

# Paid Time Off: Flexibility and choice for your days off

*For hourly associates except Drivers, Home Office associates, Walmart U.S. eCommerce, and Puerto Rico*

Making sure you have the freedom to take time off when you need it is important to us. 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 taking a family vacation, PTO makes it easy to schedule the time you need. It's another Walmart benefit designed to help you and your family live better every day.

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

As an hourly associate, you earn time based on your service hours and how long you've been with Walmart. Your years of service for PTO are based on the work anniversary you'll reach during the plan year that begins each Feb. 1, not your current tenure, so you can 'level up' a bit early. You can start using the PTO you earn beginning on your 90th day with Walmart, and can use PTO as soon as you earn it.

Your paid time off is divided into two buckets: regular **PTO** and **Protected PTO**. Regular full-time and part-time associates receive both types. Temporary associates only receive Protected PTO.

The **Plan** assigned to your Work Location determines how you'll earn PTO. Once you have reached your maximum amount for Protected PTO, the amount you had been earning as Protected PTO will be earned as PTO, until you reach your maximum for PTO.



## National Protected PTO Plan

All locations except Arizona, California, Connecticut, the District of Columbia, Illinois, Maryland, Massachusetts, Minneapolis/St. Paul (MN), New Jersey, New York City (NY), Oregon, Philadelphia (PA), Rhode Island, Vermont, and Washington.

### For full-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	41.05	72	30.00	48	120
3	31.20	88	30.00	48	136
4-6	19.50	128	30.00	48	176
7-10	15.00	160	30.00	48	208
11-15	13.45	176	30.00	48	224
16-19	10.68	216	30.00	48	264
20+	8.86	256	30.00	48	304

### For part-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	n/a	n/a	43.33	48	48
3	60.00	56	30.00	48	104
4-6	60.00	56	30.00	48	104
7-10	60.00	56	30.00	48	104
11-15	60.00	56	30.00	48	104
16-19	60.00	56	30.00	48	104
20+	27.86	96	30.00	48	144

### For temporary associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-20+	n/a	n/a	43.33	48	48

\*For hourly associates who work for Walmart Inc. in the U.S. to include field Walmart, field Sam's Club, and Supply Chain locations. Drivers in Supply Chain, all hourly Corporate Office/Home Office associates, Walmart U.S. eCommerce hourly associates including e-commerce acquisition companies, and hourly associates in Puerto Rico follow paid time off policies for their specific work location.

## Standard Protected PTO Plan

Locations in Arizona, Connecticut, Maryland (except Montgomery County), Massachusetts, Minneapolis/St. Paul (MN), New Jersey, New York City (NY), Oregon, Philadelphia (PA), Rhode Island, and Vermont.

### For full-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	41.05	72	30.00	48	120
3	31.20	88	30.00	48	136
4-6	19.50	128	30.00	48	176
7-10	15.00	160	30.00	48	208
11-15	13.45	176	30.00	48	224
16-19	10.68	216	30.00	48	264
20+	8.86	256	30.00	48	304

### For part-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	n/a	n/a	30.00	48	48
3	60.00	56	30.00	48	104
4-6	60.00	56	30.00	48	104
7-10	60.00	56	30.00	48	104
11-15	60.00	56	30.00	48	104
16-19	60.00	56	30.00	48	104
20+	27.86	96	30.00	48	144

### For temporary associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-20+	n/a	n/a	30	48	48

\*For hourly associates who work for Walmart Inc. in the U.S. to include field Walmart, field Sam's Club, and Supply Chain locations. Drivers in Supply Chain, all hourly Corporate Office/Home Office associates, Walmart U.S. eCommerce hourly associates including e-commerce acquisition companies, and hourly associates in Puerto Rico follow paid time off policies for their specific work location.

## Continuous Protected PTO Plan

Locations in the District of Columbia, Montgomery County (MD), and Washington.

### For full-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	41.05	No max	30.00	No max	No max
3	31.20	No max	30.00	No max	No max
4-6	19.50	No max	30.00	No max	No max
7-10	15.00	No max	30.00	No max	No max
11-15	13.45	No max	30.00	No max	No max
16-19	10.68	No max	30.00	No max	No max
20+	8.86	No max	30.00	No max	No max

### For part-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	n/a	n/a	30.00	No max	No max
3	60.00	No max	30.00	No max	No max
4-6	60.00	No max	30.00	No max	No max
7-10	60.00	No max	30.00	No max	No max
11-15	60.00	No max	30.00	No max	No max
16-19	60.00	No max	30.00	No max	No max
20+	27.86	No max	30.00	No max	No max

### For temporary associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-20+	n/a	n/a	30	48	48

\*For hourly associates who work for Walmart Inc. in the U.S. to include field Walmart, field Sam's Club, and Supply Chain locations. Drivers in Supply Chain, all hourly Corporate Office/Home Office associates, Walmart U.S. eCommerce hourly associates including e-commerce acquisition companies, and hourly associates in Puerto Rico follow paid time off policies for their specific work location.

## Continuous Protected PTO Plan with Kin Care

Locations in California.

### For full-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	41.05	No max	30.00	No max	No max
3	31.20	No max	30.00	No max	No max
4-6	23.64	No max	23.64	No max	No max
7-10	20.00	No max	20.00	No max	No max
11-15	18.57	No max	18.57	No max	No max
16-19	15.76	No max	15.76	No max	No max
20+	13.68	No max	13.68	No max	No max

### For part-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	n/a	n/a	30.00	No max	No max
3	60.00	No max	30.00	No max	No max
4-6	60.00	No max	30.00	No max	No max
7-10	60.00	No max	30.00	No max	No max
11-15	60.00	No max	30.00	No max	No max
16-19	60.00	No max	30.00	No max	No max
20+	28.89	No max	28.89	No max	No max

### For temporary associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-20+	n/a	n/a	30	48	No max

\*For hourly associates who work for Walmart Inc. in the U.S. to include field Walmart, field Sam's Club, and Supply Chain locations. Drivers in Supply Chain, all hourly Corporate Office/Home Office associates, Walmart U.S. eCommerce hourly associates including e-commerce acquisition companies, and hourly associates in Puerto Rico follow paid time off policies for their specific work location.

## Standard Protected PTO Plan with Kin Care

Locations in Illinois.

### For full-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	41.05	51	30.00	69	120
3	31.20	67	30.00	69	136
4-6	23.64	88	23.64	88	176
7-10	20.00	104	20.00	104	208
11-15	18.57	112	18.57	112	224
16-19	15.76	132	15.76	132	264
20+	13.68	152	13.68	152	304

### For part-time associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-2	n/a	n/a	30.00	48	48
3	60.00	35	30.00	69	104
4-6	60.00	35	30.00	69	104
7-10	60.00	35	30.00	69	104
11-15	60.00	35	30.00	69	104
16-19	60.00	35	30.00	69	104
20+	28.89	72	28.89	72	144

### For temporary associates\*

YEARS OF SERVICE	PTO		PROTECTED PTO		TOTAL
	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	TIME TO EARN 1 HOUR	MAX HOURS/YEAR	MAX HOURS/YEAR
0-20+	n/a	n/a	30	48	48

\*For hourly associates who work for Walmart Inc. in the U.S. to include field Walmart, field Sam's Club, and Supply Chain locations. Drivers in Supply Chain, all hourly Corporate Office/Home Office associates, Walmart U.S. eCommerce hourly associates including e-commerce acquisition companies, and hourly associates in Puerto Rico follow paid time off policies for their specific work location.