



November 1, 2019

Dear Charmi Bhatt,

We are pleased to offer you employment with Walmart on the following terms. The offer is conditional upon the following: (a) a successful background check, including a criminal record check; (b) you being able to lawfully work in Canada and you maintaining this ability; and (c) a successful re-hire check, if applicable. Once you have reviewed this letter, please sign and insert the date to confirm your agreement to these employment terms. If you choose to accept your offer of employment, please fill out the required forms within your candidate portal within 72 hours.

Start Date: Your start date is expected to be within 10 days of the date of this offer, or such other date as may be mutually agreed upon.

Position: You will be employed in the position of Fulfillment Associate- O4AY.

Hours of Work: As discussed during the interview process, you will be working as a Part-Time Flex Associate. Your hours of work will fluctuate based on the needs of the business and you will have no minimum guaranteed hours in each week. While your hours of work in any given week will fluctuate, your schedule will be set at least 3 weeks in advance and all schedules will be subject to the requirements of the employment/labour standards legislation of the province/territory of your employment. In addition, Walmart can temporarily lay you off from your employment in accordance with the employment/labour standards legislation of the province/territory of your employment.

The retail environment is a dynamic business that requires flexibility from our associates. As such, you understand and agree that Walmart may make reasonable changes to your position and duties at any time, without notice, to ensure that your skills are used most appropriately and that our business needs can be met at all times. In addition, as a Walmart Associate, you will be expected to be available to work day, evening and weekend shifts in accordance with our shift scheduling needs. While we will try our best to meet your availability, the needs of our business will determine which shifts can be scheduled for you. Walmart can change the scheduling of shifts in order to meet changing business needs, subject to applicable legislation.

Hourly Rate: Your hourly rate is \$14.15. You will be paid bi-weekly, subject to applicable deductions. Please note – The following Associates will be eligible for a premium: Overnight Associates - \$1.00 per hour at any time and Online Grocery Delivery Drivers - \$2.60 per hour when driving.

Employment Benefit Coverage: You will have access to prescription drug and dental benefits at a reduced cost, subject to the waiting period and terms of the employment benefit plan.

Vacation: You will be entitled to vacation time and vacation pay in accordance with the employment/labour standard legislation of the province/territory of your employment.

My Store Incentive Plan: You will be entitled to participate in Walmart's My Store Incentive Plan, subject to the terms of the plans.

Walmart's Retirement Savings Plan (Deferred Profit Sharing Plan - DPSP): You will be entitled to participate in Walmart's DPSP, subject to the terms of the plans.

Discount Card: After ninety (90) days of employment, you will be eligible to receive a Walmart discount card, entitling you to a 10% discount on most Walmart merchandise, including groceries, prescription drugs and eyewear and on www.walmart.ca, subject to applicable Walmart policy.

Stock Purchase Plan: You may elect to participate in this plan, subject to the terms of the plan.

Group RRSP: You may elect to participate in this plan, subject to the terms of the plan.

Tax Free Savings Account - TFSA: You may elect to participate in this plan, subject to the terms of the plan.

Dress Code: You will follow the dress code requirements established by Walmart.

Probationary Period: The first ninety (90) days of your employment will be a probationary period, during which time Walmart will assess your performance and your fit within Walmart. You may resign your employment at any time during the probationary period without notice. Walmart may terminate your employment at any time during the probationary period without notice or payment in lieu of notice, subject to applicable law.

Resignation/Termination: If you decide to resign your employment at any time after the probationary period, you will provide two (2) weeks' advance written notice. Walmart has the right to waive a portion or all of the notice given by you and to direct you not to report to work for any part of the notice period. In such case, you would then be paid up to a maximum of two (2) weeks' notice and you would receive any additional entitlements as required by the employment/labour standards legislation of the province/territory of your employment. Walmart will have no further obligations to you.

If Walmart decides to terminate your employment without cause at any time after the probationary period, you will receive the minimum termination notice/payment in lieu of notice (and severance pay, if applicable) as set out in the employment/labour standards legislation of the province/territory of your employment, plus another 20 hours of additional pay at your regular hourly rate. You will not be entitled to any further notice, payment in lieu of notice or severance pay in connection with the termination of your employment without cause. Walmart will also continue your participation in its employment benefit plan and any other benefit or entitlement plans for the statutory notice period as required by the employment/labour standards legislation of the province/territory of your employment, but no longer.

Walmart may terminate your employment at any time for just cause without notice or payment in lieu of notice.

Walmart Policies: You will abide by Walmart policies during your employment. All Walmart policies are available on the WIRE and some are posted in the store.

Accommodation: Walmart is committed to offering reasonable accommodation to associates with disabilities. If you require accommodation in order to perform your role, please advise your manager or contact a member of the Human Resources team.

The provisions of this agreement relating to flexibility, resignation/termination and policies will continue to apply, even if your status changes or you are promoted or transferred to other positions at Walmart below that of management level.

If in any circumstances your entitlements as set out in this offer of employment are less than your minimum entitlements pursuant to the employment/labour standards legislation of the province/territory of your employment, the minimum entitlements under that legislation will apply and will be your full entitlement.

Yours Truly,

The Walmart Canada Hiring Team

I have read, understood and hereby accept employment with Walmart on the terms and conditions set out in this letter.