



# Investing in Walmart Associates

We're focused on providing access to careers and growth opportunities. We're creating a culture of inclusion and belonging while supporting our associates' physical, financial and emotional well-being.



## Fulfillment and Distribution Center Associates

**\$16 - \$34/hr.**

Starting pay range



## Walmart Truck Drivers

**\$90,000 - \$110,000/yr.**

Starting pay range



## Sam's Club Associates

**\$15 - \$32/hr.**

Starting pay range



## Walmart Store Associates

**\$14 - \$32/hr.**

Starting pay range

The secret of Walmart's success is simple – our people. We're proud of our investments in associate wages and we continuously review our pay and rewards to make sure they're attractive in the markets where we do business. We're also proud of our culture of growth and belonging. Approximately 75% of our U.S. salaried store, club and supply chain managers started their careers as hourly associates.

## Our U.S. associate average hourly wage is close to \$18.

Represents all store, club and supply chain hourly associates.

In addition to the wages referenced to the left, we're committed to supporting our associates' wellbeing – whether that's physical, financial or emotional. Some of those benefits include:

### BENEFITS

- Paid time-off, including sick leave
- Schedules provided 2 weeks in advance
- 401(k) match
- Associate stock purchase plan
- Walmart pays for 100% college tuition & books
- Free Walmart+ membership
- Associate discounts
- Comprehensive well-being benefits
- Medical coverage
- Virtual doctor visits
- No-cost counseling
- Paid maternity / paternity leave

All benefits subject to eligibility rules.