

Just the Facts

- All hourly associates in U.S. stores, Supply Chain and Sam's Club will be able to accrue up to 48 hours of Protected PTO to account for unscheduled absences.
- Associates who are pregnant or who have a pregnant partner will have pregnancy-related absences authorized, as well. **Let's discuss this at our next working session**
- With the new Protected PTO policy and based on feedback we've received from our associates, we're also rolling out a new Attendance policy. Beginning Feb. 2, all U.S. Stores associates will be reset to zero occurrences.
- When associates have a spotless attendance record, they will now be eligible for an increase on their quarterly MyShare payout.
 - Associates with zero occurrences will be eligible for a 125% modifier.
 - Associates with 0.5 to 1.5 occurrences will get the full payout they're used to receiving.
 - 2 to 2.5 occurrences will put a 75% modifier on their MyShare.
 - 3 to 3.5 occurrences will put a 50% modifier on the payout.
 - Associates with 4 or more occurrences will not receive a MyShare payment.
- Whereas the previous policy allowed for up to 9 occurrences before termination, associates can now be exited after 5 occurrences. New-hire associates (less than 6 months) will also be given 5 occurrences, after previously being held to a 4-occurrence standard.
- The tenure bands for PTO have been modified to support the transition to our Protected PTO program.

Full Time Hourly Accrual Rates - Standard Walmart/Sams

Tenure Band	PTO			Protected PTO			Total PTO		
	Accrual Rate	Time to Accrue One Hour	Annual Accrual Maximum	Accrual Rate	Time to Accrue One Hour	Annual Accrual Maximum	Accrual Rate	Time to Accrue One Hour	Annual Accrual Maximum
1-1	0.0243559	41.05	72	0.0333333	30.00	48	0.0576992	17.33	120
1-2	0.0243559	41.05	72	0.0333333	30.00	48	0.0576992	17.33	120
2	0.032052	31.20	88	0.0333333	30.00	48	0.0653855	15.29	136
3-4	0.051282	19.50	128	0.0333333	30.00	48	0.0846155	11.82	176
5-6	0.0644517	15.00	160	0.0333333	30.00	48	0.1000000	10.00	208
7-10	0.0743559	13.45	176	0.0333333	30.00	48	0.1076992	9.29	224
11-15	0.0935090	10.68	216	0.0333333	30.00	48	0.1268323	7.88	264
16+	0.112821	8.86	256	0.0333333	30.00	48	0.1461544	6.84	304

Part Time Hourly Accrual Rates - Standard Walmart/Sams

PTO			Protected PTO			Total PTO		
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Walmart Attendance Policy 2014

R Barnett



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