

Dear Associates,

For most of you, it's Week 2 of WFH but for me it's Week 3. I was WFH and on self-quarantine due to personal domestic travel. As I get into the middle of Week 3, I thought I'll take a few moments to share my perspective and thoughts with all of you.

At Walmart, the well-being of our associates is our top priority. Since last week, we are all working from home (WFH) to help contain the spread of the Coronavirus. As we continue working, we are separated by distance but NOT isolated from each other. I want each of you to know that we are in it together as one Walmart family! The work we are doing is truly making a difference in these challenging times. I am sure you all are reading stories of how Walmart is stepping up its efforts to help people during this time of need and I have been hearing of teams in IDC that have worked over the weekend to help roll out new features in our stores, DCs and FCs– we should all be very proud to be a part of this amazing organization!

We are a technology led organization and we are leveraging all the tools to stay connected with each other and with our families wherever they are. Last Friday, we heard from our global tech leaders on news way of working; to catch a glimpse of the video, [click here!](#) As we get adapted to the new norms of working from home, there are certain enablers that can help us navigate these changing times. I am sharing below a few tips that has personally worked for me.

Last week, I made my home office setup more comfortable knowing that I am going to be working from here for a little bit longer every day in the coming days and weeks. So, make sure your workplace at home is as ergonomic as possible and as comfortable as possible. Sometimes, just adding a personal touch such as a photograph of loved ones or a vacation picture from the past goes a long way to liven up the space! For the curious amongst us, below is a picture of where I spend a lot of time these days 😊



Remember to take breaks during the day. At the office, we usually walk to the pantry or to each other's workstations or have hallway conversations – these may be very short duration but are an important part of our day and keeps us engaged, motivated and productive. Even if we cannot have in-person conversations with our colleagues, let's do take the time to stretch and take short breaks during the day. One of my challenges has been to stay hydrated – I find that I am not drinking enough water. So, now I keep a bottle of water handy at all times.

Many of us have kids or other family members or pets at home. Let's take the time to be with them and be available, always. It's ok if kids walk in and interrupt a zoom meeting – rather than wave them away, let's introduce them to our colleagues over zoom. Think of it as if, for the time being, every day is now "Bring your Kids to Work" day 😊 This way of working is new and different for every one of us. Let's lean on each other and not hesitate to ask for help where we need it and to offer help when we can. No matter how big or small it is.

Most importantly, during these challenging times each one of us are going through our own trying circumstances. My wife Lata and I are spending a lot of time on WhatsApp, on email and on the phone with our twin daughters who are right now in their university dorm at CMU in Pittsburgh and unable to travel anywhere. I am sure you all have loved ones across the country and the globe. We are all worried about their safety and staying in touch with them as best as possible – remember the safety and well-being of our families should always come first. Be sure to reach out if you need help and you'll find everyone willing to help in any way we can.

Today, Walmart is playing a crucial role globally in serving our communities. I am very proud that all of us are stepping up to serve our worldwide customers better, more than ever, in these trying times. We need a global effort to come out of this virus outbreak and, at Walmart Labs India, we will continue to support, and we will emerge stronger.

Thank you for all your hard work and for your unwavering support!

Stay safe! Stay healthy!

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