

Dear Associates,

We have made a significant impact by enabling business with our technology innovations. It is inspiring to see how teams at IDC are collaborating and ideating for powering the next retail disruption. To capture these tech stories and to ensure that we never miss out on any learning opportunity, this week we launched the [Spark of Technology](#) portal on our Walpaper. This is a one stop library where you can read tech blogs, watch the latest videos on tech and innovation and learn all about the 'weekly tech byte' sessions in addition to contributing and getting featured on it.

More than **2900** (70%) associates from IDC took the Project Tech >> FWD survey! Thank you for taking the time and providing your perspective. We're building our future together, and your honest feedback sharpens our focus. Here's a quick look at the survey results:

- We received 74% positive response on moving forward with working virtually
- 87% of our associates feel more or as productive as before
- Top benefits of working virtually are reduced commute time, flexibility in structuring the workday and more time to focus on work

We also heard some of your concerns regarding access to reliable WIFI & electricity supply, increased household expenses, isolation, recognition at work, worklife balance, team bonding & social activities, and challenges with virtual onboarding.

Your honest feedback will help us and the workstreams we have setup, as part of the new ways of working, to pave the road ahead and come up with solutions to help us work successfully in this new way. We are currently working towards enabling our associates with enhanced virtual tools, work from home benefits and reimbursement, foster strong connections and help people managers lead teams virtually. I urge our associates to continue sharing your viewpoints at the [Tech FWD group](#). This is a global tech initiative and we at IDC are working closely with our global teams to reimagine the ways of working.

Another showcase of the kind of work we do will be soon aired on LinkedIn Live in the upcoming celebration of *International National Women in Engineering Day*. On **June 23, 2020** we will witness the Women in Tech of Walmart IDC take us through the journey of '**How technology will help shape the future of work in the post-COVID world**'. I'm excited to hear our panelists and look forward to your active participation!

I also want to share that it was a joy to watch our associates and their children actively participate in our virtual [#BringYourChildtoWork!](#) It was a real treat to watch the little sparks as they learnt new crafts in the workshops and showed their creativity!

Here's a video recap of all the fun moments and learnings.



Our fourth batch of annual return ship program will commence shortly. This program is open to women who are on a career break and looking to resume work. We hope to give them an excellent learning opportunity!

Lastly, if you still have questions around working from home, kindly read through the attached document on how to get familiar with WFH processes and benefits.

Stay safe and stay connected!

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