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| My Financial Benefits and Discounts | Benefits Live Chat> Live Chat option will appear on the right My Total Rewards Resources 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 OneWalmart Resources 401K and ASPP Financial Protection and Extra Insurance Plans Associate Discount Card Discounts and Money Saver Programs |
| My Time Off Benefits | OneWalmart Resources • Paid Time Off (PTO) • Leave of Absence (LOA) |
| My Paycheck | OneWalmart Resources • My Paystub • Direct Deposit • Tax Center Questions? • Contact Payroll Hotline: 479-273-4323 |
| Contacts | With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4 |

| Where can I learn more about | Hourly-Home Office/Corporate |
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| My Compensation | 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. |
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| Where can I learn more about | Walmart Facility Management |
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| My Health and Wellness Benefits | My Total Rewards Resources My Total Rewards Health and Wellness Tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right |
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| Where can I learn more | Sam's Club Facility Management |
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| about | |
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| Where can I learn more about | Walmart Supply Chain Management |
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| My Compensation | Your Walmart compensation program is made up of two 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. My Total Rewards Resources My Total Rewards > Compensation Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans > Supply Chain > Walmart Supply Chain Management Pay Plan: Review Pay and Incentive Plan documents |
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| Where can I | |
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| learn more | Walmart Field Non-Exempt |
| about | |
| My Compensation | 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. My Total Rewards Resources My Total Rewards > My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources 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 |
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| My Health and | OneWalmart Resources |
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| My Paycheck | • <u>Tax Center</u> |
| | Questions? |
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| | With questions above resources did not address please contact: |
| Contacts | Your HR People Partner |
| | People Services Support <u>800-530-9929</u> , option 4 |

| Where can I learn more about | Sam's Club Non-Exempt |
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| My Compensation | 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. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: Review your Total Direct Compensation (TDC) OneWalmart Resources 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 |
| My Health and Wellness Benefits | My Total Rewards Resources My Total Rewards> My Available Benefits Tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right |
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| Contacts | With questions above resources did not address please contact: • Your HR People Partner • People Services Support 800-530-9929, option 4 |

| Where can I learn more about | OTR Drivers |
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| My Compensation | Your Walmart compensation program is made up of— Mileage Pay, Weekend mileage Premium Rate and various Activity Pay. My Total Rewards Resources My Total Rewards >My Rewards Overview Tab: review your Total Direct Compensation (TDC) OneWalmart Resources Pay Plan Guidelines and Incentive Plans >Supply Chain >OTR Driver Pay Plan: Review Pay and Incentive Plan documents. |
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| learn more | Field Hourly Supply Chain |
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| l l | 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. |
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| | Pay Plan Guidelines and Incentive Plans>Supply Chain>Field Hourly Supply Chain: review Pay and Incentive Plan documents |
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| My Time Off | Paid Time Off (PTO) |
| Benefits | Leave of Absence (LOA) |
| My Paycheck | OneWalmart Resources |
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| | Direct Deposit |
| | • Tax Center |
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| | People Services Support <u>800-530-9929</u> , option 4 |

| Where can I learn more about | Walmart Field Optical and Vision |
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| My Health and Wellness Benefits | My Total Rewards Resources My Total Rewards My Available Benefits tab: view your current plan elections and annual contributions OneWalmart Resources My Health Health Plan Options by Facility Contact your manager or HR/People lead if you need to confirm your work location # Questions? Benefits Live Chat> Live Chat option will appear on the right |
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| Where can I learn more about | Walmart Facility Pharmacist |
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| Where can I learn more | Sam's Field Optical and Vision |
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| about | Sum Street Optical and Vision |
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| Where can I learn more about | Sam's Facility Pharmacist |
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