



eCommerce Time Away from Work Leadership Training

December 2017

Hello. Welcome to our overview of the eCommerce Time Off programs. Thanks for joining us today.

Earlier in September, we provided you with high level details of our time off programs.

This educational session is designed to provide more information on the details of your role in supporting time off programs including greater detail how the programs work and what to expect in the transition.

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For quick reference, here is a list of programs we'll cover today and where to find them in the presentation. Now, let's get started by reviewing your role as a leader in understanding Time Away from Work programs for you and your teams.

Your role as a leader: understanding time off programs

ALL ASSOCIATES

Time Off programs for salaried and hourly associates:

- Paid Time Off (PTO)
 - Salaried FlexPTO (including metro professionals)
 - Hourly PTO (full-time and part-time/temporary)
- Holidays (full-time and part-time/temporary)
- Disability (salaried and full-time hourly associates)
 - Short-Term Disability
 - Long-Term Disability
- Parental and Family Care Pay (salaried and metro professionals)
- Parental Pay (full-time hourly)

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There are four types of time away:

- Paid Time Off (PTO)
 - Salaried and metro professional associates have a program called FlexPTO
 - While Hourly PTO is an earned PTO program
- Holidays, which are covered through a separate pay program for our hourly associates. Because these holidays are covered, hourly associates won't use PTO for Walmart eCommerce observed holidays.
- Walmart's disability coverage has both short- and long-term programs. Salaried and full-time hourly associates are eligible for both programs with short-term disability provided at no cost to associates.
- Our salaried associates are also eligible for Parental and Family Care Pay, and hourly associates are eligible for Parental Pay.

We'll cover each of these programs today.

Paid Time Off (PTO) and Plan year

ALL ASSOCIATES

PTO is designed to give associates control over time off and flexibility in choosing how to use it. This time can be used for vacations, sick days, time with family, or almost any other personal need.



FlexPTO begins on Feb. 1, 2018
Hourly PTO begins on Feb. 3, 2018

PTO follows the company's fiscal year cycle, beginning in February and ending the following January.



Walmart recognizes time off needs are unique, and we've designed a PTO program giving associates control over time off and flexibility in choosing how to use it. PTO can be used for vacations, sick days, time with family, or almost any other personal need.

PTO aligns with the company's fiscal year cycle, beginning in February and ending the following January. The differences in the PTO start dates are designed to align with payroll schedules.

Eligibility for PTO

ALL ASSOCIATES

FlexPTO is available to:

- Salaried associates
- Metro professional associates



Hourly PTO is available to:

- Full-time hourly associates
- Part-time hourly associates
- Temporary associates in designated jurisdictions with Paid Sick Leave (PSL) regulations can only use PTO to care for self or a family member or for other paid sick leave purposes



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The kind of PTO received depends on associate status, either hourly or salaried:

- FlexPTO is available to:
 - Salaried associates;
 - Metro professionals; and
 - Bonobos customer experience/Ninjas
- Hourly PTO is available to:
 - Full-time hourly associates;
 - Part-time hourly associates; and
 - Temporary associates in designated jurisdictions with Paid Sick Leave (PSL) regulations, for which they can use PTO certain purposes.

FlexPTO program



Let's review the eCommerce FlexPTO program for salaried, metro professional and Bonobos customer experience/Ninja associates.

How much FlexPTO can associates get?

SALARIED AND METRO PROFESSIONAL ASSOCIATES

FlexPTO offers the flexibility to take as much time off as needed, as long as:

- It's approved by the associate's manager
- It doesn't affect associate and team performance

How it will work:

- No minimums, maximums, or set balance to use in a given PTO Plan Year
- Covers incidental absence for illness (for self or family members)
- Coordinates with Leave of Absence (LOA)



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Salaried, Metro Professional and Bonobos customer experience/Ninja associates have the flexibility to take as much time off as needed with the FlexPTO program, as long as their time-off requests are approved by their manager and time away doesn't affect their job performance or their team's performance.

Remember, it's always a good idea for associates to give their leader as much advance notice as possible when requesting PTO.

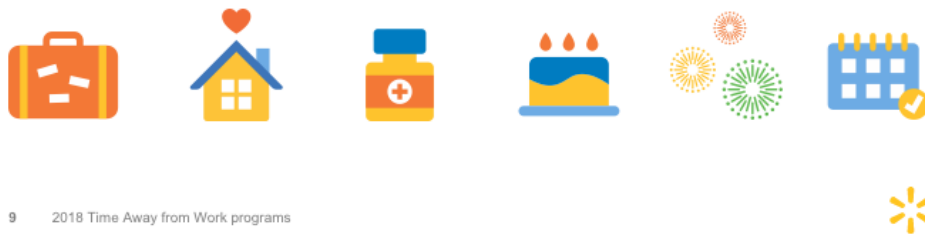
Here's a little more about how FlexPTO works:

- There are no minimums, maximums, or a set balance to use in a given Plan year. Instead, associates are encouraged to take a reasonable amount of time off to maintain work/life balance.
- FlexPTO is designed to cover incidental absences if you or a family member is sick
- FlexPTO coordinates with Leaves of Absence (LOA) with a set number of days for each leave event

When should FlexPTO be used?

SALARIED AND METRO PROFESSIONAL ASSOCIATES

- Vacation
- Holidays
- Personal time or unexpected personal emergency
- Incidental illness or injury (when 4 continuous days or less) to care for self or a family member
- While on leave of absence:
 - To cover the seven calendar day waiting period for short-term disability
 - To cover absences when on a continuous or intermittent unpaid leave
 - Up to 14 working days of FlexPTO may be used per qualifying leave event



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Let's cover when associates should – and shouldn't – use FlexPTO.

