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Where can I learn more about	Salaried-Home Office/Corporate
My Compensation	Your Walmart compensation program is made up of three primary components — base salary, short-term incentive (annual incentive or bonus) and long-term incentive (equity). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards >Compensation Tab: review your Total Direct Compensation (TDC) Equity Tab: review your Equity Awards information
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My Financial Benefits and Discounts	 Benefits Live Chat> Live Chat option will appear on the right My Total Rewards Resources My Total Rewards > Retirement Tab: view you 401k vested account balance, YTD contributions summary, and access your 401K retirement account My Total Rewards > ASPP Tab: view your Associate Stock Purchase Plan contributions and access your Computershare account OneWalmart Resources 401K and ASPP Financial Protection and Extra Insurance Plans Associate Discount Card Discounts and Money Saver Programs
My Time Off Benefits	OneWalmart Resources • Paid Time Off (PTO) • Leave of Absence (LOA)
My Paycheck	OneWalmart Resources • My Paystub • Direct Deposit • Tax Center Questions? • Contact Payroll Hotline: 479-273-4323
Contacts	With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4

Where can I learn more about	Hourly-Home Office/Corporate
My Compensation	Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance.
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My Health and	OneWalmart Resources
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	your work location #
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My Financial Benefits and	My Total Rewards > My Rewards Overview Tab: view your Associate Stock Purchase Plan contributions and access your Computershare account.
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	Discounts and Money Saver Programs
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Benefits	Leave of Absence (LOA)
	OneWalmart Resources
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My Paycheck	Direct Deposit
	Tax Center
	Questions?
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Contacts	Your HR People Partner
	People Services Support <u>800-530-9929</u> , option 4

Where can I learn more about	Walmart Facility Management
My Compensation	Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards > Compensation Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Walmart U.S. > Facility Management: Review Pay and Incentive Plan documents
My Health and Wellness Benefits	 My Total Rewards Resources My Total Rewards Health and Wellness Tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right
My Financial Benefits and Discounts	My Total Rewards Resources My Total Rewards > Retirement Tab: view your 401k vested account balance and YTD contributions summary and access your 401K retirement account My Total Rewards > ASPP Tab: view your Associate Stock Purchase Plan contributions and access your Computershare account OneWalmart Resources MolK and ASPP Financial Protection and Extra Insurance Plans Associate Discount Card Discounts and Money Saver Programs
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Where can I learn more	Sam's Club Facility Management
about	
My Compensation	Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards > Compensation Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Sam's Club U.S. > Sam's Club Facility Management Pay Plan: Review Pay and Incentive Plan documents
My Health and Wellness Benefits	My Total Rewards Resources My Total Rewards> Health and Wellness Tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location #
	 Questions? Benefits Live Chat > Live Chat option will appear on the right
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My Time Off	OneWalmart Resources • Paid Time Off (PTO)
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Contacts	With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4

Where can I learn more about	Walmart Supply Chain Management
My Compensation	Your Walmart compensation program is made up of two primary components — base salary, short-term incentive (annual incentive or bonus) and long-term incentive (equity). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards > Compensation Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Supply Chain > Walmart Supply Chain Management Pay Plan: Review Pay and Incentive Plan documents
My Health and Wellness Benefits	My Total Rewards Resources • My Total Rewards> Health and Wellness Tab: view your current plan elections and annual contributions OneWalmart Resources • My Health • Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? • Benefits Live Chat> Live Chat option will appear on the right
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My Time Off Benefits	OneWalmart Resources • Paid Time Off (PTO) • Leave of Absence (LOA)
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Contacts	With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4

Where can I	
learn more	Walmart Field Non-Exempt
about	
My Compensation	Your Walmart compensation program is based on — base hourly rate with a min/max rate based on pay structure, grade level, and facility. Depending on your work and the time of day you work, Market or Overnight Differentials are also available. Base hourly rate is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Walmart U.S. > Field Non-Exempt: Review Pay Field Pay Summary review facility-specific pay structures, pay range minimums and
	maximums, Differential and New Hire Credit details or contact your People Lead/Store (Club)
	Manager for details
	My Total Rewards Resources
My Health and	OneWalmart Resources
Wellness Benefits	• My Health
	 Health Plan Options by Facility Contact your manager or HR/People lead if you need to
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	Questions?
	Benefits Live Chat > Live Chat option will appear on the right
	My Total Rewards New Available Reposits Tab: view your 401k vested assount balance and
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My Financial	Purchase Plan contributions and access your Computershare account
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	<u>Direct Deposit</u>
My Paycheck	• <u>Tax Center</u>
	Questions?
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Contacts	Your HR People Partner
	People Services Support <u>800-530-9929</u> , option 4

