



Paid Time Off: PTO amounts for Salaried Associates

The freedom to take off when you need it can be a very valuable associate benefit. We get it. That’s why Walmart’s all-in-one approach to Paid Time Off (PTO) gives you a simple, flexible way to spend time away from work. Whether you’re going to the doctor, celebrating a holiday or just taking a family vacation, PTO makes it easy to schedule the time you need.

FlexTO: salaried associates above facility level

Salaried associates above facility level and salaried Global Tech associates have Flexible Time Off (FlexTO). This offers paid time off as you need it for vacation, sick, personal, and holiday time, without any accruals or set number of days available per year. You still need your manager’s approval to take time off.

Annual PTO: all other salaried associates

Most facility-level salaried associates have a certain number of PTO days available to use each year based on how long you have been with Walmart.* Each February you’ll receive the full annual PTO amount as shown. While the entire amount is available to use at that time, you actually “accrue” your PTO going forward by earning a portion each month.

| YEARS AT WALMART | ANNUAL PTO DAYS | | |
|------------------|-----------------|----------------|----------------|
| | 5-day workweek | 4-day workweek | 3-day workweek |
| 0-1* | 21 | 17 | 13 |
| 2 | 23 | 18 | 14 |
| 3-5 | 26 | 21 | 16 |
| 6-9 | 31 | 25 | 19 |
| 10-14 | 34 | 27 | 20 |
| 15+ | 36 | 29 | 22 |

*In your first year, your initial PTO amount is prorated based on your month of hire, as shown in the following "Annual PTO: salaried new hires" chart.

Annual PTO: salaried new hires

| MONTH OF HIRE | ANNUAL PTO DAYS | | |
|---------------|-----------------|----------------|----------------|
| | 5-day workweek | 4-day workweek | 3-day workweek |
| February | 21 | 17 | 13 |
| March | 19 | 16 | 12 |
| April | 18 | 14 | 11 |
| May | 16 | 13 | 10 |
| June | 14 | 11 | 9 |
| July | 12 | 10 | 8 |
| August | 11 | 9 | 7 |
| September | 9 | 7 | 5 |
| October | 7 | 6 | 4 |
| November | 5 | 4 | 3 |
| December | 4 | 3 | 2 |
| January | 2 | 2 | 2 |

Local exceptions

Some local laws provide paid leave to use for sick, safe, or family care purposes. New hires in these locations will be provided the number of days listed below when the amount shown above for their month of hire is less.

| | | |
|---------------------------|-----------------------|------------------------------|
| Arizona = 5 | California = 3 | Chicago/Cook County, IL = 8 |
| Colorado = 6 | Dallas, TX = 8 | District of Columbia = 7 |
| Los Angeles, CA = 6 | Maryland = 5 | Maine = 5 |
| Massachusetts = 5 | Michigan = 5 | Minneapolis/St. Paul, MN = 6 |
| Montgomery County, MD = 7 | Nevada = 5 | New Jersey = 5 |
| New Mexico = 8 | New York = 7 | Oregon = 5 |
| Philadelphia, PA = 5 | Pittsburgh, PA = 5 | Rhode Island = 5 |
| San Diego, CA = 5 | San Francisco, CA = 3 | Seattle, WA = 9 |
| Tacoma, WA = 5 | Vermont = 5 | Washington State = 5 |

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