Associates can, and should, use FlexPTO for:

- Taking a vacation
- Celebrating a holiday recognized by Walmart eCommerce
- Needing some personal time or for an unexpected personal emergency
- Their own incidental illness or injury or that of a family member, if less than 4 continuous days
- To cover the seven-calendar-day waiting period for short-term disability; or
- To cover absences when on a continuous or intermittent unpaid leave where up to 14 working days of FlexPTO may be used per qualifying leave event

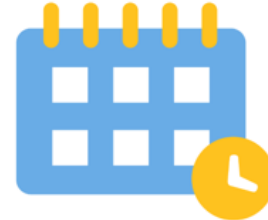
Taking FlexPTO While on Intermittent LOA: Scenario

SALARIED AND METRO PROFESSIONAL ASSOCIATES

Jill strained her back while playing tennis. Her doctor has prescribed physical therapy to help her recover. She'll need two days a week off for physical therapy for several weeks. She contacts Sedgwick to submit a request for an Intermittent Leave of Absence.

Her Intermittent LOA claim is approved from May 1 to June 30. Since she'll be on an Intermittent LOA, she will have up to 14 days of FlexPTO available to her which will cover her absences due to physical therapy visits. If she uses all 14 days, some of her intermittent absences would be taken as unpaid time off.

While on her approved Intermittent LOA, she also wants to take a day off to attend her daughter's day long field trip. Jill requests FlexPTO for this time off not related to her physical therapy Intermittent LOA. She requests and is approved to use one FlexPTO day to attend her daughter's field trip.



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To give you an idea of how FlexPTO integrates with a leave of absence, let's review a scenario of a salaried associate on a intermittent LOA following a back injury.

Jill strained her back while playing tennis. Her doctor has prescribed physical therapy to help her recover. She'll need two days a week off for physical therapy for several weeks. She contacts Sedgwick to submit a request for an Intermittent Leave of Absence.

Her Intermittent LOA claim is approved from May 1 to June 30. Since she'll be on an Intermittent LOA, she will have up to 14 days of FlexPTO available to her which will cover her absences due to physical therapy visits. If she uses all 14 days, some of her intermittent absences would be taken as unpaid time off.

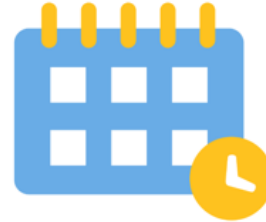
While on her approved Intermittent LOA, she also wants to take a day off to attend her daughter's day long field trip. Jill requests FlexPTO for this time off not related to her physical therapy Intermittent LOA. She requests and is approved to use one FlexPTO day to attend her daughter's field trip.

When can't FlexPTO be used?

SALARIED AND METRO PROFESSIONAL ASSOCIATES

FlexPTO is not a substitute for taking a Leave of Absence. Here are some other situations when FlexPTO should not be used:

- At the same time disability pay is received for Continuous Leave of Absence.*
- When returning to work following a disability claim but the same or a related condition will require missing work occasionally.
- Directly following when disability pay has been exhausted and/or the Family Care and Parental Pay benefit.



*City and state variations may apply.

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Let's review a few reasons when not to use FlexPTO.

As we mentioned earlier, FlexPTO is intended to be used for incidental absences if you or a family member is sick or injured. Please note, FlexPTO is not a substitute for taking a Leave of Absence.

Here are some other situations when FlexPTO should not be used:

- At the same time you are receiving disability pay for Continuous Leave of Absence. Certain city and state variations apply to this.
- When you return to work following a disability claim, but the same or a related condition will require you to continue to miss work occasionally.
- Directly following when you have exhausted disability pay and/or the Family Care and Parental Pay benefit.

How will legacy time off transition to FlexPTO?

SALARIED ASSOCIATES AND METRO PROFESSIONALS

For associates with unused and accrued legacy PTO/vacation time off, that time will be paid out to them in Feb. 2018.



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2018 is a transition year, as eCommerce associates move to Walmart's Time Off programs.

With that in mind, let's touch on how salaried and metro professionals will transition to FlexPTO. If a salaried or metro professional associate has unused and accrued PTO from a previous time off policy as of Jan. 31, 2018, all of that time will be paid to the associate in Feb. 2018.

Please note, this will not apply to associates with Bonobos legacy sick time as this time will be available for use in certain situations.

What to consider when reviewing FlexPTO requests

SALARIED AND METRO PROFESSIONAL ASSOCIATES

Time away from work is important. As leaders, here are guidelines to consider when reviewing FlexPTO requests:

- Use fair time off management practices for approving/denying requests that focus on appropriate business considerations
- Approve/deny requests in accordance with the FlexPTO policy
- Consider if the request affects the performance of the associate or their team – will work tasks or work product be affected
- Consider the reason for the request – in some cases specific regulations for paid sick leave (self or family care) may apply
- Determine if the nature of the request possibly indicates a need for a leave of absence instead of taking FlexPTO

Encourage reasonable amounts of time off for a well-balanced work-life

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Time away from work is important. As leaders, here are guidelines to consider when reviewing FlexPTO requests:

- Use fair time off management practices for approving/denying requests that focus on appropriate business considerations
- Approve/deny requests in accordance with the FlexPTO policy
- Consider if the request affects the performance of the associate or their team – for example, will work tasks or work product be affected due to the time off request?
- Consider the reason for the request – in some cases specific regulations for paid sick leave (self or family care) may apply
- Determine if the nature of the request possibly indicates a need for a leave of absence instead of taking FlexPTO

Overall, please encourage reasonable amounts of time off for a well-balanced work-life.

Hourly PTO program



Next up, let's review the eCommerce hourly PTO program.

How do hourly associates earn PTO?

