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**Know Your Benefits  
at Walmart**  
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India Development Center (IDC)

January 2025



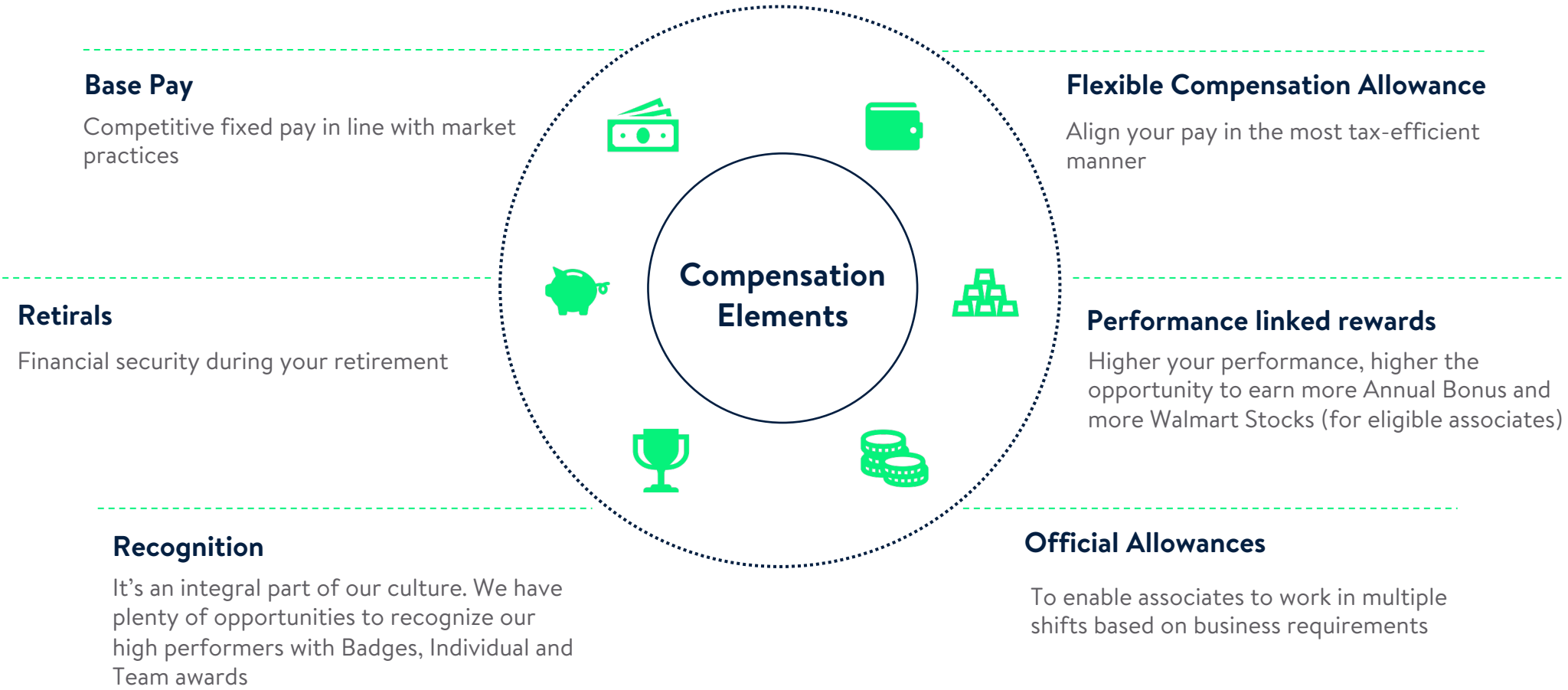
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# Compensation



# Tax Saving Benefits

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- Voluntary Provident Fund**  
Contribute a portion of the basic salary in the statutory social security scheme
- National Pension System**  
Voluntary contribution towards retirement savings scheme under section 80 CCD. Max contribution: 10% of Basic salary
- Company Leased Car**  
Level G & above | Utilize up to 100% of the Annual Flexible Compensation Plan (FCP) to lease a company car. It covers monthly lease rentals, driver's salary, fuel charges, maintenance & insurance and helps save individual taxes
- Medical Insurance voluntary top-up**  
Premiums deducted through payroll and is exempt from taxes under Section 80D of Income Tax
- Annual Health Check-up**  
Cost of health check-up reimbursement up to 5K is exempt from tax deductions
- Leave Travel Allowance**  
2 domestic round trips in block of 4 years. 2-way ticket costs to be tax free. Apply minimum 3 Annual leaves
- Telephone Reimbursement**  
Expenses towards a personal telephone/mobile connection is exempt from income tax

# Benefits & Well-being

## Wellness Benefits & Resources

### Medical Insurance

Hospitalization expense coverage up to ₹5 Lakhs

### Health Checkup

Opt for an annual medical exam and COVID tests

### Emergency funds

Corporate buffer & salary advance for medical emergency

### Voluntary Top-up

Enhanced medical insurance cover of ₹2 Lakhs - 20 Lakhs

### Teleconsultation

Tele-consult with specialist doctors on MediBuddy Gold

### Bank loans

Preferential interest rates & benefits with leading banks

### Outpatient care

Outpatient medical expense coverage up to ₹ 20,000

### Happy Minds

Access counselling for emotional well-being support

### Tax e-Filing

Exclusive discount on tax returns e-filing with partners

### Accident cover

Accident cover of up to 3 times of Annual Gross Salary

### Fitness

₹25K reimbursement for physical, mental & financial fitness progs.

