



Benefits information for leadership associates leaving Walmart



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COBRA coverage

You may be able to continue coverage in some Walmart health care benefits under a federal law known as COBRA. You'll be contacted by WageWorks, our COBRA administrator, if you qualify. You must enroll within 60 days. **Learn more on page 6.**



What happens to my benefits?

Thank you for your service to Walmart. We appreciate the work you've done and wish you well in the future. Some of your Walmart benefits end on your last day of employment. For others, you may be eligible to continue coverage. Keep in mind that you may need to elect to continue coverage and make monthly payments.

Have questions? Please check out [Walmart's alumni portal](#) for more post-employment details. You can find the benefit vendors' contact information on [page 23](#) and a QR code on [page 24](#) that takes you to the Associate Benefits Book.

If you currently have	On your last day of employment at Walmart
Walmart Associate Discount Card and Sam's Club Associate Membership	Your card privilege ends, but you may qualify for a long-term service Associate Discount Card or Sam's Club Associate Membership.
Medical, dental, or vision*	Coverage for you and your dependents will end, unless you are eligible for and elect COBRA.
My Mental Health Resources*	You and your eligible dependents can continue to take advantage of this benefit for the maximum period COBRA coverage could continue. You do not have to elect coverage through COBRA to receive this benefit.
Optional life insurance, or AD&D insurance*	Your coverage through Walmart ends for you and any dependents, but you can pay for continued coverage through Prudential.
Executive Life Program	Your participation in the Executive Life Program ends when your employment terminates, but you can pay for continued coverage through Prudential.
Associate Stock Purchase Plan (ASPP)*	After you receive your final pay, you can't make payroll contributions to your account or receive a company match, but you can still contribute to and use your account.
Walmart 401(k) Plan account*	After you receive your final pay, you can no longer contribute to your account.
Walmart Executive Non-Qualified Deferred Compensation Plans	After you receive your final pay, you can no longer contribute to your account.
Associate Executive Physical Plan (AEPP)	Your coverage ends, but you may be eligible to continue it by electing coverage under COBRA.

Find more details on additional programs within this document.

*Please see the [Associate Benefits Book](#) for details about your benefits coverage. | All other programs are part of Walmart's policies.



Walmart Associate Discount Card

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 Associate Discount 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 left the Company on good terms.

If you qualify for a long-term service Associate Discount Card and you pass away, your spouse/partner may be eligible for their own Associate Discount Card indefinitely. Your spouse/partner will need to contact People Services to apply.

Your next steps

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

For questions about your long-term service Associate Discount Card, please call or chat with People Services at [1-800-421-1362](tel:1-800-421-1362) or One.Walmart.com/BenefitsChat.

Important information

To report a change of address or marital status, contact People Services at [1-800-421-1362](tel:1-800-421-1362). Failure to notify People Services regarding one of these changes may result in the loss of your long-term service Associate Discount Card privilege.

If you need a replacement long-term service Associate Discount Card, or to report your card lost or stolen, 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 long-term service associate discounts may have to be reported as income and may be taxed as income.



Sam's Club Associate Membership

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

Continuing membership

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; and
- You left the Company on good terms.

Your next steps

To apply for a long-term service Sam's Club Associate Membership, visit the membership services desk at your local Club.

Questions? Call Sam's Club Support at [1-888-746-7726](tel:1-888-746-7726).

Important information

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



Medical, dental, or vision*

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 dependent(s).

Continuing benefits

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

- Have coverage on your last day of employment at Walmart and want to keep the same coverage you currently have.
- Have coverage on your last day of employment at Walmart before a leave of absence or during your leave, even if your coverage ends the day of or during the leave. If your employment ends during a leave of absence, your COBRA eligibility begins the day after your employment ends.

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.

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.

Important 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 [1-800-570-1863](tel:1-800-570-1863), or visit [MyBenefits.WageWorks.com](https://mybenefits.wageworks.com).

Your next steps

COBRA election: 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 a COBRA notice and election form to your last known address within 14 days after they receive notification of your termination. Make sure your address on file with Walmart is current. If you don't receive the notice, call WageWorks at [1-800-570-1863](tel:1-800-570-1863). You can also visit [MyBenefits.WageWorks.com](https://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.