HOURLY ASSOCIATES

- Associates begin earning PTO on the 90th day of employment (state variations apply) from their original hire date
- PTO is available for use when earned, up to an annual maximum
- PTO is earned based on:
 - Associate type: whether associate is full-time, part-time or temporary
 - Tenure: PTO earning rate is based on the years of service (from your original hire date) celebrated during the plan year
 - Service hours:
 - Actual hours worked including overtime
 - Regular pay by way of other pay policies (e.g., holiday pay, parental pay, bereavement pay, etc.)
 - Even earn PTO while on PTO
- Earning PTO is paused when you are receiving disability pay.*

*City and state variations may apply.

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New hourly associates hired after Feb. 1, 2018, will start to earn PTO on their 90th day of employment. However, associates hired by a Walmart-acquired online brand prior to Dec. 31, 2017, will begin earning PTO as of Feb. 3, 2018.

Once PTO is earned, an associate can use it right away, up to an annual maximum.

PTO is earned based on a few factors:

- Associate type: full-time or part-time (no minimum working-hour requirement);
- Tenure: years of service based on most recent hire date (time worked for online brand included); and
- Service hours which are:
 - Actual hours worked, including overtime;
 - Regular pay by way of other pay policies (example include: holiday pay, parental leave pay, bereavement pay, jury duty pay, etc.)
 - Associates will even earn PTO while on PTO!
 - Keep in mind that disability benefits don't count towards service

hours

How do hourly associates earn PTO?

HOURLY ASSOCIATES

Full-time hourly PTO schedule*

Tenure	Rate you earn PTO	Max PTO hours/year
0-1	17.3 hours = 1 PTO hour earned	120
2	15.3 hours = 1 PTO hour earned	136
3-5	11.8 hours = 1 PTO hour earned	176
6-9	10 hours = 1 PTO hour earned	208
10-14	9.3 hours = 1 PTO hour earned	224
15-19	7.9 hours = 1 PTO hour earned	264
20+	6.8 hours = 1 PTO hour earned	304

*Years of service based on your most recent hire date. Associates working in certain cities or states may earn PTO at different amounts or have different options for using time off due to local regulations.



Here's the Walmart full-time hourly associate schedule for earning PTO.

For example, an associate with four years of service (based on their most recent hire date) earns 1 hour of PTO for every 10.22 service hours up to an annual maximum of 176 PTO hours. There's some variability to this schedule due to local regulations.

How do hourly associates earn PTO?

HOURLY ASSOCIATES

Part-time hourly PTO schedule*

Tenure	Rate you earn PTO	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

*Years of service based on your most recent hire date. Associates working in certain cities or states may earn PTO at different amounts or have different options for using time off due to local regulations.



Similar to full-time associates, part-time associates earn PTO based on tenure and service hours up to an annual maximum. Here too, we have a few variations to this schedule due to local regulations.

When should PTO be used?

HOURLY ASSOCIATES

- Vacation
- Holidays not recognized by the Walmart's eCommerce holiday pay policy
- Personal time or unexpected personal emergency
- Incidental illness or injury
- To cover the seven calendar day waiting period for short-term disability



WHEN CAN'T PTO BE USED?

- At the same time you are receiving disability pay* or workers' compensation
- When you are receiving Parental Pay while on a parental leave of absence

*Unless otherwise allowed in jurisdictions with Paid Sick Leave (PSL) laws

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Let's cover when hourly associates should – and shouldn't – use PTO.

Associates can, and should, use PTO for:

- Taking a vacation
- Celebrating a holiday not recognized by Walmart's eCommerce holiday pay policy
- Needing some personal time or for an unexpected personal emergency
- Your own incidental illness or injury when you need to be away from work for three days or less
- To cover the seven-calendar-day waiting period for short-term disability

There are a few instances when PTO can't be used. For example, associates are unable to use PTO at the same time they are receiving disability pay or workers' compensation or when receiving Parental Pay while on a parental leave of absence.

How will hourly existing plans transition to PTO?

HOURLY ASSOCIATES

Associates transition all unused and/or accrued PTO, vacation, and sick time into the new program as their starting PTO balance.

Transitioned time doesn't affect this first year's PTO earning schedule. Associates can accrue the maximum for their tenure band the first year on the new Walmart PTO program, plus their PTO balance carried over from 2017.



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Hourly associates will transition all accrued PTO and vacation time into the new program – this combined time becomes their starting PTO balance for 2018.

Transitioned time doesn't affect this first year's PTO accrual. Associates can accrue the maximums for their tenure band the first year on the new program, plus their PTO balance, if any, carried over from 2017.

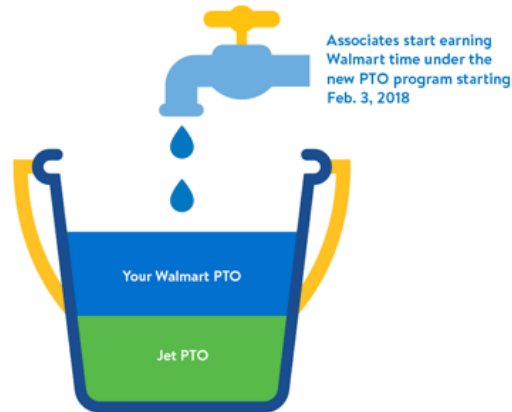
For Jet associates: How will existing plans transition to PTO?

HOURLY ASSOCIATES

Here is what to expect:

On Jan. 1, 2018, associates may carry over up to 40 hours of PTO from 2017, per the Jet PTO policy. They will also receive 40 hours of granted PTO.

Beginning Feb. 3, 2018, unused and accrued PTO will transition as associates' starting balance with Walmart's PTO plan and they'll begin earning Walmart PTO.



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Jet hourly associates will transition all 2017 earned PTO into the Walmart PTO program. Here's what to expect.

