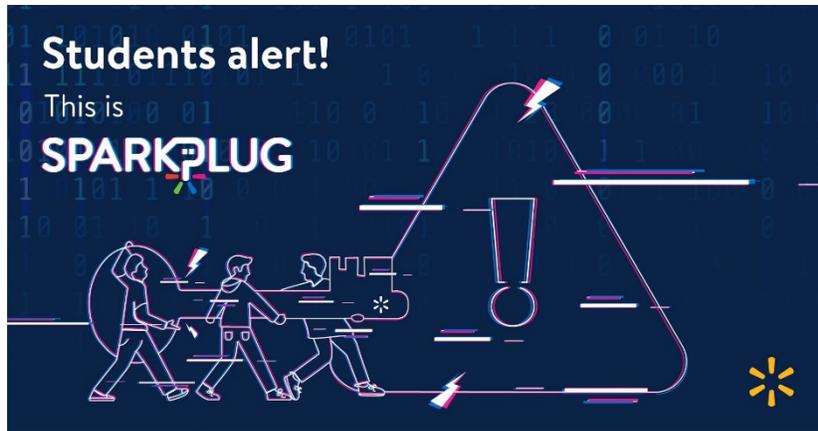


This past week, I also interacted with 150 new associates who joined us! I thoroughly enjoyed taking them through the Walmart journey, our business strategy, the different initiatives we are currently working on, and also, answering their questions – virtually. We are proud to have them as a part of our team and I’m sure their passion and tenacity will be an asset to our organization. To all the new joiners - congratulations on your new start and I thank you for trusting Walmart. I can only imagine how difficult it must be for you to start a new job during such a time. I also want to thank and appreciate the managers and the support teams across IDC who have done everything they can to make the on-boarding experience for our new joiners as frictionless as possible.



As we welcome new associates, we are also gearing up for Sparkplug, a hackathon for the young coders from colleges around India! Through this initiative, we hope to tap into the amazing talent pool in our universities and draw in the brightest minds who can think out of the box and transform & disrupt retail experiences, worldwide.

Take a look at the Sparkplug page below to know more



We have also ramped up our hiring efforts in Chennai which is going to be yet another growth location for us. To attract local talent in Chennai, we are positioning our social media advertising based on this city's rich culture. From quirky characters speaking in colloquial Tamil and English to the fun and relatable wordplay, these creatives are sure to create a buzz, bringing us one step closer to the aim of firmly establishing Walmart as a strong employer brand in Chennai just like we are in Bangalore and Gurgaon.

If you haven't seen them yet, this is your chance to sneak a peek!



As we continue to grow, we are staying very focused on our Diversity & Inclusion agenda. 'Walmart Dialogues' is one initiative where we enable potential women candidates to know more about Walmart's scale of operations and about the breadth and depth of the technologies we work on every day. We recently concluded an event where we presented an overview of the Walmart world especially focused on the scale of our technology and the phenomenal work culture. The participants absolutely loved listening to the tech talks by Sapna Balan and Deepthi Sharma, who enlightened the audience with their deep insights on supplier experience and end-consumer personalization.

To be able to hold such engaging events, workshops, webinars, onboarding sessions, even when we are working from home, shows our relentless focus and our ability to leverage virtual tools in new and exciting ways. It gives me immense pleasure to share that we recently got featured in Times of India on how we continue to do our best even as we work from home during such times.

Here's to looking forward to another week of solidarity, connectedness, creativity and zeal to innovate, as we continue in our efforts to serve our customers better.

Stay safe! Stay healthy! Stay productive!

Hari Vasudev

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