COBRA effective dates: If you make this election and pay the required premiums, COBRA coverage will be effective on the day after your employment ends. See the Associate Benefits Book for more information. Upon processing your COBRA election, WageWorks will contact you with information about the required premiums, including how to make payments and payment due dates.



Health Savings Account (HSA)*

Your HSA is yours to keep after leaving Walmart.

Continuing benefits

The funds in your HSA belong to you as the account holder, even if you enroll in COBRA, change medical plans, or leave the company. When these events happen, all fees associated with the account become your responsibility.

Your next steps

If you don't want to maintain your account, you can close it by contacting HealthEquity, the Health Savings Account custodian, at [1-866-296-2860](tel:1-866-296-2860) or MyHealthEquity.com.

Check with your tax advisor to make sure you understand any tax consequences of closing your account.

My Mental Health Resources*

Your mental health benefits through Lyra Health are continued automatically for all associates and their eligible dependents.

Continuing benefits

You and your eligible dependents can continue to take advantage of this benefit at no cost to you for the maximum period COBRA coverage could continue. You do not have to elect COBRA coverage to receive this benefit.

My Mental Health Resources can be reached 24/7 by calling Lyra Health at [1-800-825-3555](tel:1-800-825-3555) or Walmart.LyraHealth.com.



*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



Critical illness insurance and/or accident insurance*

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

Continuing benefits

In most circumstances, you may continue to receive critical illness insurance directly from Allstate Benefits through portability coverage.

Your next steps

To receive portability coverage, you must notify Allstate Benefits that you wish to continue coverage and send the first premium within 60 days of the date your critical illness insurance and/or accident insurance coverage terminates.

Call Allstate Benefits at [1-800-514-9525](tel:1-800-514-9525) and ask to continue your coverage. Or, find information at [Allstate.com](https://www.allstate.com).

Important information

To continue coverage, you'll need to contact Allstate Benefits 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 Benefits will bill you directly.





Optional life insurance or accidental death and dismemberment insurance (AD&D)*

Coverage for you and your dependent(s) will end on your last day of employment. However, you may continue life insurance and/or AD&D coverage directly through Prudential.

Continuing benefits

In most circumstances, you have two choices to continue your optional associate life insurance if your group life coverage ends:

- The first option, called portability, allows you to continue all or a portion of your current coverage through a group term policy with Prudential.
- The second option, called conversion, allows you to convert all or a portion of your coverage to a Prudential individual policy.

Your next steps

If you wish to continue coverage, you must contact Prudential within 31 days of the date your employment terminates. If you contact Prudential within the 31-day period, Prudential will mail a notice of life insurance options to the home address you have on file with Walmart. Be sure Walmart has your correct home address on file.

You can call Prudential at **1-877-740-2116**. Or, find information at [Prudential.com](https://www.prudential.com).

Important information

To continue life insurance coverage, contact Prudential within 31 days of your termination date. If you work in Minnesota, some exceptions may apply. See the Associate Benefits Book for more details.

If you qualify for either portability and/or conversion of your life and/or AD&D insurance, Prudential will supply you with information on how to continue coverage and when to pay premiums.

Executive Life Program

Your participation in the Executive Life Program ends when your employment terminates.

Continuing benefits

In most circumstances, you will have two options to continue the company-paid life insurance offered under the Executive Life Program if your group life coverage ends. The first option, called portability, allows you to continue all or a portion of your current coverage through a group term policy with Prudential. The second option, called conversion, allows you to convert all or a portion of your coverage to a Prudential individual policy.

Your next steps

You must apply for portability or conversion within 31 days of the date your benefits end under the Executive Life Program. Please contact Prudential at **1-877-740-2116**. Or, find information at [Prudential.com](https://www.prudential.com).

*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



Short-term disability*

Your short-term disability coverage and payments from the short-term disability plan will end on your last day of employment, and no new claims may start after that date.

Continuing benefits

Salaried short-term disability payments will end on the date employment ends. Some states provide short-term disability payments. If you are in CA, CO, CT, HI, MA, NJ, NY, OR, Washington D.C., or Washington State and receiving state-based short-term disability, payments may continue after your employment terminates.