- On Jan. 1, 2018 you may carryover up to 40 hours of PTO from 2017 per the Jet PTO policy. You will also receive 40 hours of granted PTO.
- Unused PTO will transition as your starting balance on the new PTO plan.
- Beginning Feb. 3, 2018, hourly associates begin earning PTO on the new plan.

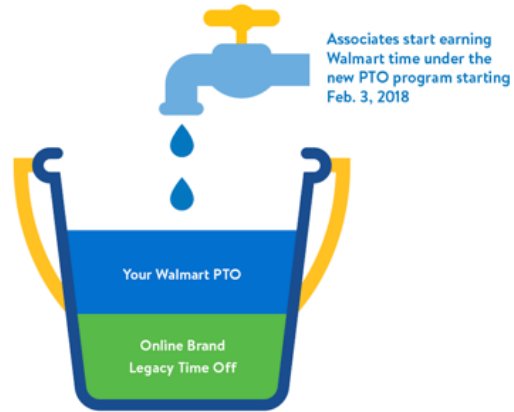
Transitioned time doesn't affect this first year's PTO accrual. This means, hourly associates can accrue the maximums for their tenure band the first year on the new program, in addition to keeping their Jet PTO.

For all others: How will existing plans transition to PTO?

HOURLY ASSOCIATES

Here is what to expect:

Beginning Feb. 3, 2018, unused and accrued PTO will transition as associates' starting balance with Walmart's PTO plan and they'll begin earning Walmart PTO.



For all other hourly associates of online brands, beginning Feb. 3, 2018, unused and accrued PTO or vacation time will transition as hourly associates' starting balance with Walmart's PTO plan and they'll begin earning Walmart PTO.

Tracking Walmart PTO: Hourly PTO

HOURLY ASSOCIATES

Hourly associates will be able to request and use PTO in as little as 15 minute increments.



15 minute increments

More information on PTO tracking systems will be available and communicated out soon.

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Hourly associates will be able to request and use PTO in as little as 15 minute increments.

Using PTO: an hourly scenario

HOURLY ASSOCIATES

Adrienne has a week's vacation with her kids planned for early Mar. 2018. She knows she'll begin earning PTO from Walmart as of Feb. 3, 2018. She will celebrate her fourth year of service in 2018. So, she'll earn PTO at a rate of one PTO hour for every 11.8 service hours. Plus, she has 40 hours of legacy PTO as her beginning PTO balance. In her first month on Walmart's PTO program, she earns 13 PTO hours.

These PTO hours are available giving her a total PTO bank of 53 hours available to use for her trip.



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Let's review a scenario of an hourly associates using PTO.

Adrienne has a week's vacation with her kids planned for early March 2018. She knows she'll begin earning PTO from Walmart as of Feb. 3, 2018. She will celebrate her fourth year of service in 2018. So, she'll earn PTO at a rate of one PTO hour for every 11.8 service hours. Plus, she has 40 hours of legacy PTO as her beginning PTO balance. In her first month on Walmart's PTO program, she earns 13 PTO hours.

These PTO hours are available giving her a total PTO bank of 53 hours available to use for her trip while still earning PTO while is in on vacation.

What if PTO isn't used before Plan year-end?

HOURLY ASSOCIATES

Beginning in 2019, full-time hourly associates can carry over up to 80 hours of unused PTO from year to year (**part-time associates** up to 48 hours).

Rules in some states and cities may affect how much PTO can be carried over.

Any unused PTO above the carryover maximum will be **paid out automatically** in first paycheck each February after the plan year ends.



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Hourly associates have a few options if they don't use their PTO before the Plan year ends:

- Hourly associates can carry over unused PTO at the end of the plan year.
 - Full-time hourly associates can carry over up to 80 hours of unused PTO from year to year
 - Part-time associates can carry over up to 48 hours
- Please note that regulations in some states and cities may affect how much PTO an associate can carry over
- Any unused PTO above the carryover maximum will be paid out automatically in the hourly associate's first paycheck each February beginning Feb. 2019

What about company holidays?

HOURLY ASSOCIATES

Hourly associates receive seven paid holidays as a separate pay policy. Holiday Pay is calculated by multiplying your normal hourly rate by eight hours.

Associates may use PTO to bridge their Holiday Pay, if they normally work more than eight hours per day and are **not** working on the holiday. For example, if the associate typically works 10-hour shifts, they may use two hours of PTO on the holiday.

If an associate works on a holiday, they'll receive holiday pay plus pay for the hours actually worked.

HOLIDAY PAY IS FOR:

- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day
- New Year's Day



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Hourly eCommerce associates get seven paid holidays as a separate pay policy. There's no need to take PTO for these.

Holiday pay is equal to eight hours at an associate's regular hourly pay. If an associate works on a holiday, they'll receive holiday pay and pay for the hours actually worked. Associates may use PTO to bridge their Holiday Pay, if they normally work more than eight hours per day and are **not** working on the holiday. For example, if the associate typically works 10-hour shifts, they may use two hours of PTO on the holiday to get them to a 10-hour day.

Walmart's holiday pay is for President's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Christmas Day and New Year's Day.

Parameters for getting paid for holidays

HOURLY ASSOCIATES

Hourly associates will remain on their legacy holiday programs until **Presidents' Day, Feb. 19, 2018**.

No action is needed for hourly associates to get paid on a Walmart-observed eCommerce holiday.

Holiday Pay has some requirements unless the associate is on an approved absence:

- Been on payroll for at least 90 calendar days prior to the holiday (original hire date included)
- Classified as 'active' in people systems
- Worked their schedule the day before and the day after the holiday
- Worked the day of the holiday, if they are scheduled to work that day



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Hourly associates will remain on their legacy holiday programs until **Presidents' Day, Feb. 19, 2018**.

No action is needed for hourly associates to get paid on a Walmart-observed eCommerce holiday.

