

Paid Time Off: Flexibility and Choice for Your Days Off

FOR HOURLY 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, celebrating a holiday or just taking a family vacation, PTO makes it easy to schedule the time you need.

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. You'll be able to use PTO as you earn it, each pay period.

PTO Earning Rate: Full-Time Hourly Associate

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO HOURS / YEAR
0 - 1	17.33 hours = 1 PTO hour earned	120
2	15.29 hours = 1 PTO hour earned	136
3 - 5	11.82 hours = 1 PTO hour earned	176
6 - 9	10 hours = 1 PTO hour earned	208
10 - 14	9.29 hours = 1 PTO hour earned	224
15 - 19	7.88 hours = 1 PTO hour earned	264
20+	6.84 hours = 1 PTO hour earned	304



PTO Earning Rate: Part-Time Hourly Associate**

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO HOURS / YEAR
0 - 1	43.33 hours = 1 PTO hour earned	48
2	20 hours = 1 PTO hour earned	104
3 - 5	20 hours = 1 PTO hour earned	104
6 - 9	20 hours = 1 PTO hour earned	104
10 - 14	20 hours = 1 PTO hour earned	104
15 - 19	20 hours = 1 PTO hour earned	104
20+	14.44 hours = 1 PTO hour earned	144

PTO Earning Rate: Full-Time Hourly Logistics Associate

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO HOURS / YEAR
0-1	15 hours = 1 PTO hour earned	120
2	13.23 hours = 1 PTO hour earned	136
3 - 5	10.22 hours = 1 PTO hour earned	176
6 - 9	8.65 hours = 1 PTO hour earned	208
10 - 14	8.03 hours = 1 PTO hour earned	224
15 - 19	6.81 hours = 1 PTO hour earned	264
20+	5.92 hours = 1 PTO hour earned	304

PTO Earning Rate: Part-Time Hourly Logistics Associate**

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO HOURS / YEAR
0 - 1	37.50 hours = 1 PTO hour earned	48
2	17.31 hours = 1 PTO hour earned	104
3 - 5	17.31 hours = 1 PTO hour earned	104
6 - 9	17.31 hours = 1 PTO hour earned	104
10 - 14	17.31 hours = 1 PTO hour earned	104
15 - 19	17.31 hours = 1 PTO hour earned	104
20+	12.50 hours = 1 PTO hour earned	144



PTO Earning Rate: Full-Time Hourly Medical Associate

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO HOURS / YEAR
0 - 1	17.33 hours = 1 PTO hour earned	120
2	15.29 hours = 1 PTO hour earned	136
3 - 5	11.82 hours = 1 PTO hour earned	176
6 - 9	10 hours = 1 PTO hour earned	208
10 - 14	9.29 hours = 1 PTO hour earned	224
15 - 19	7.88 hours = 1 PTO hour earned	264

PTO Earning Rate: Part-Time Hourly Medical Associate**

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO HOURS / YEAR
0 - 1	43.33 hours = 1 PTO hour earned	48
2	20 hours = 1 PTO hour earned	104
3 - 5	20 hours = 1 PTO hour earned	104
6 - 9	20 hours = 1 PTO hour earned	104
10 - 14	20 hours = 1 PTO hour earned	104
15 - 19	20 hours = 1 PTO hour earned	104

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

**Specific policies and rules apply in some states and cities.

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