See the [Associate Benefits Book](#) for more details.

Your next steps

If you have an open claim with Sedgwick, you should continue to work with them for any ongoing claim needs. Sedgwick can be reached by calling [1-800-492-5678](tel:1-800-492-5678) or visiting [MySedgwick.com](https://www.MySedgwick.com).

If you are in New York, New Jersey, or Hawaii, and have an open claim with Lincoln, you should continue to work with them. You can reach them by calling [1-877-353-6404](tel:1-877-353-6404) or visiting [LincolnFinancial.com](https://www.LincolnFinancial.com).



*Please see the [Associate Benefits Book](#) for details about your benefits coverage. | All other programs are part of Walmart's policies.



Long-term disability*

Your long-term disability coverage will end on your last day of employment. No new claims may start after your employment terminates. If you are receiving long-term disability benefits payments from the long-term disability plan, your benefit payments from the plan may continue.

Continuing benefits

If you're already receiving long-term disability 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 average monthly wage.
- 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.

See the Associate Benefits Book for more examples.

Your next steps

If you have an open claim with Lincoln, you should continue to work with them for any ongoing claim needs. Lincoln can be reached by calling **1-877-353-6404** or visiting [LincolnFinancial.com](https://lincolnfinancial.com).

*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



FlexTO

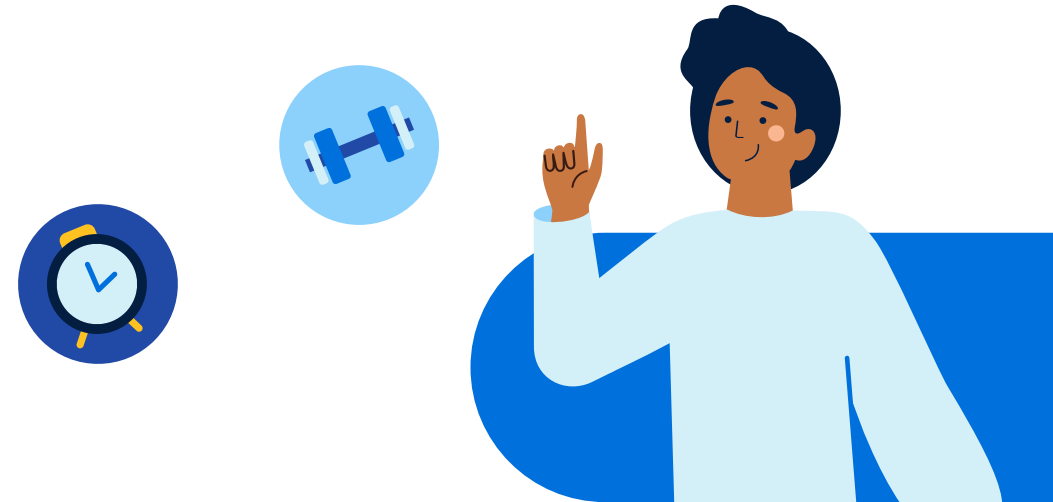
Because FlexTO isn't earned, no amount of FlexTO pays out at termination, no matter how much FlexTO you have or haven't used, unless required by law.

Fitness Pass Membership

Your Fitness Pass Membership will end when you no longer work for the company.

Important information

If you are in a Direct Pay state (CA, CT, IN, MA, NJ, WV), your membership will remain active through the end of your billing cycle once your employment has ended. For associates in all other states not listed above, membership will cancel immediately and is no longer available for use. If you have questions, please contact Tivity at **1-833-236-0181** or FitnessPass.Tivityhealth.com.





Walton Family Whole Health & Fitness Membership

Your membership will end when you no longer work for the company. There are long-term service options for membership continuation.

Continuing participation

Long-term service Associate (or Retiree): With at least 20 years of continuous service with Walmart (regardless of age) or 10 years of continuous full-time service plus your age equaling 70 years, you may continue your membership if your separation from Walmart was under good terms. Termination for gross misconduct will result in disqualification.