### Personalized Progs

Self-paid Maternity, Smoking cessation, Weight loss plans

### Life Insurance

Life cover of up to 5 times of Annual Gross Salary

### Wellness Calendar

Webinars on physical, mental and financial health

### Elderly Care

At-home nursing care, emergency support and more

## Work-Life Benefits

### Time-off Options

Leaves for wellness, life changes and parental care

### Flexible Work

Options for part-time, changed schedule and sabbatical

### Childcare Support

Creche near-office & near-home and Nanny services

### Wellbeing Norms

Team based norms like lunch hour/breaks, meeting-free time

### Volunteering

Volunteer your time towards making a difference

## Associate Infrastructure

### BYOD

Mobile device for business use up to ₹30,000 every 2yrs

### IT Accessories

Reimburse headset, mouse, keyboard, up to ₹ 2,500

### Internet & Telephone

Internet up to ₹ 2K per month and Official phone calls up to ₹1.5K per month

### Leased Car\*

Use up to 100% of your FCP to lease a company car (level G & above)

### Relocation

Assistance with shifting to your base location (for eligible associates)

## In-Campus Services

### Food

Snacks in the pantry, lunch at cafeteria for in-person visits

### Transport

Company cab and shuttles available for in-person visits

### Wellness spaces

Sick rooms, Mother' resting room and indoor games

### Collab spaces

Workstations, rooms for team meetings and collaboration

### Concierge service

Onsite support with courier services, bill payments, etc.

# Careers & Development



### E-learning

Never stop learning with access to online courses and professional development



### Education Assistance

10K annually for short term courses and 2L for long term Education Assistance program.



### Learning Calendars











Vast array of programs to aid development at various career levels



### Career Opportunities

We have lateral & progressive internal job posting options that will help associates build long-term diverse careers

# Time-off and Flexibility Options

 <p><b>Sick Leave</b></p> <p>12 days of paid leaves in a calendar year for your personal health and wellbeing</p>	 <p><b>Casual Leave</b></p> <p>12 days of paid leaves in a calendar year to help you manage personal ad-hoc commitments</p>	 <p><b>Annual Leave</b></p> <p>18 days of paid time-off in a calendar year for vacations &amp; wellbeing. Prorated and credited monthly</p>	 <p><b>Floater Leaves</b></p> <p>2 days of paid time-off in a calendar year to celebrate your important festivals</p>	 <p><b>Public Holidays</b></p> <p>10 national and state declared holidays based on statutory guidelines</p>	 <p><b>Leave of Absence</b></p> <p>Upto 12 months of unpaid leave for personal reasons and higher education</p>	 <p><b>Compensatory Leaves</b></p> <p>Leaves in lieu of work on your weekly offs or public holidays due to a business reason</p>
 <p><b>Volunteer Leave</b></p> <p>2 working days of paid leave for volunteers under the Walmart CSR program</p>	 <p><b>Relocation Leave</b></p> <p>3 days of paid time-off to support an associate eligible for relocation or business transfer</p>	 <p><b>Marriage Leave</b></p> <p>5 days of paid leaves for associates getting married</p>	 <p><b>Bereavement Leave</b></p> <p>5 days of paid time-off to support an associate during the demise of a close family member</p>	 <p><b>Family Caregiving</b></p> <p>2 weeks paid leave to support an associate's role as a caregiver to a dependent family member</p>	 <p><b>Maternity Leaves</b></p> <p>26 weeks of paid leave for a biological mother, for upto 2 children</p>	 <p><b>Paternity Leaves</b></p> <p>15 working days of paid leave for associates on becoming a father</p>
 <p><b>Adoption Leave</b></p> <p>26 weeks &amp; 3 weeks of paid leave for primary &amp; secondary caregivers respectively, when adopting a child</p>	 <p><b>Family Planning Leave</b></p> <p>2-weeks paid medical leave for surgeries related to family planning</p>	 <p><b>Pregnancy Sickness</b></p> <p>4 weeks of paid leave for illness arising out of pregnancy or delivery</p>	 <p><b>Miscarriage Leaves</b></p> <p>In the event of a miscarriage, women associates can take 6 weeks of paid leave</p>	 <p><b>Surrogacy Leaves</b></p> <p>26-weeks of paid leave for commissioning mothers</p>	 <p><b>Part-time Working</b></p> <p>Flexible option to work less than standard work hours or working days in the week</p>	 <p><b>Changed Schedule</b></p> <p>Flexibility to vary the start and end time of the working day</p>

# Inclusive Practices

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- ✔ **Family definition**  
Spouse/domestic partner including same-sex partner, upto 2 children (including adopted and children born via surrogacy) and any one set of parents or parents-in-law
- ✔ **Inclusive insured benefits**  
Coverages for mental health, disability and gender realignment surgery
- ✔ **Expectant Mothers**  
Pregnant associates get company cabs/reserved parking if they come by their own vehicle. Footrests are also provided in office
- ✔ **Women associates working between 7 p.m. and 6 a.m.**  
Exclusive company cabs with security escorts are provided and the associate is dropped off at their residence
- ✔ **Ergonomic workstations**  
Ergonomic workstations for persons with disabilities
- ✔ **Associate Resource Groups (ARGs)**  
Voluntary communities in the workplace that support diverse agendas like working women, back to work, LGBTQ community, etc.





//\*Walmart is a place of opportunity. Here, you can go as far as your hard work and talent will take you. Our associates are building better lives for their families, and we're proud to be a part of their success stories. We're investing in our associates by offering competitive pay, best-in-class benefits, advanced training, and career development. No matter what goals our associates set for themselves, we want to help them grow professionally and personally. To that end, we offer these benefits to help you grow to your full potential.

Thank you!();