

Paid Time Off: Flexibility and Choice for Your Days Off.

FOR SALARIED ASSOCIATES

The freedom to take off when you need it can be a very valuable associate benefit. We get it. That's why Walmart's all-in-one approach to Paid Time Off (PTO) gives you a simple, flexible way to spend time away from work. Whether you're going to the doctor, celebrating a holiday or just taking a family vacation, PTO makes it easy to schedule the time you need.

The longer you work for Walmart, the more PTO you get.

As a salaried associate, you receive an annual grant of time based on how long you have been with Walmart.* Each February you'll receive the full annual PTO grant as shown. Although your full grant is available for use at the beginning of the year, you will accrue the grant over the course of the plan year.

Annual PTO Grant Salaried 5-Day Work Week Associate

YEARS AT WALMART	ANNUAL PTO GRANT MAX DAYS
	FEBRUARY 2017 AND BEYOND
0-1	21
2	23
3-5	26
6-9	31
10-14	34
15+	36

*In your first year, your initial grant of PTO days is prorated based on your month of hire.



Annual PTO Grant Salaried 4-Day Work Week Associate

YEARS AT WALMART	ANNUAL PTO GRANT MAX DAYS
	FEBRUARY 2017 AND BEYOND
0-1	17
2	18
3-5	21
6-9	25
10-14	27
15+	29

Annual PTO Grant Salaried 3-Day Work Week Associate

YEARS AT WALMART	ANNUAL PTO GRANT MAX DAYS
	FEBRUARY 2017 AND BEYOND
0-1	13
2	14
3-5	16
6-9	19
10-14	20
15+	22

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