

2020 Benefits Information for Associates Leaving Walmart



Coverage	When your benefit ends	Eligibility to continue coverage	Next steps	Important dates and information	Possible payouts
<p>Medical, dental, and vision</p>	<p>Coverage for yourself and your dependent(s) ends on your last day of employment.</p> <p>However, you may be able to continue coverage under COBRA for you and/or your dependents.</p> <p>In addition to COBRA, you may want to visit HealthCare.gov to learn about the medical plans available in your state through the Affordable Care Act. Assorted plans may be available to you at different costs. Depending on your income, you may be eligible for a government subsidy.</p>	<p>You and/or your eligible dependent(s) may be able to continue your medical, dental, and vision coverage through COBRA, at your own expense, if you:</p> <ul style="list-style-type: none"> • Have coverage on your last day of employment at Walmart (or last day prior to a leave of absence if you don't return to work), and • Want to keep the same coverage you currently have. <p>Government regulations and your individual circumstances determine the length of time you're eligible for COBRA coverage.</p> <p>If your COBRA coverage is HMO coverage, you may be able to convert your coverage to an individual policy when your COBRA coverage ends. Contact your HMO for details.</p>	<p>Generally within 30 days of your termination of employment, Walmart will notify WageWorks, the Plan's COBRA administrator, of your right to elect COBRA continuation coverage.</p> <p>WageWorks will mail you a COBRA notice and election form within 14 days after they receive notification of your termination. If you don't receive the notice, call WageWorks at 800-570-1863.</p> <p>To elect COBRA continuation coverage, return the completed form to WageWorks within 60 days of the date of the notice. If you make this election and pay the required premiums, COBRA coverage will be effective on the day after your Walmart coverage would end. See the 2020 <i>Associate Benefits Book</i> for more information.</p>	<p>If you don't elect COBRA coverage within the 60-day eligibility period, you'll lose the right to elect COBRA coverage. You may cancel COBRA coverage at any time by ceasing to pay the premiums.</p> <p>Note that conditions and restrictions apply to COBRA continuation coverage. For more information, see the 2020 <i>Associate Benefits Book</i>.</p> <p>Contact WageWorks at 800-570-1863 or visit MyBenefits.WageWorks.com</p> <p>If you have a Health Savings Account, the funds in your account belong to you, but all fees associated with your account will become your responsibility after you leave the company.</p> <p>Contact HealthEquity, the Health Savings Account custodian at 866-296-2860.</p>	<p>If you have a Health Savings Account you can keep it, but you'll have to pay the monthly account fee. If you don't wish to maintain it, you can close your account by contacting HealthEquity, the Health Savings Account custodian, at 866-296-2860.</p>
<p>Critical illness insurance and accident insurance</p>	<p>Coverage for yourself and your dependent(s) will end on your last day of employment. However, you can continue critical illness and/or accident insurance coverage directly through Allstate.</p>	<p>To continue coverage, you must notify Allstate of your intent to continue coverage.</p>	<p>Call Allstate at 800-514-9525 and ask to continue your coverage.</p>	<p>To continue coverage, contact Allstate and send your first premium payment within 60 days of the date of your termination of employment.</p> <p>Your premiums are due in advance of each month's coverage, on the first day of the calendar month.</p> <p>Allstate will bill you directly.</p>	<p>N/A</p>

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Company-paid life, optional life, and dependent life	Coverage for yourself and your dependent(s) will end on your last day of employment.	In most circumstances, if your group life coverage ends, you have options to continue your coverage.	A notice of your life insurance options will be mailed to your home within three weeks of your termination of employment. Be sure Walmart has your correct home address on file. If you don't receive the notice within three weeks of your termination of employment, call Prudential at 877-740-2116 .	You have 31 days from your termination date to request to continue your coverage. If you work in Minnesota, some exceptions may apply. See the <i>2020 Associate Benefits Book</i> for more details.	None
Short-term Disability	Coverage will end on your last day of employment.	If you are an hourly associate, short-term disability benefit payments may continue until: <ul style="list-style-type: none"> • The date you are no longer totally disabled • The date you fail to furnish the required proof that you are totally disabled when requested to do so by Sedgwick or by Lincoln • The date you are no longer under the continuous care and treatment of a qualified doctor • The date you refuse to be examined, if Sedgwick or Lincoln requires an examination • The last day of the maximum period for which benefits are payable (end of 25 weeks), or • The date of your death 	If an hourly full-time associate has an open claim with Sedgwick/ Lincoln, they should continue to work with them for any ongoing claim needs.	N/A	N/A

