

2022 benefits information for associates leaving Walmart



Medical, dental, and vision

When your coverage ends

Coverage for you and your dependent(s) will end on your last day of employment. However, you may be able to continue coverage under COBRA for you and/or your dependents. You may also want to visit [HealthCare.gov](https://www.healthcare.gov) to learn about the medical plans available in your state through the Affordable Care Act. Different plans may be available to you at different costs. Depending on your income, you may be eligible for a government subsidy.

Continuing coverage

You and/or your eligible dependent(s) may be able to continue your medical, dental, and vision coverage through COBRA, at your own expense, if you:

- Have coverage on your last day of employment at Walmart (or last day before a leave of absence if you don't return to work), and
- Want to keep the same coverage you currently have.

The length of time you're eligible for COBRA coverage depends on government regulations and your individual situation.

If you're currently enrolled in one of our HMO plans and continue your coverage through COBRA, you may also be able to convert your coverage to an individual policy when your COBRA coverage ends. Contact your HMO for details.

Next steps

Generally within 30 days of your termination of employment, Walmart will notify Health Equity/WageWorks, the Plan's COBRA administrator, of your right to elect COBRA continuation coverage.

WageWorks will mail you a COBRA notice and election form within 14 days after they receive notification of your termination. If you don't receive the notice, call WageWorks at [800-570-1863](tel:800-570-1863). You can also visit [MyBenefits.WageWorks.com](https://www.MyBenefits.WageWorks.com) to register online.

To elect COBRA continuation coverage, return the completed form to WageWorks within 60 days of the date of the notice. If you make this election and pay the required premiums, COBRA coverage will be effective on the day after your Walmart coverage ends. See the *Associate Benefits Book* for more information.

(The deadline to elect coverage may be extended due to COVID-19. Contact WageWorks at [800-570-1863](tel:800-570-1863) for more information.)

Important dates and information

If you don't elect COBRA coverage within the 60-day eligibility period, you'll lose the right to elect COBRA coverage. If you do elect COBRA coverage, you can cancel it at any time by no longer paying the premiums.

Conditions and restrictions apply to COBRA continuation coverage. For more information, see the *Associate Benefits Book*.

Contact WageWorks at [800-570-1863](tel:800-570-1863) or visit [MyBenefits.WageWorks.com](https://www.MyBenefits.WageWorks.com).


Health Savings Account


If you have a Health Savings Account you can keep it, but all fees associated with your account will become your responsibility after you leave the company. If you don't want to maintain your account, you can close it by contacting HealthEquity, the Health Savings Account custodian, at [866-296-2860](tel:866-296-2860). Check with your tax advisor to make sure you understand any tax consequences of closing your account.


Critical illness insurance and accident insurance

When your coverage ends

Coverage for you and your dependent(s) will end on your last day of employment. However, you can continue critical illness and/or accident insurance coverage directly through Allstate.

 **Continuing coverage**
You must notify Allstate if you want to continue coverage.

 **Next steps**
Call Allstate at [800-514-9525](tel:800-514-9525) and ask to continue your coverage.


 **Important dates and information**
To continue coverage, contact Allstate and send your first premium payment within 60 days of the date of your termination of employment.
Your premiums are due before each month's coverage, on the first day of the calendar month. Allstate will bill you directly.


 **Possible payouts**
None

Company paid and optional life insurance


When your coverage ends


Coverage for you and your dependent(s) will end on your last day of employment. However, you can continue life insurance coverage directly through Prudential.

 **Continuing coverage**
In most cases, if your group life coverage ends, you have options to continue your coverage.

 **Next steps**
A notice of your life insurance options will be mailed to your home within three weeks of your termination of employment. Be sure Walmart has your correct home address on file.

If you don't receive the notice within three weeks of your termination of employment, call Prudential at [877-740-2116](tel:877-740-2116).

 **Important dates and information**
You have 31 days from your termination date to request to continue your coverage. If you work in Minnesota, some exceptions may apply. See the *Associate Benefits Book* for more details.

 **Possible payouts**
None

Short-term disability

When your coverage ends

Coverage will end on your last day of employment. You cannot continue this coverage.

Continuing benefit payments

If you're an hourly associate and you're already receiving short-term disability benefit payments due to an approved disability, these can continue until:

- The date you no longer meet the plan's definition of disabled
- The date you fail to furnish the required proof that you are totally disabled when asked to do so by Sedgwick or Lincoln
- The date you're no longer under the continuous care and treatment of a qualified doctor
- The date you refuse to be examined, if Sedgwick or Lincoln requires an examination
- The last day of the maximum period for which benefits are payable (25 weeks or nine weeks for maternity disability benefits)
- The date you're medically able and qualified to work in a similar full-time position offered to you by Walmart, or
- The date of your death.

If you're a salaried or driver associate and you're already receiving short-term disability benefits payments, these will end on the date your employment terminates.

Next steps

If you have an open claim with Sedgwick/Lincoln, you should continue to work with them for any ongoing claim needs.

