# Addendum to Terms of Employment Notice

# (For use in CA, DC, NY, or Seattle)

Instructions: Complete a new Terms of Employment form reflecting the Associate’s current rate of pay and terms of employment, attach this addendum to the form, and place in the state-specific section of the eFile (if available) or appropriate personnel file.

Effective Date of Change: **8/28/2021**

Associate Name WIN

Last First Middle

Associate’s Facility, Department, or Charge Number:

**Walmart will discontinue Sunday Premium Pay for your job position effective August 28, 2021. As a result, you will no longer receive an additional $1/hour in premium pay for hours worked on Sundays. Instead, you will receive your hourly base rate. This serves as advance notification of this change.**

Associate Signature Date

**THIS NOTICE DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT OR ANY OTHER CONTRACTUAL COMMITMENT. WALMART MAY MODIFY THIS NOTICE AT ITS SOLE DISCRETION WITHOUT NOTICE, AT ANY TIME, CONSISTENT WITH APPLICABLE LAW. EMPLOYMENT WITH WALMART IS ON AN AT-WILL BASIS, WHICH MEANS THAT EITHER WALMART OR THE ASSOCIATE IS FREE TO TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME, FOR ANY REASON, CONSISTENT WITH APPLICABLE LAW. NO STATEMENT OR REPRESENTATIONS REGARDING EMPLOYMENT, INCLUDING PROMISES, DISCIPLINARY SYSTEMS, COMPANY NEWSLETTERS, AWARDS OR OTHER PUBLIC ACTIONS CAN ALTER THIS NOTICE. NO MANAGER OR ASSOCIATE, OTHER THAN THE PRESIDENT OF WALMART INC. OR THE EXECUTIVE VICE PRESIDENT OF THE PEOPLE DIVISION HAS THE AUTHORITY TO ENTER INTO AN EMPLOYMENT CONTRACT OR AGREEMENT, AND AN ASSOCIATE’S AT WILL EMPLOYMENT CAN BE CHANGED ONLY BY A WRITTEN AGREEMENT SIGNED BY THE PRESIDENT OF WALMART INC.**

**Retention:**

* **Where eFile is available, retain this signed associate form in the individual associate eFile under the Terms of Employment folder.**
* **Where eFile is not available, retain this signed form in the individual associate personnel file at facility or market office.**