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Long-term Disability (LTD)	Coverage will end on your last day of employment.	<p>If you are receiving LTD benefit payments due to an approved disability, your benefit payments may continue until:</p> <ul style="list-style-type: none"> • The date you fail to furnish proof of continued disability and regular attendance of a doctor • The date you fail to cooperate in the administration of your claim. For example: providing information or documents needed to determine whether benefits are payable and/ or determining the benefit amount • The date you refuse to be examined or evaluated at reasonable intervals • The date you refuse to receive appropriate available treatment • The date you are able to work in your own occupation on a part-time basis but choose not to • The date your partial disability monthly earnings exceed 80% of your indexed pre-disability earnings • The date you no longer meet the plan's definition of disabled • The last day of the maximum period for which benefits are payable, or • The date of your death 	If an associate has an open claim with Lincoln, they should continue to work with them for any ongoing claim needs.	N/A	N/A
Associate Stock Purchase Plan	<p>Your Associate Stock Purchase Plan account will remain open until you decide to close it.</p> <p>However, your account will be closed automatically if you terminate employment and there are no shares or fractional shares in your account.</p>	<p>If you have an Associate Stock Purchase Plan account, you can:</p> <ul style="list-style-type: none"> • Keep your account open and make voluntary cash purchases with no broker's fee; • Close your account and receive all full shares in certificate form and a check for any partial share ownership; or • Close your account and sell all the shares in your account. 	<p>Manage your account at Computershare.com/Walmart.</p> <p>If you have questions, call 800-438-6278.</p>	<p>You may keep your account open as long as you want.</p> <p>However, an annual maintenance fee of \$35 will be charged to your account after you leave Walmart. This fee will automatically be deducted from your account through the sale of an appropriate portion of a share of stock to cover the fee.</p>	<p>Payouts will occur based on your instructions.</p> <p>You can avoid additional fees if you wait to complete the transaction until you receive your final paycheck.</p>

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Paid Time Off (PTO)	PTO accrual ends on your last day of employment.	PTO ends when you terminate employment.	N/A	N/A	<p>Hourly associates: The paid time off you've earned but haven't used will be paid out to you provided you've been with the company for at least one year. Unless required by state law, associates with less than one year of service won't receive a payout at termination.</p> <p>Salaried associates on the National PTO Plan: You earn a portion of the Grant you received on Feb. 1 on the first day of each month worked as described in the policy. Up to five days of PTO you've earned but haven't used will be paid out to you provided you've been with the company for at least one year, unless otherwise required by state law. If you've used more PTO than you've earned, you won't be asked to repay any overuse.</p> <p>Salaried associates on the FlexPTO Plan: Paid time off isn't earned. No amount of FlexPTO pays out upon termination regardless of how much PTO was taken prior to termination day.</p> <p>See the policies on One.Walmart.com for more information.</p>
Resources for Living	Your Resources for Living benefit remains available to you and your family for 18 months after your last day with Walmart at no cost to you. However, if you enroll for COBRA coverage the benefit will be available throughout the COBRA period.	If you become eligible for COBRA coverage, your access to Resources for Living will continue automatically for up to 18 months, even if you choose not to enroll for COBRA.	You don't need to enroll.	None	N/A