Possible payouts

None

Long-term disability (LTD)

When your coverage ends

Coverage will end on your last day of employment. You cannot continue this coverage.

Continuing benefit payments

If you're already receiving LTD benefit payments due to an approved disability, your benefit payments can continue until:

- The date you fail to furnish proof of continued disability and regular attendance of a doctor
- The date you fail to cooperate in the administration of your claim. For example: providing information or documents needed to determine whether benefits are payable and/or determining the benefit amount
- The date you refuse to be examined or evaluated at reasonable intervals
- The date you refuse to receive appropriate available treatment
- The date you're able to work in your own occupation on a part-time basis but choose not to
- The date your partial disability monthly earnings exceed 80% of your indexed pre-disability earnings
- The date you no longer meet the plan's definition of "disabled"
- The last day of the maximum period for which benefits are payable, or
- The date of your death.

Next steps

If you have an open claim with Lincoln, you should continue to work with them for any ongoing claim needs.

Possible payouts

None

Associate Stock Purchase Plan

When your plan participation ends

If you have at least one share in your Associate Stock Purchase Plan account, the account will remain open until you decide to close it. However, you won't be able to make new contributions through payroll deductions or receive a company match on any new contributions.

Continuing participation

If you have an Associate Stock Purchase Plan account, you can:

- Keep your account open and make voluntary cash purchases with no broker's fee. You will have to pay an annual maintenance fee of \$35.
- Transfer all full shares to another broker, close your account and receive a check for any partial share ownership left over, or
- Close your account by selling all of your shares and receiving a check for the proceeds.

Next steps

Manage your account using the Associate Stock Purchase app, ([Associate Stock Purchase app](#)) or online at Computershare.com/Walmart.

If you have questions, talk to a Computershare representative at [800-438-6278](tel:800-438-6278).

Important dates and information

You can keep your account open as long as you want.

Keep in mind that the annual maintenance fee of \$35 will be charged to your account after you leave Walmart. This fee will automatically be deducted from your account through the sale of an appropriate portion of a share of stock to cover the fee.

Possible payouts

If you choose to close your account, you'll receive a check for your shares.

You can avoid additional fees if you wait to complete the transaction until you receive your final paycheck and your last stock purchase has been posted.

Paid Time Off (PTO)

When your benefit ends

You'll stop accruing PTO at the end of your last day of employment.

 **Continuing coverage or benefits**
None

 **Next steps**
None

Possible payouts

Hourly associates: The PTO you've earned but haven't used will be paid out to you if you've been with the company for at least one year. Unless required by state law, associates with less than one year of service won't receive a payout at termination.

Salaried associates on the National PTO Plan: In most work locations, you'll be paid out up to five days of earned and unused PTO as long as you've been with Walmart for at least a year. Where required by law, you'll be paid out all earned and unused PTO, and you may also receive a payout with less than one year of service. Only PTO you've already earned will be paid out. If you've used more PTO than you've earned, you won't be asked to repay any overuse.


Salaried associates on the FlexPTO Plan: Because FlexPTO isn't earned, no amount of FlexPTO pays out at termination, no matter how much PTO you have or haven't used.

See the policies on One.Walmart.com for more information.


Resources for Living

When your coverage ends

Your Resources for Living benefit will be available to you and your family at no cost for 18 months after your last day with Walmart.

 **Continuing coverage**
Your access to Resources for Living will continue automatically for up to 18 months.

 **Next steps**
You don't need to enroll.

 **Possible payouts**
None

Walmart 401(k) Plan

What happens to your plan account

You'll no longer be able to contribute to the Walmart 401(k) Plan after your last day of employment. Your account will continue to be credited with earnings or losses until you choose to receive a total payout of your account.

Continuing plan participation

You can't contribute to the 401(k) Plan after your termination, but your account will stay in the Plan until you choose to receive a payout of your total vested account balance.

If you decide to leave your account balance in the Plan, you're responsible for maintaining a current address (home and email) with Merrill.

You're entitled to receive a payout of your total vested account balance, or you may choose to leave your account open and take partial distributions up to age 71 1/2.

Call the Plan's Customer Service Center at [888-968-4015](tel:888-968-4015) or go to Benefits.ml.com for more information.

Next steps

You can choose to receive a payout as early as 30 days after your termination is entered into Walmart's payroll system.

A notice with your options for payment will be mailed to your home address. Be sure Walmart has your correct home address in the system.

Important dates and information

If you haven't received any information regarding your payout within 30 days of your termination date, call the Plan's Customer Service Center at [888-968-4015](tel:888-968-4015).

If you leave Walmart with an outstanding loan, you must repay the entire loan by the last day of the calendar quarter following the quarter in which the last payment was due (or before the date your account is distributed, if earlier).

Possible payouts

You'll be able to receive a full payout or partial distribution 30 days after your termination is entered into Walmart's payroll system. You'll automatically receive a payout if:

- Your total vested account balance is \$1,000 or less, or
- You're over age 70, regardless of the amount of your total vested account balance.

