



Get ready for the future you want— with help from Walmart!



Retirement can be a big expense, so it's a good idea to start preparing now. The Walmart 401(k) Plan makes it easy—especially when Walmart matches what you contribute dollar for dollar (once eligible), up to 6% of your pay!¹

There are many reasons to consider enrolling in the Plan:

- 1 It lets you start early**
Retirement may seem far away, but you can start contributing to the Walmart 401(k) plan today. The sooner you start, the more you may have in retirement, when you need it.
- 2 Get Walmart's matching dollars!**
You can start contributing now, and after you've been with Walmart for a year and completed 1,000 hours of service, you could get Walmart's match.¹ Once eligible, for every dollar you put in, Walmart will add another dollar, up to 6% of your pay. That's a deal you won't want to pass up.
- 3 You can start small if you need to**
You can contribute from 1% to 50% of eligible pay from each paycheck. But don't worry if you can't contribute much to start with. You can always start small and change your contribution rate at any time.

Sign up!
You're eligible to participate from day one, so there's no reason to wait.

To enroll:
Text "Walmart" to 78401 or scan the code below with your mobile device.*



* For mobile quick enroll, you consent to receiving a response text from Merrill to enroll in your employer's 401(k) plan. Message and data rates may apply. The mobile carriers are not liable for delayed or undelivered messages. For our privacy policy, go to: www.ml.com/privacy-and-security-center/privacy-and-security.html.



Merrill Lynch, Pierce, Fenner & Smith Incorporated (also referred to as "MLPF&S" or "Merrill") makes available certain investment products sponsored, managed, distributed or provided by companies that are affiliates of Bank of America Corporation ("BofA Corp."). MLPF&S is a registered broker-dealer, registered investment adviser, member SIPC, and a wholly owned subsidiary of BofA Corp.

Investment products:

Are Not FDIC Insured	Are Not Bank Guaranteed	May Lose Value
----------------------	-------------------------	----------------

4 You have many investment choices

You have several options for investing your account, as described in the *Walmart 401(k) Plan Investment Guide*, available in your enrollment package or on Benefits OnLine®. But if you don't want to choose your own investments, that's okay—Walmart will invest your contributions in a simple, one-choice investment based on your age. See the investment guide for more details.

It's important to understand that the principal value of these funds is not guaranteed at any time, including at the target date.

Don't forget to name your beneficiary

It's important to name a beneficiary to receive your 401(k) account in the event of your death. Go to One.Walmart.com to update your beneficiary so your assets go to the person(s) you choose.

5 You can decide when to pay taxes

There's no way around it, you'll pay taxes sometime. Pretax² or Roth³ contributions give you the option to pay taxes later, or get them out of the way now.

• Taxes later

Pretax 401(k) contributions come out of your paycheck before federal taxes do. You won't pay taxes on the money you put in or on any earnings until you take it out in retirement.

• Taxes now

Roth 401(k) contributions work the other way around. With Roth, you pay the federal taxes now—so you can enjoy federal tax-free income if you take a qualified distribution in retirement.



Questions?

For more information or to enroll by phone, call 888-968-4015.

You can also learn more at One.Walmart.com

Investing involves risk, including possible loss of principal.

Merrill, its affiliates, and financial advisors do not provide legal, tax, or accounting advice. You should consult a legal or tax professional before making any financial decisions.

¹ Eligibility rules apply. Generally you're eligible for the Walmart 401(k) match the month following your first 12 months of service if you are credited with 1,000 hours during that period. For more information, read the 401(k) Plan Summary Plan Description.

² Taxes are due upon withdrawal. You may also be subject to a 10% additional federal tax if you take a withdrawal from the Plan prior to age 59½, unless an exception applies.

³ Any earnings on Roth 401(k) contributions can generally be withdrawn federal income tax-free if you meet the two requirements for a "qualified distribution": 1) At least five years must have elapsed from the first day of the year of your initial Roth contribution, and 2) you must have reached age 59½ or become disabled or deceased. If you take a non-qualified withdrawal of your Roth 401(k) assets, any Roth 401(k) investment returns are subject to regular income taxes, plus a possible 10% additional federal tax if withdrawn before age 59½ unless an exception applies. State income tax laws vary; consult a tax professional to determine how your state treats Roth 401(k) distributions.

This material is only a general outline of the Plan. You are encouraged to read the Summary Plan Description to obtain more detailed information regarding the Plan's operation. This document gives you information you need to make educated decisions about joining the Plan and maintaining a Plan account. If a provision described in this outline differs from the applicable provision of the Plan documents, the Plan documents prevail.

These materials do not create an express or implied contract of employment or any other contractual commitment. Walmart may modify this program at its sole discretion without notice, at any time, consistent with applicable law. 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.

Merrill provides products and services to various employers, their employees and other individuals. Merrill makes available content on websites on the internet, mobile device applications, and written brochures in order to provide you with information regarding your plan. Under no circumstances should this content be considered an offer to sell or a solicitation to buy any securities, products, or services from Merrill or any other person or entity.

Benefits OnLine is a registered trademark of Bank of America Corporation.

© 2022 Bank of America Corporation. All rights reserved. | 4892684 | 20222519-1 | 09/2022 | ADA