



18-Jun-2021

PRIVATE AND CONFIDENTIAL

Neyha Billing
1025 Frei St.
Cobourg, Ontario K9A5L4

Dear Neyha,

We are pleased to offer you employment with Walmart on the following terms. The offer is conditional upon the following: a) you being able to lawfully work in Canada and you maintaining this ability, b) license and certification verification and ongoing maintenance, if applicable and c) a successful re-hire check, if applicable. Once you have reviewed this offer letter, please e-sign 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.

Reporting and Location:

You will report to Penelope Pick-Quibell, (CAN) Customer Experience Sales floor Assistant Manager. You will work at (CAN) ON COBOURG 03133 WM SUPERCENTER.

Position:

You will be employed in the position of (CAN) Customer Experience Salesfloor Associate.

Hourly Rate:

Your hourly base rate is \$14.40, less applicable deductions. Your bi-weekly payment will be directly deposited into your bank account. You will be eligible for an annual performance appraisal each year, at which time your hourly base rate will be reviewed. As a paperless pay organization, following your start date with Walmart, you will receive instructions on how to set up your paperless pay account.

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.

Flexibility:



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.

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.

Short Term Incentive Plan (STIP)

You will be eligible to participate in the Walmart Incentive Plan applicable to your level and business unit, subject to the terms of the plan, which may be amended from time to time.

Discount Card:

Every Walmart associate, after ninety (90) days of continuous employment, is eligible to receive a Walmart discount card, giving 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.

Deferred Profit Share Plan:

Every Walmart associate is eligible to participate in the Walmart Deferred Profit Sharing Plan (DPSP), subject to the terms of the plan. This plan allows you to receive an annual contribution to your DPSP account based on Walmart's annual profit. To enter the DPSP, you must have one (1) year continuous service and work one-thousand (1,000) hours in the waiting period (anniversary year) as well as in the fiscal year in which you become eligible under the plan to enter the DPSP. Each subsequent year, you must work a minimum of 1,000 hours in the fiscal year to receive a contribution. Vesting of DPSP contributions occurs two (2) years after your Plan Entry Date into the DPSP.

Group Registered Retirement Savings Plan (RRSP) and Tax Free Savings Account (TFSA):

Every Walmart associate is eligible to voluntarily participate in the Walmart RRSP and TFSA programs, subject to the terms of the programs as they may be amended from time to time. These programs allow you to contribute to a group RRSP and/or TFSA through regular payroll deductions.

Associate Stock Purchase Plan:

Every Walmart associate is eligible to voluntarily participate in the Walmart Associate Stock Purchase Plan, subject to the terms of the plan, as may be amended from time to time. This plan allows you to purchase Wal-Mart Stores, Inc. stock (WMT) through regular payroll deductions. Currently, Walmart will match 15 cents for every dollar of stock purchased, up to the first CAD \$2,600.00 purchased in any plan year (the plan year runs from April 1 to March 31).

**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 one (1) additional week of notice or payment in lieu of notice. 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.

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.

Sincerely,

Penelope Pick-Quibell
(CAN) Customer Experience Sales floor Assistant Manager