If your total vested account balance is more than \$1,000, you can delay payment until any date up to age 70, but you'll be charged an annual maintenance fee.

You can request a payout, either of your total vested account balance or a partial payout, in the form of:

- A rollover to another employer plan
- A rollover to an Individual Retirement Account (IRA)
- A check
- Walmart stock (if applicable)

Before you make a decision, talk with your tax advisor to understand how any type of payout could affect your tax situation.

Walmart Associate Discount Card

When your benefit ends

Your Associate Discount Card privilege will end on your last day of employment. However, if you're long-term service eligible, your card will automatically convert to a long-term service card.

Continuing benefits

You may qualify for a long-term service Associate Discount Card if:

- You're at least 55 years of age and have 15 years or more of continuous service with the company, or you have a minimum of 20 years of continuous service at any age, and
- You weren't terminated for gross misconduct.

In the event of your death, your spouse may be eligible for their own Associate Discount Card for one year. If you were long-term service eligible at the time of your death, then your spouse may be eligible for a long-term discount card indefinitely. In either case, your spouse will need to contact People Services to apply.

Next steps

If you're eligible for a long-term service discount, there's no need to apply. Your discount card will automatically convert to a long-term service card. You should keep your current card, since it will remain active.

For questions about this card, please call People Services at [800-421-1362](tel:800-421-1362).

Important dates and information

To report a change of address or marital status, contact People Services at [800-421-1362](tel:800-421-1362). Failure to notify People Services regarding one of these changes may result in loss of your Associate Discount Card privilege.

If you're a long-term service associate and you need a replacement card or to report your card lost/stolen, you should call People Services.

Tax note: the amount of any discount received by your partner other than a spouse is taxable income for you. State laws differ, and associate discounts may have to be reported as income and be taxed as income.

Possible payouts

None

Sam's Club Associates Membership Card

When your benefit ends

Your Sam's Club associate membership will end on your last day of employment. However, you may be eligible for a long-term service Sam's Club Associate Membership.

Continuing coverage or benefits

You may qualify for a long-term service Sam's Club associate membership if:

- You're at least 55 years of age and have 15 years or more of continuous service with the company, or you have a minimum of 20 years of continuous service at any age,
- You weren't terminated for cause, and
- You don't go to work for a major competitor.

Next steps

To apply for a long-term service membership, visit the membership services desk at your local Club.

Questions? Call Sam's Club Support at [888-746-7726](tel:888-746-7726).

Important dates and information

To keep your Sam's Club long-term service membership, you must renew your application each year by Jan. 1. An application will be mailed to your address on file at the end of each year. Be sure to keep your address current.


Possible payouts


None


Even

When your benefit ends

Even Plus features, like Instapay, will no longer be available when you leave Walmart. However, Even features like “Okay to Spend” and “Savings” will still be available after your employment with Walmart ends.

 **Continuing benefits**
Your Even account is yours to keep, and no fee is required.


 **Possible payouts**
None


 **Next steps**
Contact Even for more details on services available to associates leaving Walmart. Use the “get help” feature of the Even app to get in touch with an Even advisor.


Commuter Benefit

When your benefit ends


These benefits are offered only to some associates working in urban markets. They will no longer be available when you leave Walmart.

 **Continuing benefits**
Eligibility ends when employment terminates.

 **Possible payouts**
All plans: IRS rules prohibit employers from returning pre-tax deductions to employees.

 **Next steps**
Call WageWorks at [877-924-3967](tel:877-924-3967) or visit WageWorks.com/Walmart for details on using your funds.

Transit Card and Transit Pass: After the 90-day run-out, any post-tax balances in your account will be returned to you by check or direct deposit. Any pre-tax balances will be removed and cannot be refunded to you.

 **Important dates and information**
Transit Card Plan: You have 90 days from termination to use any remaining balances on your card.

Transit Pass Plan: After the 90-day run-out, any post-tax balances in your account will be returned to you. Pre-tax funds aren't refundable.

Transit Pass Plan: Upon receipt of the termination date from your employer, any open orders in your account are automatically canceled. You have 90 days from your termination date to spend the remaining Transit Account balance. Once your account is empty, you won't be able to add any more post-tax funds or place any future orders.

Parking Card: Any post-tax funds added to the card will be refunded to you. Pre-tax funds aren't refundable.

Parking Account Plan: Upon receipt of the termination date from your employer, any open orders in your account are automatically canceled and your account is closed.

Parking PayMeBack: You'll forfeit all unclaimed pre-tax funds and they'll be returned to your employer. Be sure to check the deadline for each benefit month on the PayMeBack Account Activity page for this account.

Parking Card: The card is deactivated on the termination date, new purchases cannot be made, and remaining balances are removed.

Parking PayMeBack: You have six months after the end of the benefit month to file claims to be reimbursed from your PayMeBack account for expenses incurred before your termination.