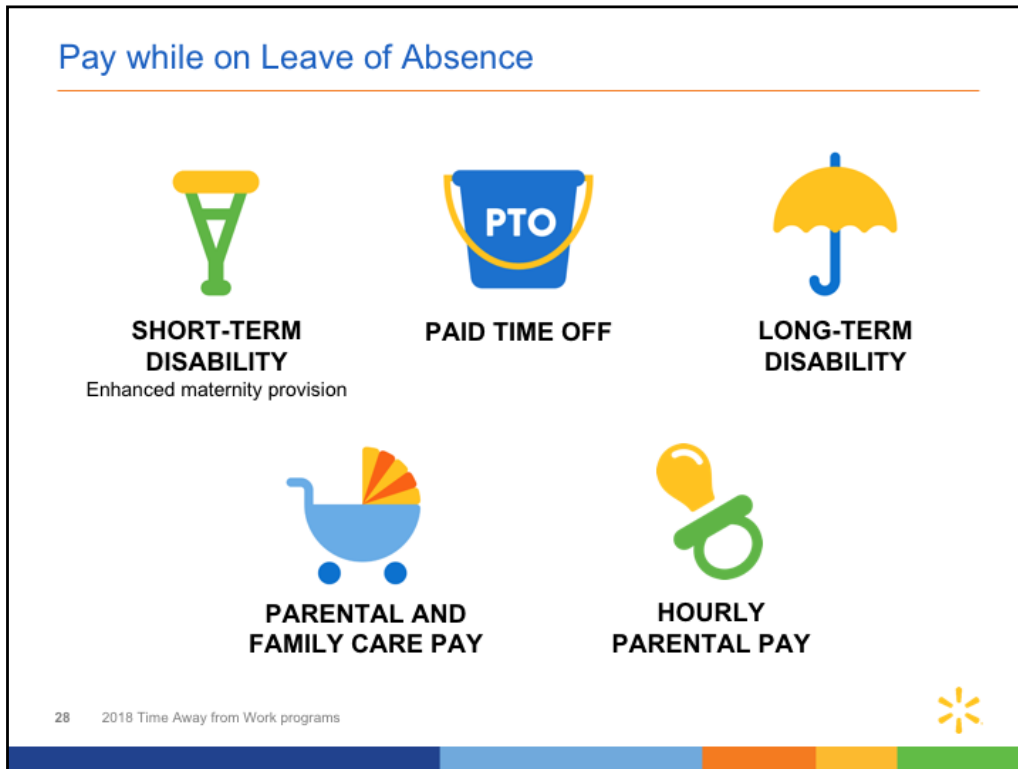
Holiday Pay has some requirements unless the associate is on an approved absence:

- Associates must have been on payroll for at least 90 calendar days prior to the holiday (original hire date included); and
- Classified as 'active' in people systems; and
- Worked their schedule the day before and the day after the holiday; and
- Worked the day of the holiday, if they are scheduled to work that day

Disability overview



Now that we've covered PTO, let's review Walmart's disability programs.



First, we have short-term disability for full-time hourly, salaried, and metro professional associates, offered at no cost to them. Short-term disability covers any time an associate is away from work because of their own eligible injury or illness.

Customer experience/Ninjas with Bonobos have the hourly disability benefits.

Within the short-term disability program, associates are eligible for an enhanced maternity provision.

Secondly, we have long-term disability available for associates to purchase through our group plan. Long-term disability picks up after short-term disability has been exhausted.

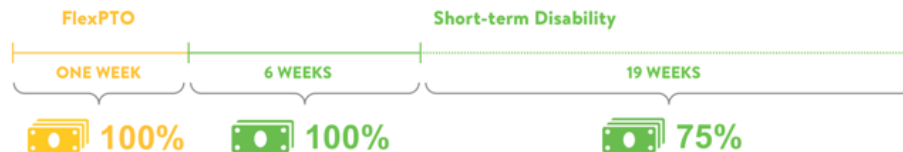
In addition, salaried and metro professionals have access to Parental and Family Care Pay, and hourly associates are eligible for Parental Pay.

Disability: salaried associates

SALARIED ASSOCIATES AND METRO PROFESSIONALS

Short-term Disability: (at no cost to associates)

- Seven calendar day waiting period
- Up to six weeks at 100% paid
- Up to an additional 19 weeks paid at 75%



Long-term Disability: (associate paid)

- Picks up where short-term disability ends
- LTD (50%) and LTD Enhanced (60%) plans offered during annual enrollment
- Benefit pays up to \$15,000 monthly maximum

FILING FOR DISABILITY: Associates must file a disability claim with Sedgwick in order to qualify for disability benefits.

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Let's run through how short-term disability works for salaried and metro professional associates:

- First, there's a one week waiting period where FlexPTO can be used to get paid.
- Then, the next six weeks are paid at 100% with the remaining 19 weeks paid at 75%.

Long-term disability picks up where short-term disability leaves off. Two long-term disability plans are available for associates to purchase. Long-term disability pays associates up to 50% of their monthly wages and the long-term disability enhanced plan pays up to 60%.

Please note that associates must file a disability claim with Sedgwick, our leave administrator, in order to qualify for disability benefits. We'll cover how to file a leave of absence claims with you in more detail later in this session.

Disability: hourly associates

FULL-TIME HOURLY ASSOCIATES

Short-term Disability:

- Seven calendar days waiting period
- Up to 25-week maximum paid benefit
- 50% of average weekly wages up to \$200 per week (no cost to the associate)
- Enhanced 60% of average weekly wages with no weekly maximum (premiums paid by associate and must be elected during annual enrollment)
- Coverage is different for NY associates who will receive STD basic and have option to enroll in NY STD enhanced plan, which has a maximum of \$6,000 per week
- Not available in CA, HI, NJ and RI



SHORT-TERM DISABILITY:
UP TO \$200 PER WEEK
UP TO 25 WEEKS

OR



SHORT-TERM DISABILITY
ENHANCED:
NO WEEKLY MAXIMUM
UP TO 25 WEEKS



The short- and long-term disability benefits for full-time hourly associates is similar to salaried and metro professionals.

