



Series 2: All about well-being

Episode 1: Exploring Your Benefits with Lisa Woods, VP Benefits and Well-being

Lisa Woods (00:00):

I am Lisa Woods. I'm Vice President of Benefits and Wellbeing, and this time of year is absolutely one of my favorite, but it's because of annual enrollment and the annual enrollment season. First, I wanna remind you of what you get with us at Walmart. No eligibility requirements, but effective day one coverage from a mind, body and wallet perspective. So when it comes to taking care of your mind, you and your family have access to 20 mental visits each year. So that's 20 visits for you, 20 visits for your spouse, 20 visits for a child, and so on. Why? Why do we do this? It's all at no cost. It's because we all have mental health. Sometimes it's good, it's really good, and sometimes it's okay, and then sometimes it's not so good. But it's important to know that no matter where you are in your journey, that you're not alone.

Lisa Woods (01:14):

So we offer the first day that you're with Walmart coverage that gives you the right tools that will meet you where you are. So when it comes time to take care of your body, we have programs pulled together that help you with eating better and move more. And so connecting with a health and wellness coach on demand to help you with healthy eating habits and again, at no cost is available to you, or you can get fit at a gym near you for as little as \$5 a paycheck. So when it comes to your wallet, we've got tools to help you reach your money goals for the short term, our One at Work app can help you budget and save money. And for the long term, I'd ask you all to consider participating in the associate stock purchase plan and take full advantage of our 6% company match in the 401k once you are match eligible.

Lisa Woods (02:23):

But wait, that's not all I've got more to share with you. So depending on your eligibility, you can get more support from a mind, body and wallet by enrolling in additional plans. Most of the medical plans include a virtual option, and that provides mental health coverage and visits. It provides primary care, urgent care, digestive health, and even physical therapy. We also provide on the medical plan some of the best facilities in the country like Mayo Clinic and Cleveland Clinic, but they focus on things like cancer and heart surgery. And again, at no cost to our associates, we wanna make sure that when our associates are battling some of the toughest health journeys, they don't have to worry about costs. From a wallet perspective, we offer options to help protect you and your family when the unexpected happens. So from critical illness to accident, long-term disability and life insurance, those benefits are there to help you make ends meet in the moment that matters most.

Lisa Woods (03:43):

And speaking of what matters most and those moments, I'm thrilled to share that we're making additional investments in expanding your physical and your mental health. So speaking about from a physical perspective, and I've talked to a lot of associates about neurodiversity this coming year, we are gonna provide families with next day access to one-on-one support for conditions like A DHD and autism. Most enrolled associates are gonna be able to get a neurological assessment within a month. This is a huge win. As many families wait very long, could be a year or sometimes two years to get an assessment. Earlier this month, we expanded eligibility for those that are enrolled in our medical plan, and we have a very popular digital twin program that is focused on metabolic health and specifically diabetes. We've expanded that to include pre-diabetes and obesity. It's huge. And then to support associates during difficult times.



Lisa Woods (04:57):

Last week we expanded our bereavement paid time off policy. This means we have increased the amount of time off for the loss of a pregnancy, a child, a spouse, or a partner. This will also be combined or can be combined with other paid time off or leave options. We're also adding a benefit in 2026 that will help associates break the pattern of substance abuse. We're gonna provide coaching, and if you're on the medical plan, there will be medication management. We've done some great work and we have some great benefits. So now it's up to you. Taking ownership of your wellbeing starts with really understanding what's available to you. I really wanna encourage you to take time to look at the benefits that are available to you and determine what's best for you and your family. We spend a lot of time when we buy a car, a tv, a phone, really researching what's available. We need to do the same thing with our benefits. So remember most of you, for most of you, this is the one time in the year to make enrollment decisions and enroll. So don't wait.