



Paid Time Off: PTO amounts for Salaried Associates

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

Annual PTO: salaried associate

YEARS AT WALMART	ANNUAL PTO DAYS		
	5-day workweek	4-day workweek	3-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, as shown in the following "Annual PTO: salaried new hire" chart.

Annual PTO: salaried new hire

MONTH OF HIRE	ANNUAL PTO DAYS		
	5-day workweek	4-day workweek	3-day workweek
February	21	17	13
March	19	16	12
April	18	14	11
May	16	13	10
June	14	11	9
July	12	10	8
August	11	9	7
September	9	7	5
October	7	6	4
November	5	4	3
December	4	3	2
January	2	2	2

Local exceptions

Some local laws provide paid leave to use for sick, safe, or family care purposes. New hires in these locations will be provided the number of days listed below when the amount shown above for their month of hire is less.

Arizona = 5	California = 3	Chicago/Cook County, IL = 8
Colorado = 6	Dallas, TX = 8	District of Columbia = 7
Los Angeles, CA = 6	Maryland = 5	Maine = 5
Massachusetts = 5	Michigan = 5	Minneapolis/St. Paul, MN = 6
Montgomery County, MD = 7	Nevada = 5	New Jersey = 5
New Mexico = 8	New York = 7	Oregon = 5
Philadelphia, PA = 5	Pittsburgh, PA = 5	Rhode Island = 5
San Diego, CA = 5	San Francisco, CA = 3	Seattle, WA = 9
Tacoma, WA = 5	Vermont = 5	Washington State = 5

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