Walmart's short-term disability plan covers up to 50% of the associate's average weekly wage to a \$200 weekly maximum for up to a 25-week maximum benefit.

Hourly associates have the option of buying additional short-term disability benefits to compliment benefits offered at no cost to them. They can enroll in the short-term disability enhanced plan to have the weekly maximum waived and get up to 60% of their average weekly wage.

The hourly short-term disability benefit isn't available in California, Hawaii, Rhode Island, and New Jersey, as those states have their own statutory disability plans. New York has state-based disability variations, too.

Disability: how it works

FULL-TIME HOURLY ASSOCIATES

Hourly associates in certain work locations have state-based disability benefits. If you are an hourly associate working in one of these states, please contact your People Partner for more details.



NJ, NY, RI, CA, HI

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As we mentioned, hourly associates in certain work locations have state-based disability benefits. People partners in these states will have more details available on state-based disability benefits.

Disability: hourly associates

FULL-TIME HOURLY ASSOCIATES

Long-term Disability (LTD):

- Available to full-time associates
- Associate paid
- Picks up when short-term disability ends
- LTD (50%) and LTD Enhanced (60%) plans offered during annual enrollment to a monthly maximum payment of up to \$15,000



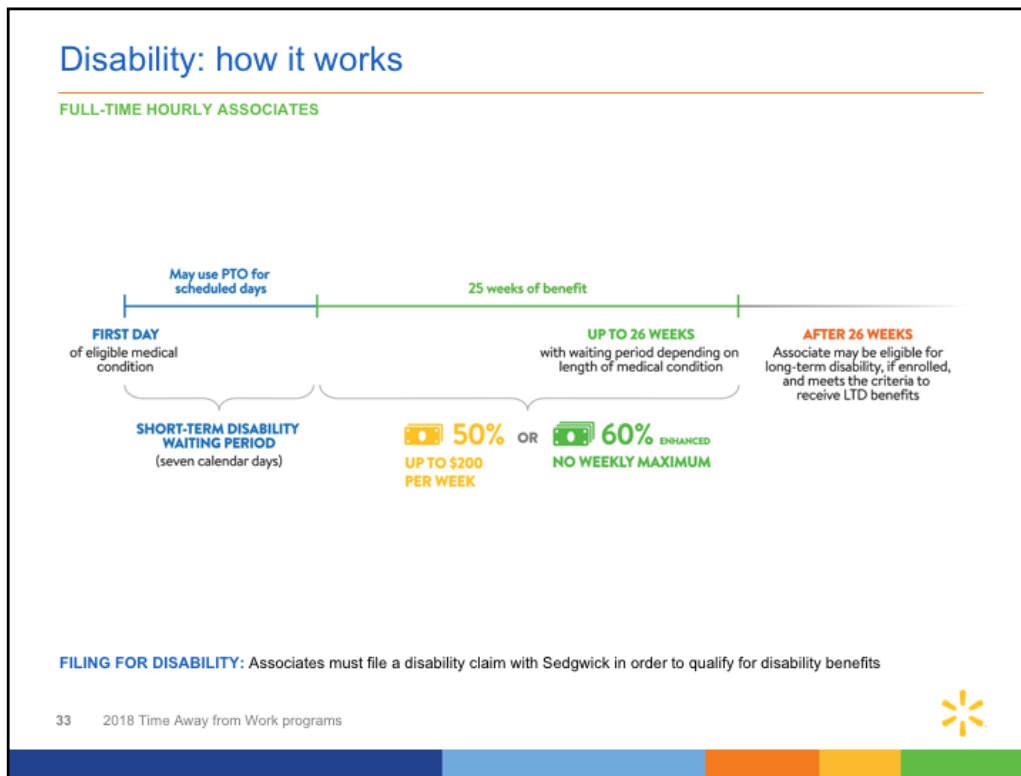
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The long-term disability benefits for full-time hourly associates is similar to salaried and metro professionals.

There are two LTD benefit options. Both are paid by associates.

- One replaces up to 50% of associates' monthly income and the other replaces 60%. Both have a monthly maximum payment of up to \$15,000 per month.
- Associates may enroll for LTD during annual enrollment, unless they have a qualifying event triggering an enrollment window.



Here is an illustration of how disability benefits work for full-time hourly eCommerce associates.

After filing a disability claim with Sedgwick, hourly associates may use earned PTO to get paid for the waiting period before short-term disability benefits kick in. Depending on the length of time required for their medical condition, associates may receive up to 26 weeks of short-term disability benefits.

If the associate has short-term disability basic, then they'll receive 50 percent of their average weekly wage, up to \$200 per week as income replacement while on short-term disability. If the associate has elected short-term disability enhanced coverage, then they'll earn up to 60 percent of their average weekly wage without a weekly paid maximum benefit amount.

Also, if enrolled in long-term disability and their disabling condition continues beyond 26 weeks, then Sedgwick will help with filing for long-term disability benefits.

Maternity, Parental and Family Care



We've covered PTO and disability so far. Let's move on to maternity, parental and family care programs.

Maternity Leave

SALARIED ASSOCIATES AND METRO PROFESSIONALS



I'm having a baby!



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Here's how maternity leave works for salaried and metro professional associates.

There's a maternity provision within our short-term disability benefits. First, there is a seven calendar day waiting period for short-term disability to kick in. FlexPTO can be used to get paid during this time. Salaried associates will receive 9 weeks of income replacement while on maternity leave and once short-term disability is exhausted, salaried associates will have a 12 week period available for continued paid time away through the Parental and Family Care Pay policy for a total of 22 weeks paid time away for maternity leave.