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<p>Walmart 401(k) Plan</p>	<p>You'll no longer be able to contribute in the Walmart 401(k) Plan after your separation from the company.</p> <p>You'll continue to receive a match through your last paycheck if you're contributing.</p> <p>Your account in the 401(k) Plan will continue to be credited with earnings or losses until you receive a total payout of your account.</p> <p>If your final pay is processed and paid prior to the end of a normal pay cycle, the final wages will count toward your match eligibility, but won't be eligible for the voluntary 401(k) withholdings, unless it's administratively practicable to withhold the 401(k) contribution from the final pay.</p> <p>If it's administratively impracticable to withhold the 401(k) contribution from the final pay, once the pay cycle following your separation date closes and true-up of the estimated withholdings occurs, you'll receive a separate check refunding any estimated 401(k) deductions. If you're expecting a refund of the estimated 401(k) deduction from your final paycheck, please reach out to askhrsuppt@walmart.com to confirm your mailing address information.</p>	<p>You may not continue participation in the 401(k) Plan after your termination, but your account will stay in the Plan until you receive a payout of your total vested Plan balance.</p> <p>You're entitled to receive a payout of your total balance in the Walmart 401(k) Plan Account, including: any of the following, subject to earnings and losses:</p> <ul style="list-style-type: none"> • Contributions you made, including rollovers • Company matching contributions to your 401(k) Account • Company matching to your Profit Sharing Account <p>Call the Plan's Customer Service Center at 888-968-4015 or go to Benefits.mt.com for more information.</p>	<p>You may elect to receive a payout as early as 30 days after your termination is entered into Walmart's payroll system.</p> <p>A notice will be mailed to your home address on file to inform you of what options you have for payment. Be sure Walmart has your correct home address in the system.</p>	<p>If you haven't received any information regarding your payout within 30 days of your termination date, call the Plan's Customer Service Center at 888-968-4015.</p> <p>If you leave Walmart with an outstanding loan, you must repay the entire loan by the last day of the calendar quarter following the quarter in which the last payment was due (or before the date your account is distributed, if earlier).</p>	<p>You'll be able to receive a full payout 30 days after your termination is entered into Walmart's payroll system. You'll automatically receive a payout if:</p> <ul style="list-style-type: none"> • Your total 401(k) Plan Account balances are \$1,000 or less, or • You're over age 70, regardless of the amount of your total vested Plan balance. <p>If your total vested Plan Account balances are greater than \$1,000, you can delay payment until any date up to age 70, but you'll be charged an annual maintenance fee.</p> <p>You may request a payout in the form of:</p> <ul style="list-style-type: none"> • A check • Walmart stock (if applicable) • A rollover to another employer plan • A rollover to an Individual Retirement Account (IRA) <p>Talk with your tax advisor to understand how any type of payout could affect your tax situation.</p>

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Walmart Associate Discount Card	Your Associate Discount Card privilege will end on your last day of employment. Associates who are long-term service eligible will automatically convert to an LTS (long-term service) card. There's no need to apply. You'll also need to keep your current discount card, as it will remain active.	<p>You may qualify for a long-term service Associate Discount Card if:</p> <ul style="list-style-type: none"> You weren't terminated for cause; and You're at least 55 years of age and have 15 years or more of continuous service with the company, or you have a minimum of 20 years of continuous service at any age. <p>In the event of your death, your spouse may be eligible for their own Associate Discount Card for one year. If you were long-term service eligible at the time of your death, then your spouse may be eligible for a lifetime discount card. Your spouse will need to contact People Services to apply.</p>	<p>If you're eligible for a long-term service discount, no action is needed after you leave Walmart. Your discount card will automatically convert to an LTS card.</p> <p>For questions on the LTS card, please call People Services at 800-421-1362.</p>	<p>Any misuse or abuse of the discount privilege could result in loss of the Associate Discount Card.</p> <p>To report a change of address or marital status, contact People Services at 800-421-1362. Failure to notify People Services regarding one of these changes may result in loss of your Associate Discount Card privilege.</p> <p>If an LTS associate needs a replacement card or to report their card lost/stolen, they should call People Services.</p> <p>For NJ residents: please note the amount you save by using your associate discount will be considered taxable income.</p>	N/A
Sam's Club Associate Membership Card	Your Sam's Club associate membership ends on your last day of employment. However, you may be entitled to a long-term service Sam's Club Associate Membership Card.	<p>You may qualify for a long-term service Sam's Club associate membership if:</p> <ul style="list-style-type: none"> You weren't terminated for cause; You don't go to work for a major competitor; and You're at least 55 years of age and have 15 years or more of continuous service with the company, or you have a minimum of 20 years of continuous service at any age. 	<p>To apply for a long-term service membership, visit the membership services desk at your local Club.</p> <p>Questions? Call Sam's Club Support at 888-746-7726.</p>	<p>To keep your Sam's Club associate membership, you must renew your application each year by Jan. 1. An application will be mailed to your address on file at the end of each year. Be sure to keep your address current.</p>	N/A
Even	Even Plus features, such as Instapay, will no longer be available when you leave Walmart. However, Even features such as Planning Ahead and Savings will continue to be available to you past the end of your employment with Walmart.	Your Even account is yours to keep.	Contact Even for more details on services available to associates leaving Walmart. Use the "get help" feature of the Even app to get in touch with an Even advisor.	N/A	N/A