

# Paid Time Off: Flexibility and Choice for Your Days Off.

*For Salaried and Health Care Professional 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, or just taking a family vacation, PTO makes it easy to schedule the time you need.

## Salaried Associates

### The longer you work for Walmart, the more PTO you get.

As a salaried associate, you receive an annual grant of time based on how long you've been with Walmart.\* Each February you'll receive the full annual PTO grant as shown. Although your full grant is available for use at the beginning of the year, you'll accrue the grant over the course of the plan year.

#### Annual PTO Grant Salaried 5-Day Work Week Associate

Years at Walmart	Annual PTO Grant Max Days
	February 2017 and Beyond
0-1	21
2	23
3-5	26
6-9	31
10-14	34
15+	36

\*In your first year, your initial grant of PTO days is prorated based on your month of hire.

#### Annual PTO Grant Salaried 4-Day Work Week Associate

Years at Walmart	Annual PTO Grant Max Days
	February 2017 and Beyond
0-1	17
2	18
3-5	21
6-9	25
10-14	27
15+	29



## Annual PTO Grant Salaried 3-Day Work Week Associate

Years at Walmart	Annual PTO Grant Max Days
	February 2017 and Beyond
0-1	13
2	14
3-5	16
6-9	19
10-14	20
15+	22

## Salaried Health Care Professionals

As a salaried health care professional you earn time based on your biweekly schedule and how long you have been with Walmart. You'll be able to use PTO as soon as you earn it, each pay period. Although your full grant is available for use at the beginning of the year, you'll earn the grant over the course of the plan year.

Years at Walmart	Biweekly Hours										
	90	84	80	79 <sup>a</sup>	74 <sup>c</sup>	72	69 <sup>a</sup>	64	59 <sup>a</sup>	56	48
<b>PTO Grant in Hours</b>											
<b>0-1<sup>b</sup></b>	189	176	168	166	155	151	145	134	124	118	101
<b>2</b>	207	193	184	182	170	166	159	147	136	129	110
<b>3-5</b>	234	218	208	205	192	187	179	166	153	146	125
<b>6-9</b>	279	260	248	245	229	223	214	198	183	174	149
<b>10-14</b>	306	286	272	269	252	245	235	218	201	190	163
<b>15+</b>	324	302	288	284	266	259	248	230	212	202	173

a. Sam's Club Only   b. Prorated based on hire month   c. Walmart Care Clinics only

## California Pharmacists

You earn PTO based on your service hours\*\* and on how long you've worked for Walmart. Earned PTO is available to use right away. You'll receive 80 hours of granted PTO at hire and start the beginning of each plan year with at least 80 hours.

Years at Walmart	PTO Hours You Could Earn**	Max PTO Hours/Year
0-1	12.38 hours = 1 PTO hour earned	168
2	11.30 hours = 1 PTO hour earned	184
3-5	10 hours = 1 PTO hour earned	208
6-9	8.39 hours = 1 PTO hour earned	248
10-14	7.65 hours = 1 PTO hour earned	272
15+	7.22 hours = 1 PTO hour earned	288

\*\*Service hours shown are rounded. For detailed amounts, please see the PTO policy document on the WIRE.