Your next steps

Retiree Membership fees, paid by the retiree, are due monthly:

- Retiree only: \$26 + tax per month
- Retiree + immediate household: \$45.50 + tax per month

Important information

If you have questions or to enroll, please email wholehealth@walmart.com or visit One.Walmart.com/content/wholehealth/en_us.html.





Associate Executive Physical Plan (AEPP)

Your coverage will end on your last day of employment. However, you may be able to continue your coverage under COBRA.

Continuing benefits

You may be able to continue your AEPP 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.



Your next steps

COBRA election: 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 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 **1-800-570-1863**. You can also visit 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.

COBRA effective dates: If you make this election and pay the required premiums, COBRA coverage will be effective on the day after your employment ends. See the Associate Benefits Book for more information. Upon processing your COBRA election, WageWorks will contact you with information about the required premiums, including how to make payments and payment due dates.

Important 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 **1-800-570-1863**, or visit MyBenefits.WageWorks.com.

For additional questions, please email the AEPP Team at AEPPbox@walmart.com.



Walmart Stock Incentive Plan

Your vested Restricted Stock Units (RSU), Restricted Stock Awards (RSA), and Performance Awards (PSU) are yours to keep. Any awards that have not yet vested will automatically cancel effective as of your termination date.

Important information

If you are terminating due to disability, please reach out to stockadmin@walmart.com to request accelerated vesting under the Stock Incentive Plan.

Your request for accelerated vesting due to disability must indicate whether you have filed a claim for Long-Term Disability (LTD) benefits under the Walmart Associates' Health & Welfare Plan Long-Term Disability Plan (AHWP LTD Plan) and whether your LTD claim was approved by Lincoln, which administers the AHWP LTD Plan.

If you were not covered by the AHWP LTD Plan, a separate authorization can be sent by the Stock Admin team to Lincoln for disability determination.

You can log into your account at Fidelity to see the value of unvested shares.

You can also call Fidelity for assistance at [1-800-544-9354](tel:1-800-544-9354) or [Fidelity.com](https://www.fidelity.com). Center support is available Sunday 4 p.m. CT to Friday 11 p.m. CT.

Fidelity does not charge any fees to keep your account open.





Associate Stock Purchase Plan (ASPP)*

If you own shares through the Associate Stock Purchase Plan, you have options to manage your account, which are provided below. It is important to note that once you have left the company, you won't be able to make new contributions through payroll deductions or receive a company match on any new contributions.

Continuing plan participation

If you leave the company, you will have several options concerning the status of your account:

- You can keep your account open without biweekly payroll deductions and without the company match. You can make voluntary cash purchases and benefit from having no broker's fee. There is an annual maintenance fee of \$35 per year, which will be automatically deducted from your account through the sale of an appropriate number of shares or portion of a share of stock to cover the fee during the first quarter of the year.
- You can request to move shares to the Walmart Direct Stock Purchase Plan.
- You can close your account and transfer your shares to another broker.

Possible payouts

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

In order to prevent any residual balances and to avoid paying a sales transaction fee twice, wait until you receive your final biweekly pay and confirm that your latest share purchase has posted before closing your account. Please update Computershare if you have an address change after you have left the company.

Important 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.

If you have questions, talk to a Computershare representative at **1-800-438-6278** or visit Computershare.com/Walmart.

*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



Walmart 401(k) Plan account*

You'll no longer be able to contribute to your 401(k) Plan account after your last day of employment.

Continuing plan participation

You can no longer contribute to the 401(k) Plan after your termination, but your account balance will stay in the Plan until you receive a payout of your total vested account balance.

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 72.5 (71.5 until Jan. 31, 2025).

If you are over age 72.5 (71.5 until Jan. 31, 2025), you will be required to take a payout of your total vested Plan balance.