Maternity Leave

FULL-TIME HOURLY ASSOCIATES



I'm having a baby!



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Maternity leave works similarly for full-time hourly associates, including Bonobos customer experience/Ninjas. The difference is the availability of a two week paid leave period, following short-term disability being exhausted, for a total of 12 weeks of paid time away for maternity leave.

Taking maternity leave: transition scenario

FULL-TIME HOURLY ASSOCIATES

Cristina is expecting her third child due in early Feb. 2018. She has questions about her maternity leave and how it would work during the transition to Walmart's programs.

In this case, with Cristina's due date after the disability transition date of Jan. 1, 2018, she would file a maternity leave of absence and short-term disability claim with Sedgwick. Sedgwick will manage her leave and return to work.

She may use PTO to get paid during the short-term disability waiting period. If the baby is born before Feb. 1, she would use her available legacy PTO. If the baby is born after Feb. 1, she would have any newly accrued Walmart PTO in addition to any unused and accrued legacy PTO that transitioned in February.

Following her nine weeks of short-term disability/maternity leave, she would be eligible for an additional two weeks of parental leave.



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Let's review a possible scenario of an hourly associate, Cristina, who is expecting a baby in early Feb. 2018.

With Cristina's due date after the disability transition date of Jan. 1, 2018, she would file a maternity leave of absence and short-term disability claim with Sedgwick. Sedgwick will manage her leave and return to work.

She may use PTO to get paid during the short-term disability waiting period. If the baby is born before Feb. 1, she would use her available legacy PTO. If the baby is born after Feb. 1, she would have any newly accrued Walmart PTO in addition to any unused and accrued legacy PTO that transitioned in February.

Following her nine weeks of short-term disability/maternity leave, she would be eligible for an additional two weeks of parental leave.

Pay while on a parental or family care leave

SALARIED, METRO PROFESSIONALS AND FULL-TIME HOURLY ASSOCIATES

Leave Type	Salaried	Hourly
Parental leave taken within 12 months of birth, adoption or foster care event	<ul style="list-style-type: none"> Up to 12 weeks paid at 100 percent per rolling 12-month period Time may be taken in increments of no less than one week Parental leave pay begins after short-term disability for birth moms for a total of 22 weeks of pay 	<ul style="list-style-type: none"> Up to 2 weeks of pay at 100 percent per rolling 12-month period Employed 12 months or more = Total gross pay + prior 52 weeks Employed less than 12 months = Total gross pay + number of weeks worked Time may be taken in increments of no less than one week Parental leave pay begins after short-term disability for birth moms for a total of 12 weeks of pay
Care for an immediate family member	Up to 2 weeks of the maximum 12 week pay benefit per rolling 12 months is available to care for an immediate family member	Family care leave is unpaid but may use available PTO for income replacement while on an approved leave of absence
Maternity provision within short-term disability	Nine-week maternity benefit paid at 100 percent as part of short-term disability	Nine-week maternity benefit paid at 100 percent as part of short-term disability

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Let's start with parental leave.

Walmart's parental leave can be taken within 12 months of a birth, adoption or foster care events.

Salaried associates are eligible for up to 12 weeks paid at 100 percent per rolling 12-month period.

- These benefit must be used continuously (cannot be used intermittently)
- Parental leave pay begins after short-term disability for birth moms for a total of 22 weeks paid leave benefit

Full-time hourly associates have a slightly different programs.

- Full-time hourly associates receive up to 2 weeks of pay at 100 percent per rolling 12-month period
 - If they are employed 12 months or more, then they will receive their total gross pay divided by prior 52 weeks
 - If they are employed less than 12 months, they will receive their total gross pay divided by their number of weeks worked
- Must be used continuously (cannot be used intermittently)
- For mothers who give birth, parental leave pay begins after the 10-week short-term disability has ended, for a total of 12 weeks paid leave benefit

For a leave to care for an immediate family member, salaried associates will receive up to 2 weeks of the maximum 12 week benefit of per rolling 12 months is available under this program.

Hourly associates are not eligible for family care paid leave. However, they may use available PTO for income replacement while on an approved unpaid leave of absence.

Both salaried and full-time hourly associates are eligible for a ten-week maternity benefit paid at 100 percent as part of short-term disability

Key dates of disability plan transition

SALARIED, METRO PROFESSIONALS AND FULL-TIME HOURLY ASSOCIATES

- Jan. 1, 2018 – new Walmart disability and leave programs begin
- Leaves and disability beginning before Jan. 1, 2018, will be covered under old programs
- Leaves and disability beginning on or after Jan. 1, 2018, will be covered by Walmart's programs
- Sedgwick is the leave administrator for all leaves beginning Jan. 1, 2018



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Here are the key dates of the eCommerce disability transition.

- Jan. 1, 2018 – new Walmart disability and leave programs begin
- Leaves and disability beginning before Jan. 1, 2018, will be covered under old programs
- Leaves and disability beginning after Jan. 1, 2018, will be covered by Walmart's programs
- Sedgwick is the leave administrator for all leaves beginning Jan. 1, 2018
 - Leave and disability requests must be requested through Sedgwick

When and how to file a leave of absence claim



Let's review details on when and how to file a leave of absence claim.

When to file a leave of absence claim

FOR ALL ASSOCIATES

Any time an associate needs more than three days off due to their own medical condition or to care for a family member, then a leave of absence claim must be filed with Sedgwick.

Examples that require a leave of absence claim:*



MILITARY LEAVE



**MATERNITY OR
PATERNITY LEAVE**



**TIME OFF TO
CARE FOR A
FAMILY MEMBER**



**ASSOCIATE'S
OWN MEDICAL
CONDITION**

*Please refer to Walmart leave policies for a complete list.