Where can I learn more about	Sam's Club Non-Exempt
My Compensation	Your Walmart compensation program is based on two components — pay is based on hourly rate that can also include Market or Shift Differentials. Incentives are based on club performance. Base hourly rate is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: Review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans >Sam's Club U.S.>Sam's Club Non-Exempt Associate Pay Plan: Review Pay and Incentive Plan documents Field Pay Summary review facility-specific pay structures, pay range minimums and maximums, Differential and New Hire Credit details or contact your People Lead/Store (Club) Manager for
	details My Total Rewards Resources
But Health and	My Total Rewards > My Available Benefits Tab: view your current plan elections and annual contributions
My Health and Wellness Benefits	 OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location #
	 Questions? Benefits Live Chat > Live Chat option will appear on the right
My Financial Benefits and Discounts	My Total Rewards Resources • My Total Rewards >My Available Benefits Tab: view your 401k vested account balance and YTD contributions summary and access your 401K retirement account and view your Associate Stock Purchase Plan contributions and access your Computershare account OneWalmart Resources • 401K and ASPP • Financial Protection and Extra Insurance Plans • Associate Discount Card
	Discounts and Money Saver Programs
My Time Off Benefits	OneWalmart Resources • Paid Time Off (PTO) • Leave of Absence (LOA)
My Paycheck	OneWalmart Resources • My Paystub • Direct Deposit • Tax Center Questions? • Contact Payroll Hotline: 479-273-4323
Contacts	With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4

Where can I learn more about	OTR Drivers
My Compensation	Your Walmart compensation program is made up of— Mileage Pay, Weekend mileage Premium Rate and various Activity Pay. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans >Supply Chain >OTR Driver Pay Plan: Review Pay and Incentive Plan documents.
My Health and Wellness Benefits	 My Total Rewards Resources My Total Rewards>My Available Benefits Tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right
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Where can I	
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learn more	Field Hourly Supply Chain
about	Value M/almanut agreement in a local selection in the magnillar water calculation in all reliance magnillar and a second
l l	Your Walmart compensation includes in the regular rate calculation including performance bonuses,
	prizes, awards, weekend schedule premiums, shift premiums, other premium pay, and some incentives.
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My Compensation	 My Total Rewards >My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources
	 Pay Plan Guidelines and Incentive Plans>Supply Chain>Field Hourly Supply Chain: review Pay and Incentive Plan documents
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	contributions
My Health and	OneWalmart Resources
Wellness Benefits	• My Health
	Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your
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	Benefits Live Chat > Live Chat option will appear on the right
	My Total Rewards Resources
	My Total Rewards >My Available Benefits Tab: view your 401k vested account balance and YTD
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My Financial Benefits and	Purchase Plan contributions and access your Computershare account
Discounts	OneWalmart Resources
Discourts	 401K and ASPP Financial Protection and Extra Insurance Plans
	Associate Discount Card
	Discounts and Money Saver Programs
	OneWalmart Resources
My Time Off	Paid Time Off (PTO)
Benefits	Leave of Absence (LOA)
My Paycheck	OneWalmart Resources
	My Paystub
	Direct Deposit
	• Tax Center
	Questions?
	Contact Payroll Hotline: 479-273-4323
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Contacts	With questions above resources did not address please contact:
	Your HR People Partner Poople Songiese Support 200 530 0030 entire 4
	People Services Support <u>800-530-9929</u> , option 4

Where can I learn more about	Walmart Field Optical and Vision
My Compensation	Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Health & Wellness > Field Optical and Vision Pay Plan: review Pay and Incentive Plan documents
My Health and Wellness Benefits	 My Total Rewards Resources My Total Rewards My Available Benefits tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right
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My Time Off Benefits	OneWalmart Resources • Paid Time Off (PTO) • Leave of Absence (LOA)
My Paycheck	OneWalmart Resources • My Paystub • Direct Deposit • Tax Center Questions? • Contact Payroll Hotline: 479-273-4323
Contacts	With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4

Where can I learn more about	Walmart Facility Pharmacist
My Compensation	Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Health and Wellness > Facility Pharmacist Pay Plan: review Pay and Incentive Plan documents
My Health and Wellness Benefits	My Total Rewards Resources • My Total Rewards> My Available Benefits tab: view your current plan elections and annual contributions OneWalmart Resources • My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions?
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Where can I learn more	Sam's Field Optical and Vision
about	Sum Street Optical and Vision
My Compensation	Your Sam's compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Health and Wellness > Field and Vision Pay Plan: review Pay and Incentive Plan documents
My Health and Wellness Benefits	My Total Rewards Resources • My Total Rewards> My Available Benefits Tab: view your current plan elections and annual contributions OneWalmart Resources
	 My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right
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Where can I learn more about	Sam's Facility Pharmacist
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