Possible payouts

You have several options regarding your account:

- **Retain account balance in the 401(k) Plan:** If your total vested plan balance is \$1,000 or more and you are under age 72.5 (71.5 until Jan. 31, 2025), you may keep your account balance in the 401(k) Plan. It will not be paid out until you contact the Customer Service Center at Merrill to arrange for payout or you turn 72.5 years old (71.5 until Jan. 31, 2025), whichever comes first. If you choose to leave your account open, you will be able to change your investment choices as you wish. A quarterly maintenance fee will automatically be charged to your account.
- **Payout:** The vested portion of your account will be eligible for payout 30 days after your final employment date is entered into Walmart's payroll system. You will receive a payout communication from Merrill that will contain your payout choices and tax information related to those choices.

- **Automatic Payout:** If your total balance is less than \$1,000 or if you are over age 72.5 (71.5 until Jan. 31, 2025) and you do not initiate a payout within 90 days after your termination date, your account will be automatically paid out to you, and the appropriate taxes will be withheld.
- **Rollover:** You may be able to roll over your payout to an Individual Retirement Account (IRA) or another employer retirement plan. To initiate a rollover, you can find the rollover form on [Benefits.ml.com](https://benefits.ml.com) or by calling Merrill at **1-888-968-4015**.

If you have questions about your account, please contact Merrill at **1-888-968-4015** or visit [Benefits.ml.com](https://benefits.ml.com).

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*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



Walmart 401(k) Plan account* (Continued)

Your next steps

If you decide to leave your account balance in the 401(k) Plan, you're responsible for maintaining a current address (home and email) with Merrill.

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 its system.

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

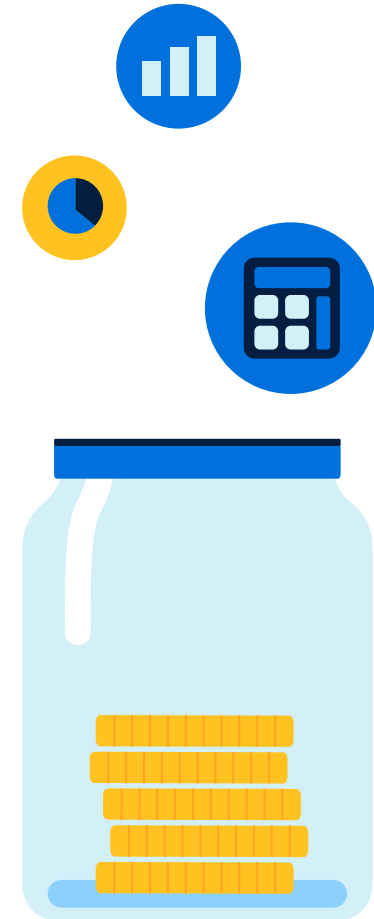
Call Merrill's Customer Service Center at **1-888-968-4015** or go to **Benefits.ml.com** for more information.

Important information

If you haven't received any information regarding your payout within 30 days of your termination date, call the 401(k) Plan's Customer Service Center at **1-888-968-4015**.

Loans

If you terminate employment with Walmart and all of its affiliates, and have a 401(k) loan, you must repay the loan in full before the earlier of the last day of the calendar quarter following the calendar quarter in which the last payment was due, or the date all or a portion of your 401(k) Plan account is distributed after your termination of employment.





Walmart Executive Non-Qualified Deferred Compensation Plans

As an officer, you may have participated in the following plans over the course of your tenure at Walmart: Deferred Compensation Match Plan (DCMP), Officer Deferred Compensation Plan (ODCP), Supplemental Executive Retirement Plan (SERP), or Deferred Equity (DE). Now that you no longer work for the company, here's what to expect with these programs.

Continuing plan participation

You may no longer contribute to the DCMP after separation from service.

For any DCMP monies that are invested in Market-Based Returns, you will continue to have activity in those funds based on market activity. You can continue to update your investments through the life of that account.

If you have a balance in the DCMP, ODCP or SERP in the fixed-rate investment, your interest rate will be locked in at the time of separation from service.

Payout information

Your separation date triggers your deferred compensation distribution calendar.

Beginning six months post-separation date, any lump-sum payment elections will be recorded as a distribution in your account on NetBenefits at Fidelity. **Your payment will be processed in the seventh month.** These lump-sum payments could include your total SERP balance, any dividend equivalents paid out as cash from Deferred Equity, and any lump-sum elections in the DCMP or ODCP, as applicable. Your first installment will be the later of the six months post-separation or January 31 of the following year depending on the date of your separation.

