



# Annual Executive Physical Program (AEPP) FAQs

## Why is this benefit offered?

As part of Walmart's executive leadership, your continued good health is an important factor for our success. The Annual Executive Physical Program (AEPP) offers comprehensive, focused, preventive care at no cost to you.

---

## Who's eligible?

Walmart Corporate Officers including Vice Presidents and above are eligible for the AEPP.

---

## What tests or screenings are included?

The details will depend on your medical history, your health concerns, and the provider you choose. A typical evaluation covers a full range of blood work, screenings for early detection of cancer, heart disease, and other serious conditions, and may include radiology and cardiovascular tests. In addition to these procedures, a thorough discussion of the results, health counseling, and a detailed action plan for better health are important components of your benefit. To learn exactly what's included, just call a participating provider.

---

## Can I add a service that's not included?

If you choose to have a test or service that isn't covered by the AEPP, it may be covered by your medical plan instead. If it's not covered by your medical plan, you'll be responsible for the cost. Refer to the [AEPP SPD](#) for the list of covered services.

---

## How long does the visit last?

The length of your evaluation will depend on the range of services recommended for you and your preferences. Your visit may be same-day, or appointments may be scheduled over multiple days.

## Are travel costs included?

No. Travel and lodging expenses aren't included or reimbursable.

---

## Do I have to do any paperwork?

No. Administration and fees for all covered services will be handled directly by the provider and program administrator, UMR. There may be medical history paperwork to fill out, but your provider will advise.

---

## Can I go to any of the listed providers?

Yes. You may choose any of the AEPP providers.

---

## If I can't travel this year, will there be any compensation for not having access to this benefit? Can I have an extra physical next year?

No. The benefit provides for one evaluation per year, regardless of whether you use it.

---

## Are any AEPP services available virtually?

No. Most services included in the AEPP require physical contact, medical imaging, or blood draws. They're designed as a coordinated suite of tests and are only covered at one of the providers listed. However, you have access to a wide range of medical and mental health services with Doctor On Demand by Included Health if you're enrolled in a Walmart medical plan.

## Why is the AEPP set up through specific providers?

Our goal is to make a comprehensive, highly coordinated program accessible to executives nationwide. This approach:

- Offers maximum convenience for our busy executives.
- Assures consistent, evidence-based care guidelines are followed.
- Allows us to streamline the claims process and negotiate bundled rates to provide highly personalized services at a lower cost overall.

---

## Where can I learn more about AEPP?

Please go to [One.Walmart.com/AEPP](https://One.Walmart.com/AEPP) to learn more about this program.

---

## Whom can I contact if I have other questions?

Just email us at [aeppbox@walmart.com](mailto:aeppbox@walmart.com).

**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 the Annual Executive Physical Program, see the [2025 AEPP Summary Plan Description](#).

For information about other benefits, [see this page](#).

Walmart, and where applicable, the plan's fiduciary, 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.