

WMGTS India is committed to providing a work environment that promotes, recognizes and rewards excellence. The Annual Champion Awards is a transparent mechanism for rewarding and formally acknowledging excellence in performance.

Eligibility

- All full time associates.

Frequency

- Annual

Award Details

We have 5 award categories, the details of which are listed below:

Distinguished Associate

This award aims at rewarding an individual who is regarded as a role model, is able to consistently achieve excellence in performance, and aids fellow associates in achieving their goals.

Inspiring Innovation

This award recognizes an individual who takes calculated risks and has made a significant impact in fostering a culture of innovation at Walmart through leadership and/or by introduction of game-changing practices.

Living the Walmart Values

Walmart's core values are our foundation, and this award category is intended towards acknowledging an individual who embodies Walmart's ways of working and best represents Walmart's culture.

Best Manager

The purpose of this award is to applaud a manager who is results driven, mentors fellow associates in achieving business goals, hires the right talent and successfully engages the team-members.

Best Team

This award recognizes a team that has set a benchmark of excellence through the collective performance of the team-members, and has made significant contributions towards business goals.

Mode of Selection

• Individual Awards:

- a) A survey link to submit nominations will be shared by HR with the associates.
- b) Nominations can be submitted by Managers / Peers.
- c) The final selection will be made by the WMGTS India Leadership team, along with HR, using the Point Based Calculation System. A 60:40 percentage weightage will be used to derive the final winners. **60%** weightage for points & **40%** weightage for Leadership Team's Decision

d) The point calculation will be as follows:

- Nomination from Same CTO* and Same Location** – 1 point
- Nomination from Same CTO* and Different Location** – 1.5 points
- Nomination from Different CTO* and Same Location** – 1.5 points
- Nomination from Different CTO* and Different Location** – 2.5 points

*CTO Organizations, HR, Finance, eCREW, Legal Ethics & Compliance, GSO

** India, International Locations

Best Team Award:

Nominated and selected by the WMGTS India Leadership Team, along with HR.

Rewards Attached:

• **Individual Awards:**

- a) Cash award will be paid as a part of payroll
- b) Award Certificate.
- c) Trophy

• **Best Team Award:**

- a) Cash award will be paid to each team-member as a part of payroll
- b) Award Certificate.
- c) Team Trophy