Note: If your separation date occurs in June or later, any lump-sum payments applicable are combined with your first installment the following calendar year.

Your next steps

You are responsible for updating your address and contact information with Fidelity after separation.

The direct deposit information you had on file with payroll during your active employment will not transfer and will need to be resubmitted. If you wish for future payouts to be by direct deposit, you must complete a new direct deposit form. Email DefComp@walmart.com to request the form.

Important information

You can view your account balance, distribution date(s), distribution amounts, investments, and more on [NetBenefits.com](https://netbenefits.com).

For additional information, including payout estimates, please contact Fidelity Executive Services at [1-800-835-5095](tel:1-800-835-5095).



Family Building Benefits: surrogacy, adoption, or fertility* coverage

While these benefits are no longer available to you, fertility benefits may continue if you elect to continue your medical coverage through COBRA.

Surrogacy and adoption

Possible payouts

All reimbursable expenses must have been incurred while employed by Walmart.

Your next steps

No reimbursable expense incurred following termination of employment will be reimbursed. In the event of termination (voluntary or involuntary), requests for reimbursement must be submitted to Kindbody within one hundred eighty (180) days following the date of termination. Kindbody can be reached by calling [1-855-563-2639](tel:1-855-563-2639) or by visiting Kindbody.com/Walmart.

Fertility*

Continuing benefits

Fertility benefits may only be continued if you elect medical coverage through COBRA. Please see the COBRA section on [page 6](#).



*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



Commuter Benefit

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

Possible payouts

For certain commuter benefits, there are two possible payout options: using the remaining balance and/or payout of remaining post-tax funds.

Using remaining balances:

Transit Card Plan: You have 90 days from termination to use any remaining balances on your card.

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.

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

Payout of remaining post-tax funds:

Transit Card Plan and Transit Pass Plan: 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.

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

Your next steps

Call WageWorks | HealthEquity at [1-877-924-3967](tel:1-877-924-3967) or visit WageWorks.com/Walmart for details on using any funds that remain in your account after you leave Walmart.

Important information

All plans: IRS rules prohibit employers from returning pre-tax deductions directly to associates.

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



Paystubs and W-2s

How to access your paystubs:

Access your paystubs on Money Network at MoneyNetwork.com.

1. **From the login dropdown menu, select *Money Network Service for Walmart*.**
(Note: If you experience issues with this page, you can also go directly to ExceedCard.com and move to the next step.)
2. **Click *Paystub Portal*.** On your first visit, click *Sign up* and enter the requested information: birthday in MMDDYY format, WIN, and your cost center or four-digit facility number. If information is entered correctly, the system will ask for your ZIP (postal) code and prompt you to create a four-digit numerical PIN.
3. **Click *Submit*.**
4. **Sign in and view pay stubs.**

How to access your W-2s:

Access your W-2s at MyTaxForm.com in a Google Chrome browser.

1. **Enter Employer Code 10108 and click *Login*.**
2. **Select *Register Now* and follow the prompts.** The address entered must be the address on file with Walmart.
3. **Once you've entered your information,**
 - **New users will be prompted to create a User ID and password.** Keep this User ID in a safe place because you will need it for all future logins.
 - **Returning users will be asked to enter their User ID and password.** Passwords are valid for only 90 days.
 - If you have forgotten your password, select the *Forgot your password?* option to reset it. You will receive a One-Time Passcode (OTP) via phone, text (preferred), or email.

Important note: If you are trying to print your W-2 prior to Feb. 1, you will need to ensure you have consented to online delivery. To consent for online delivery:

- Click the menu icon on the MyTaxForm.com, then *My Account*.
- Under *Delivery Selections*, check the W-2 box and click the *Receive Forms Online* button.
- Read the disclosure and mark the checkbox to acknowledge that you understand the terms for consenting to online tax form delivery.
- Select *Accept & Continue*.
- Select the correct email address and mailing address.
- Select *Confirm & Submit*.



