

Dear Associates,

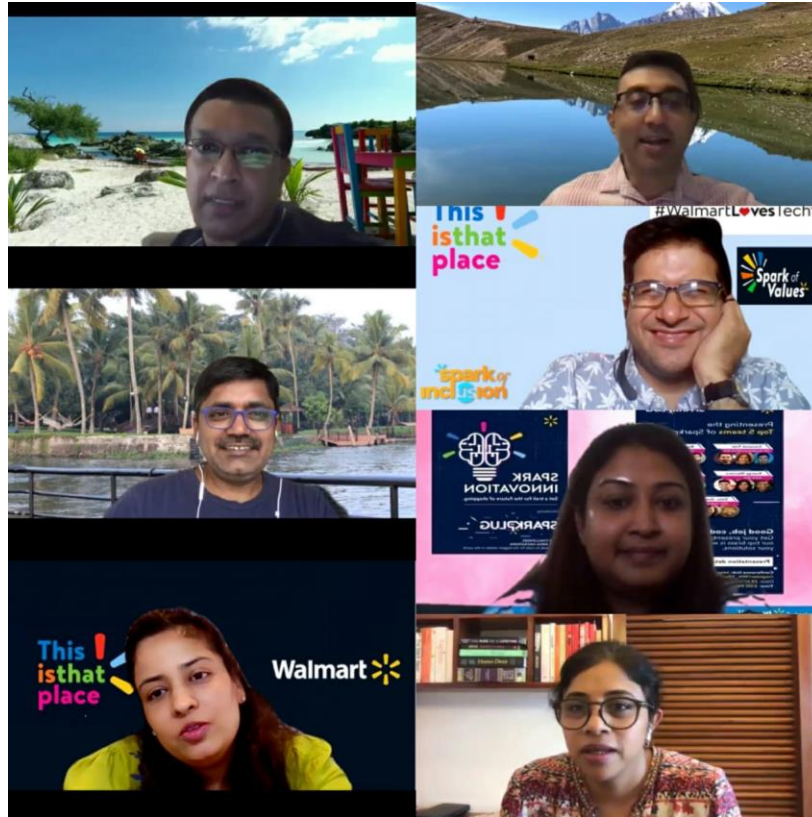
Location has never been the dominant factor in our ability to deliver! We have thrived and collaborated, thousands of miles away from our home office. The Walmart culture – *to keep our customers' needs on top of our mind and serve them so that they save money and live better* will always remain our guiding principle. We have understood the business needs, taken stock of the shifting tides in operations and have innovated to give a seamless experience to billions of customers across continents.

The new norm of working has shown us that we didn't just cope with the new challenges, we have actually thrived! Virtual collaboration and meetings have brought more people together, defying travel issues and space constraints. Decisions are taken quickly as we connect more often now and move into execution fast. Productivity has surged as the current pandemic has given us a cause to double down on our technology contributions across IDC to ease customers' pain and safeguard our frontline associates. Equipped with the right tooling and technology, we have great momentum that will help us [redefine the future of workspace, particularly in tech](#). While we will still have office space to connect in-person and share camaraderies, [virtual work](#) is going to be the new normal for us. That said, we have a lot of detail to work through to make sure we maintain our momentum and the benefits you've gained as an associate. We want you to be a part of this reinvention. We will have multiple workstreams to look at the different dimensions of this and consider geographic nuances. We want to create opportunities for you to [actively participate](#).

Meanwhile, as we slowly come out of the lockdown, our office *in Bangalore* will reopen on June 08, 2020, but only for **exigency** cases. Associates who need to visit the office, can raise a request on Walpaper (our intranet) and get permission. Keeping in mind the safety and health of our associates, we have certain procedures and protocols to be followed. The Associate Handbook will be launched soon with detailed guidelines that will be mandatory to follow for all associates visiting our office. Kindly adhere to these safety checklists and ensure that we stay safe at all times.

Even during the lockdown, we continued to engage with the broader India ecosystem – this past week, we hosted our first virtual open student hackathon finale - **Sparkplug!** It was heartening to see the level of engagement with 4000 registrations, 200 submissions and 5 teams who were shortlisted. The young energetic minds from different college campuses demonstrated a passion for technology, understanding the problem statement, creativity and a thoroughness in problem solving through their brilliant hacks. I was truly impressed to see their spark of innovation!

Here is a glimpse from the finale as we spoke to them about the opportunities in store at Walmart, the scale of our challenges, the mega scope of work in an ecosystem like ours and the business impact we drive through our innovations :



This week is **Associates Week!** This year, no one's travelling to Bentonville for Associates week, but let's make sure we don't miss out on the biggest party in retail. Follow [Walmart World](#) for all the exciting updates.

June is celebrated as **PRIDE** month across the world. Our [PRIDE associate resource group](#) helps in creating an inclusive environment that ensures equal opportunity, personal freedom and support for LGBTQIA+ for associates and allies within Walmart and the community at large. Kindly join in for a series of virtual events to uphold our love and support for the community. Your enthusiastic participation in our effort will be the anchor in nurturing an all embracing, open and equal workplace that is conducive for everyone to thrive. I look forward to each one of you being our advocate in sparking the spirit of humanity!

Stay safe! Stay connected!

Hari Vasudev

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