

A History of Advancement, An Opportunity to Succeed

For tens of thousands of people every year, a job at Walmart opens the door to a better life. We offer competitive wages, good benefits and the chance to grow and build a career.

We're proud to offer jobs at all levels, including some entry-level jobs ... because entry level jobs often lead to bigger jobs. At Walmart, you can climb the ladder from a stocker or a cashier to a department manager, a store manager, and beyond. Depending on the time of year, there **are 15,000 - 50,000 job openings at Walmart**. In the U.S., the average, full-time hourly wage is \$12.81.



We employ **2.2 million** associates globally, including approximately 1.3 million in the U.S. In fact, every time we open a Walmart Supercenter in the U.S., we provide roughly 300 jobs with good pay and benefits and the opportunity to advance.

- About **75%** of our store management teams started as hourly associates, and **they earn between \$50,000 and \$170,000 a year** — similar to what firefighters, accountants, and even doctors make.
- Every year, **we promote about 160,000 people** to jobs with more responsibility and higher pay.





Supporting our Nation's Heroes

Walmart actively recruits former military personnel, providing jobs for our soldiers when they return home. Beginning Memorial Day 2013, Walmart will offer a job to any honorably discharged veteran within his or her first 12 months off active duty. We believe Walmart is already the largest private employer of veterans. And we want to hire more. We project that we'll hire more than **100,000 veterans** over the next five years.



Benefits

Walmart offers competitive pay and benefits, including health care plans, education assistance, retirement plans, and training and development opportunities.

We offer eligible hourly store associates quarterly cash bonus opportunities, a health care plan that starts at \$17 per pay period, a 401k plan with a company match, a 10% discount on merchandise, and, most of all, a chance to move up through the ranks.

Building a Diverse Team

We believe a [diverse workforce](#) – that embraces associates of all backgrounds, perspectives and ideas – is the strongest workforce.

Women make up more than **57%** of our U.S. workforce, 27% of our corporate officers, and comprise 20% of our [Board of Directors](#) – outperforming the U.S. retail industry and Fortune 500 average.