Contacts quick reference

If you have questions about	Website	Phone/Email
Walmart Associate Discount Card	N/A	People Services: 1-800-421-1362
Sam's Club Associate Membership	N/A	Sam's Club Support: 1-888-746-7726
COBRA*	MyBenefits.WageWorks.com	WageWorks: 1-800-570-1863
Dental*	DeltaDental.com	Delta Dental: 1-800-462-5410
Vision*	VSP.com	VSP: 1-866-240-8390
Health Savings Account (HSA)*	MyHealthEquity.com	HealthEquity: 1-866-296-2860
My Mental Health Resources*	Walmart.LyraHealth.com	Lyra Health: 1-800-825-3555 , available 24/7
Critical illness insurance and/or accident insurance*	Allstate.com	Allstate Benefits: 1-800-514-9525
Optional life insurance, or accidental death and dismemberment insurance (AD&D)*	Prudential.com	Prudential: 1-877-740-2116
Executive Life Program	Prudential.com	Prudential: 1-877-740-2116
Short-term disability*	MySedgwick.com	Sedgwick: 1-800-492-5678
Long-term disability*	LincolnFinancial.com	Lincoln: 1-877-353-6404
FlexTO	N/A	People Services: 1-800-421-1362
Fitness Pass Membership	FitnessPass.Tivityhealth.com	Tivity: 1-833-236-0181
Walton Life Fitness Center (WLFC) Membership	One.Walmart.com/content/wholehealth/en_us.html	WLFC: 1-479-204-1000
Associate Executive Physical Plan (AEPP)	N/A	AEPPbox@walmart.com
Walmart Stock Incentive Plan	Fidelity.com	Fidelity: 1-800-544-9354
Associate Stock Purchase Plan (ASPP)*	Computershare.com/Walmart	Computershare: 1-800-438-6278
Walmart 401(k) Plan account*	Benefits.ML.com	Merrill: 1-888-968-4015
Walmart Executive Non-Qualified Deferred Compensation Plans	NetBenefits.com	Fidelity Executive Services: 1-800-835-5095
Family Building Benefits: surrogacy, adoption, or fertility coverage	Kindbody.com	Kindbody: 1-855-563-2639
Commuter Benefit	WageWorks.com/Walmart	WageWorks: 1-877-924-3967

*Please see the **Associate Benefits Book** for details about your benefits coverage. | All other programs are part of Walmart's policies.



Thank you for your service to Walmart!



Find out more about Walmart benefits by using this QR code to access the [Associate Benefits Book](#).

The Associates' Health and Welfare Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

Interpreter Services are available at no cost. 1-800-421-1362

Los servicios de interpretación están disponibles de manera gratuita. 1-800-421-1362

This communication provides information about certain Walmart benefits. Receipt of the communication does not automatically entitle you to the benefits described and these materials do not create an express or implied contract of employment or other contractual commitment. Every effort has been made to ensure the accuracy of this communication. However, if there are discrepancies between this communication and the official plan or program documents, the official plan or program document will control. For information about most health and welfare benefits, the 401(k) plan and the Associate Stock Purchase Plan, see the 2025 Associate Benefits Book. For information about other benefits, see https://one.walmart.com/content/uswire/en_us/me.html. Walmart retains the discretion to interpret the terms of language used in any of its communications, according to the provisions contained in the plan or program documents. Walmart also reserves the right to amend or terminate any benefit plan or policy in its sole discretion at any time for any reason.

Availability of Summary of Health Information: As an associate, the health benefits available to you represent a significant component of your compensation package. They also provide important protection for you and your family in the case of illness or injury. Your plan offers a series of health coverage options. Choosing a health coverage option is an important decision. To help you make an informed choice, your plan makes available a Summary of Benefits and Coverage (SBC), which summarizes important information about any health coverage option in a standard format, to help you compare options. The SBC is available on [One.Walmart.com/Health](#). A paper copy is also available, free of charge, by calling **1-800-421-1362**.

Associates who work in Illinois and are eligible for a Walmart medical plan: Visit the Illinois Essential Health Benefit Comparison form at [One.Walmart.com/Notices](#) for a list of Walmart's medical plan benefits compared to those required of individual insurance policies regulated by Illinois.