



Contact: David Cumpston
(415) 359-2316
Walmart@landispr.com

Walmart hourly associates in California earn more than \$15.6 million in cash bonuses

California bonuses are a portion of more than \$201 million in quarterly bonus pay earned by associates nationwide as 99 percent of stores met performance goals

SAN FRANCISCO (Sept. 21, 2016) – As part of Walmart’s continued focus on improving and enhancing the store experience for associates and customers, the company recently awarded \$15.6 million in second quarter cash bonuses to 56,800 hourly associates in California. The bonuses, which were based on stores’ performances from May through July of this year, are part of an overall incentive plan designed to reward associates whose stores have met their performance and customer service goals. Eligible associates can earn these bonuses four times a year.

More than 932,000 hourly associates received a second quarter bonus, up from 880,000 associates in the second quarter of fiscal 2016 and 687,000 associates in fiscal 2015.

“At Walmart, we believe in investing in our associates and providing them opportunities to learn and grow,” said Chester Gray, regional general manager at Walmart. “We also believe in rewarding associates for performance. That’s why we’re proud to award more than \$201 million in quarterly cash bonuses to hourly associates nationwide in recognition of the outstanding work they’re doing day in and day out to help meet their respective store’s performance and customer service goals.”

Walmart’s Investment in our Associates

- In 2015, Walmart announced a two-year, \$2.7 billion investment in our associates. The commitment includes investments in **education, training and higher wages**. As a result, more than 1.2 million Walmart U.S. and Sam’s Club associates received pay increases on the same day earlier this year.
- Associate training is a key component of Walmart’s associate investment strategy. This year Walmart announced plans to open 200 **Academies** across the U.S. designed to teach advanced retail skills to department managers and hourly supervisors. More than 140,000 associates are expected to go through the training program each year.
- Walmart is investing in training at all levels of its stores. In February the company rolled out its **Pathways** training program for all entry-level workers, providing training, education and opportunities for associates, offering them a clearer career path from entry level positions to jobs with more responsibility and higher pay.

About Walmart

Wal-Mart Stores, Inc. (NYSE: WMT) helps people around the world save money and live better – anytime and anywhere – in retail stores, online, and through their mobile devices. Each week, we serve nearly 260 million customers who visit our 11,504 stores under 65 banners in 28 countries and e-commerce websites in 11 countries. With fiscal year 2015 revenue of \$486 billion, Walmart employs more than 2 million associates worldwide. Walmart continues to be a leader in sustainability, corporate philanthropy and employment opportunity. Additional information about Walmart can be found by visiting <http://corporate.walmart.com> on Facebook at <http://facebook.com/walmart> and on Twitter at <http://twitter.com/walmart>. Online merchandise sales are available at <http://www.walmart.com> and <http://www.samsclub.com>.

###