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Any time an associate needs more than three days off due to their own medical condition or to care for a family member, then a leave of absence claim must be filed with Sedgwick. Examples that require a leave of absence claim include military leave; maternity/paternity leave; time off to care for a family member or time off due to an associate's own medical condition. For a complete list, please refer to Walmart's leave policies.

Tips on taking a leave of absence

FOR ALL ASSOCIATES

Life happens. We understand associates may need to take a leave of absence. Here are a few tips.



Filing a leave claim

To take a leave, you'll file a claim with Walmart's leave administrator, Sedgwick.



Keep in touch with your manager

Communication is key to supporting you and your team during your leave.



Know your benefits

Work with your People Partner to learn more about your Walmart benefits while you're on leave.

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We understand associates may need time away from work and here are a few tips on requesting a leave of absence:

First, associate will need to file a leave claim. As we mentioned, Sedgwick is our leave administrator and associates will need to contact Sedgwick to initiate their leave request.

Secondly, it is important associates keep in touch with their manager about their need for a leave.

And, encourage associates to work with their People Partner to learn more about their Walmart benefits while on leave to make sure their medical benefits and other benefits continue. They may also want to reach out to Resources for Living, Walmart's service dedicated to promoting associate wellbeing, while on leave.

How to file a leave of absence claim

FOR ALL ASSOCIATES

Typically, if an associate needs more than three days off due to their own medical condition or to care for a family member, a leave of absence claim needs to be filed. Here's how:

- 1 Request a leave with Sedgwick by using:
 - viaOne® express
 - By phone: 800-492-5678
- 2 Complete and return all necessary paperwork to Sedgwick:
 - Email: WalmartForms@sedgwicksir.com
 - By fax: 859-264-4372 or 859-280-3270
- 3 Let your People Partner know of using any PTO to get paid during disability waiting period

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Typically, if an associate needs more than three days off due to their own medical condition or to care for a family member, a leave of absence claim needs to be filed. Here's how:

First, request a leave with Sedgwick by using:

- viaOne® express
- By phone: 800-492-5678

Secondly, complete and return all necessary paperwork to Sedgwick:

- email: WalmartForms@sedgwicksir.com
- By fax: 859-264-4372 or 859-280-3270

And finally, associates need to let their People Partner know of using any of their PTO to get paid during disability waiting period.

Time Away from Work tools and resources



To wrap this up, we'll highlight where to find Time Away from Work tools and resources.

Tools and resources

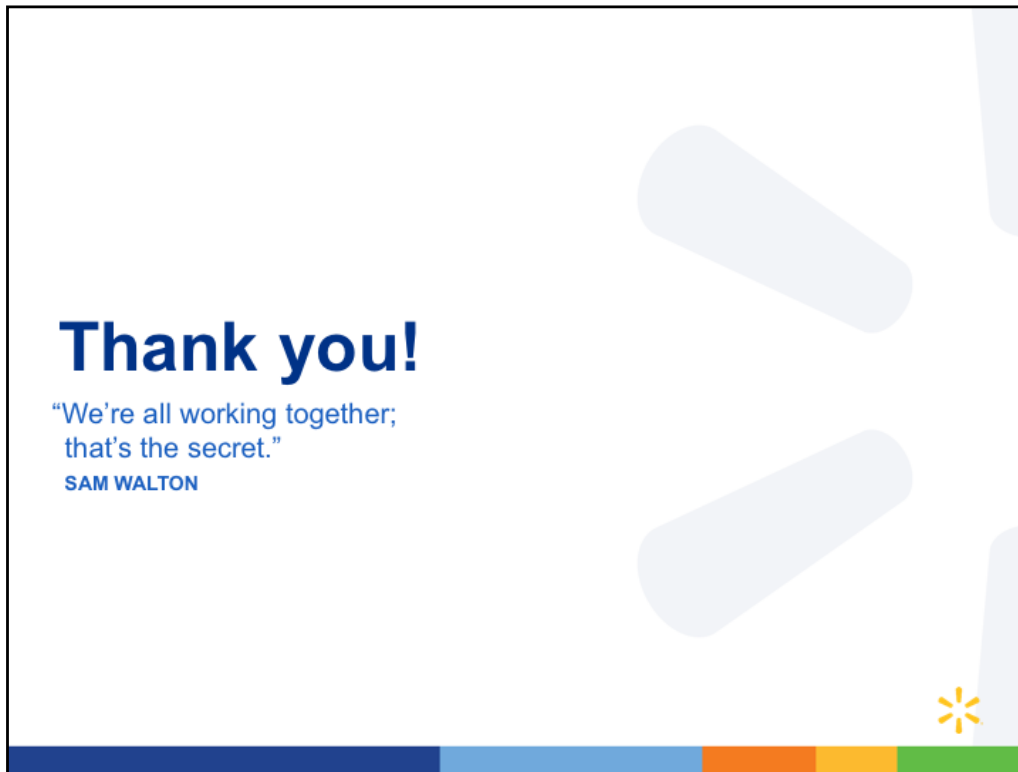
FOR ALL ASSOCIATES

- **Online** – go to **WalmartOne.com/eCommTimeOff** to learn more
- **People Partner** – reach out to your people partner with questions about Walmart's Time Away from Work programs
- **People Services** – call our team with your questions at 800-421-1362
- **Sedgwick** – contact Sedgwick to file a leave claim using:
 - viaOne® express; or
 - By phone 800-492-5678

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You may already be familiar with WalmartOne and the eComm time off section is a good spot to learn more about the programs we covered today. And, your people partner is always a great resource, as well as our people services team in Bentonville. To file a leave claim, please contact Sedgwick.



And that's it! We appreciate the work you do to support our associates in this transition to Walmart's total rewards programs. Feel free to email us your questions.