

TOTAL REWARDS QUICK LINKS GUIDE

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Where can I learn more about...	Salaried-Home Office/Corporate
My Compensation	<p>Your Walmart compensation program is made up of three primary components — base salary, short-term incentive (annual incentive or bonus) and long-term incentive (equity). Base salary is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > Compensation Tab: review your Total Direct Compensation (TDC) Equity Tab: review your Equity Awards information <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Home Office: Review Pay and Incentive Plan documents
My Health and Wellness Benefits	<p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > Health and Wellness Tab: view your current plan elections and annual contributions <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • My Health • Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # <p>Questions?</p> <ul style="list-style-type: none"> • Benefits Live Chat > Live Chat option will appear on the right
My Financial Benefits and Discounts	<p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > Retirement Tab: view you 401k vested account balance, YTD contributions summary, and access your 401K retirement account • My Total Rewards > ASPP Tab: view your Associate Stock Purchase Plan contributions and access your Computershare account <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • 401K and ASPP • Financial Protection and Extra Insurance Plans • Associate Discount Card • Discounts and Money Saver Programs
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Contacts	<p>With questions above resources did not address please contact:</p> <ul style="list-style-type: none"> • Your HR People Partner • People Services Support 800-530-9929, option 4

Where can I learn more about...	Hourly-Home Office/Corporate
My Compensation	<p>Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Home Office: Review Pay and Incentive Plan documents
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Where can I learn more about...	<h2>Walmart Facility Management</h2>
My Compensation	<p>Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > Compensation Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Walmart U.S. > Facility Management: Review Pay and Incentive Plan documents
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Where can I learn more about...	Sam's Club Facility Management
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Where can I learn more about...	Walmart Field Non-Exempt
My Compensation	<p>Your Walmart compensation program is based on — base hourly rate with a min/max rate based on pay structure, grade level, and facility. Depending on your work and the time of day you work, Market or Overnight Differentials are also available. Base hourly rate is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans>Walmart U.S.>Field Non-Exempt: Review Pay • Field Pay Summary review facility-specific pay structures, pay range minimums and maximums, Differential and New Hire Credit details or contact your People Lead/Store (Club) Manager for details
My Health and Wellness Benefits	<p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards> My Available Benefits tab: view your current plan elections and annual contributions <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • My Health • Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # <p>Questions?</p> <ul style="list-style-type: none"> • Benefits Live Chat> Live Chat option will appear on the right
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Where can I learn more about...	Sam's Club Non-Exempt
My Compensation	<p>Your Walmart compensation program is based on two components — pay is based on hourly rate that can also include Market or Shift Differentials. Incentives are based on club performance. Base hourly rate is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: Review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Sam's Club U.S. > Sam's Club Non-Exempt Associate Pay Plan: Review Pay and Incentive Plan documents • Field Pay Summary review facility-specific pay structures, pay range minimums and maximums, Differential and New Hire Credit details or contact your People Lead/Store (Club) Manager for details
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Where can I learn more about...	OTR Drivers
My Compensation	<p>Your Walmart compensation program is made up of— Mileage Pay, Weekend mileage Premium Rate and various Activity Pay.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Supply Chain > OTR Driver Pay Plan: Review Pay and Incentive Plan documents.
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Where can I learn more about...	Field Hourly Supply Chain
My Compensation	<p>Your Walmart compensation includes in the regular rate calculation including performance bonuses, prizes, awards, weekend schedule premiums, shift premiums, other premium pay, and some incentives.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Supply Chain > Field Hourly Supply Chain: review Pay and Incentive Plan documents
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Where can I learn more about...	Walmart Field Optical and Vision
My Compensation	<p>Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Health & Wellness > Field Optical and Vision Pay Plan: review Pay and Incentive Plan documents
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Where can I learn more about...	Walmart Facility Pharmacist
My Compensation	<p>Your Walmart compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Health and Wellness > Facility Pharmacist Pay Plan: review Pay and Incentive Plan documents
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Where can I learn more about...	Sam's Field Optical and Vision
My Compensation	<p>Your Sam's compensation program is made up of two primary components — base salary and short-term incentive (annual incentive or bonus). Base salary is linked to job duties and responsibilities and individual performance.</p> <p>My Total Rewards Resources</p> <ul style="list-style-type: none"> • My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) <p>OneWalmart Resources</p> <ul style="list-style-type: none"> • Pay Plan Guidelines and Incentive Plans > Health and Wellness > Field and Vision Pay Plan: review Pay and Incentive Plan documents
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