



# Paid Time Off: flexibility and choice for your days off.

## For Salaried Associates

The freedom to take time 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 PTO amount based on how long you've been with Walmart.\* Each February, you'll receive the full annual PTO amount as shown. While the entire amount is available to use at the beginning of the year, it's actually earned each month.

YEARS AT WALMART	ANNUAL PTO DAYS		
	Five-day workweek	Four-day workweek	Three-day workweek
0-1*	21	17	13
2	23	18	14
3-5	26	21	16
6-9	31	25	19
10-14	34	27	20
15+	36	29	22

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

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