



## **Episode 3:**

### **Store Manager Perspective: David Nash, Jr. on Financial Well-being at Work**

Karen Light:

I'm Karen Light and I have the great privilege of working with a really great group of associates who are passionate about this topic. David, thank you so much for joining us today.

David Nash, Jr.:

Not a problem.

Karen Light:

So when we were preparing for this, I realized that David and I had spoken a few years ago. You're pretty passionate about financial well-being and helping associates and so he really challenged me a few years ago about offering a different benefit in a different way. We've since done that, but he's very inspirational. And why don't you share a little bit with us about why that's so important to you?

David Nash, Jr.:

I think just foundationally, like financial freedom is important to everybody and everybody's in a different place and you have to define what that is for you, but you have to see that at the end of the road to be okay for later on, no matter the why. I think somebody mentioned a house, we have kids and all those things. You have to foundationally feel comfortable about that to keep on going.

Karen Light:

So you have over 19 years with the company. You've been in several different roles most recently as a store manager, so you've been able to help a lot of associates. Tell us about how you'd go about doing that.

David Nash, Jr.:

I think what's really important, at least for me spending a lot of time in stores, is just being open and available and all my associates really feel, I intend for all my associates to know that I'm approachable, right. I can be that resource no matter what it is to either explain something and just being approachable so we can really have that conversation when they're having that hardship or when they're trying to plan something out. I think that's the number one thing anybody in a store can do is just be approachable.

Karen Light:

Would you mind sharing, so you had a really great story when we talked earlier or late last week. Would you mind sharing that story with....

David Nash, Jr.:

The one about the associate?

Karen Light:

Yes. Yeah,

David Nash, Jr.:

So I had a coach, he was going on vacation. He went on vacation somewhere, came back, was talking about his trip, how much he loved it, and he was telling me when he was working with his team, one of his associates approached him and they were like, man, I wish I could go on vacation. I wish I could just go three hours away to somewhere that just isn't in the metropolitan area that she lived in. And the really cool thing was he was passionate about it and I was passionate about it and we're like, we got to figure out a way that she can save two weeks at a time, a month at a time to enjoy a vacation somewhere three hours away. And luckily because of her saving as well as we rolled out the incentive that associates get every single year, she was able to take that vacation with some fellow associates for the first time in her life.

Karen Light:

That's a great story. What are some other benefits or programs that you'd like to talk to associates about?

David Nash, Jr.:

I think the thing that I'm most passionate about is 401(k) and I think somebody said it earlier that you know the company matches it, right? So you give, it's that 6% the company matches, you're fully vested. I've been with the company 19 years, so I started at age 22 and when I was 22, just like he was talking about earlier, I had the whole future ahead of me like I'm never going to need money. Like I'm going to live forever. I'm going to be a vampire. But eventually life happens. I have three girls and I was like, I wish at 22 I was a little bit smarter, right. And because the company offers such a great benefit, I always talk about the 401k passionately because it's something that the company matches, right. So you put a dollar in it quantifies, right, it compounds, and then you're looking years down the road and you're a lot better off than you started.

Karen Light:

Right. You talked a little bit too about the power of life insurance.

David Nash, Jr.:

Yes.

Karen Light:

Something we haven't talked about yet today.

David Nash, Jr.:

Yes, 110%. Like I said, I think we offer a lot of great benefits, but the 401(k) and the life insurance are probably the biggest ones. And when you think about life insurance, it's just a safety net for you and your family if something happens. So like I said, I have three daughters, 15, 11, and nine. We don't have time to talk about my 15-year-old, but I'm dealing with it and I'm working on it. But right, if something happens to me, I want their school to be paid for, I want there to be a foundational comfort for whatever they have going on for them to know they don't have to worry about finances if dad is no longer here and the company offers great packages in order for us to do that if we can't do anything else.

Karen Light:

Right, I think there's a common theme that I've heard today. It's all about passion and not just passion for the jobs that we do here, but you have passions outside of work too. Talk about your kind of well-being and what you do for your well-being outside of work.

David Nash, Jr.:

Well, I just can't stay still. That's the problem. And I learned it from my dad. I just can't stay still. He's retired military. Every time I call him, he's in a new place, a new city, and I'm like, dad, I'd like to see you. He's just like my long lost father at this point in time. So I really, real estate, I've always been into fashion, I've always liked music and the really cool thing that I think Walmart has helped me out with is that I was able to take the finances that I make at work that I've saved, that I've been educated about as far as even from a business standpoint, since I run a facility, I can operate better. So I own a studio, a childhood passion of mine, just creating music. I have a clothing line and I do that with my niece and my friends and I also do real estate and stuff like that. So the company has kind of helped me be better at that stuff than I was when I first started off. So a lot of different passions, but we'll keep it to that three.

Karen Light:

Okay. Thank you. Thank you for sharing and thank you for coming to Bentonville to share how you talk about financial well-being and well-being with your associates. I think that's something we can all take away, just having easy conversations to help our fellow associates. If there's one piece of wisdom though that you'd like everyone here to leave with and you'd like to share with your fellow leaders, what would that be?

David Nash, Jr.:

I know last week we talked and I got this advice from a manager that I had at one point in time, and I think that you don't know how much influence you have on people every single day as leaders. A manager told me one day that you're the conversation at the dinner table for somebody, whether it's your associates, whether it's your peers, when they go home, they sit down and you come up. It could be that David got on my nerves today. It could be that David helped me out with this today. If it's a big enough topic for you to have time at the dinner table, make sure you're saying something important that's worth value. And how important could it be that somebody's like, Hey, you know what, I didn't think about this life insurance. I didn't think about investing in 401(k). And that's a topic that they're looking at seriously that five years from now it's going to change their lives.

Karen Light:  
Thank you very much.