

How benefits change once associates become truck drivers



As current associates transition to Walmart truck driver roles, they may become eligible for new disability and life insurance options and PTO earning rates.

What new truck drivers need to do.



Review their long-term disability coverage. **Action may be required**

Associates who had been enrolled in LTD coverage will be defaulted to the same level of coverage for truck-driver LTD at the five-year option. The rates for driver LTD differ from those for non-driver LTD. Drivers may:

- Continue at their current level of coverage (basic or enhanced) with the five-year option
- Continue at their current level of coverage with the full-duration option
- Change their coverage level, and select the five-year or full-duration option*
- Drop coverage

Drivers who want to make a change must call People Services within 60 days of the date that they become a driver.



Review their life insurance coverage.** **Action may be required**

- Truck drivers can select life insurance coverage of up to \$1 million.
- Part-time associates who become full-time drivers can cover their spouse/domestic partners up to \$200,000.**

To change LTD or life insurance coverage, truckers should call People Services at **800-421-1362**.

What new truck drivers need to know.



Short-term disability: **No action required**

- **Truck driver short-term disability coverage is company-paid.** Associates who had been paying for short-term disability enhanced coverage will no longer have these premiums deducted from their pay.
- **Truck driver short-term disability may provide a different benefit:** 75% of average day pay for up to 25 weeks, after an initial waiting period of seven calendar days.



Paid Time Off: **No action required**

- **OTR Drivers earn PTO based on service hours**, earning more PTO the longer they work with Walmart, and can use PTO in full- or half-day increments. They can learn more on **One.Walmart.com/PTO**.
- OTR Drivers moving from an hourly position will have any remaining PTO and/or Protected PTO (PPTO) balances combined and converted to their driver PTO balance. If the PPTO balances are not transferred, or for questions, please contact People Services.
- For OTR Drivers moving from a salaried position, a manager or people partner will need to submit a completed PTO Salary to Hourly Adjustment Form (Work > People > HR Services > HR Forms) to People Services.

The job transition may change a driver's benefits eligibility.

Some associates who had been in hourly roles might become eligible to enroll in some Walmart benefits not previously available to them, such as medical benefits, if eligible. See the Associate Benefits Book for specific details.

Have questions?

People Services is happy to help and can be reached at **800-421-1362**.

These materials do not create an express or implied contract of employment or any other contractual commitment. Employment with Walmart is on an at-will basis, which means that either Walmart or the associate is free to terminate the employment relationship at any time for any or no reason, consistent with applicable law. Walmart may modify benefits offered to associates or change associate contributions for elected benefits at its sole discretion without notice, at any time, consistent with applicable law. All benefits are subject to the terms and conditions of controlling documents which will control in the event of a conflict.



Truck drivers can learn more and find their personalized benefits experience on **One.Walmart.com/BenefitsGuide**.

*If associates are currently enrolled in the five-year option, or increase their coverage under either option from basic to enhanced, proof of good health may be required.

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