

From: Brooke Mueller <Brooke.Mueller@walmart.quorum.us>
To: Lt. Governor's OfficeLtGov@scstatehouse.gov
Date: 1/11/2018 2:25:23 PM
Subject: Walmart to Raise U.S. Wages, Provide One-Time Bonus and Expand Maternity and Parental Leave

Dear Kevin Bryant,

Walmart announced today plans to increase the starting wage rate for all hourly associates in the U.S. to \$11, expand maternity and parental leave benefits and provide a one-time cash bonus for eligible associates of up to \$1,000. The company is also creating a new benefit to assist associates with adoption expenses. The combined wage and benefit changes will benefit the company's more than one million U.S. hourly associates.

"Today, we are building on investments we've been making in associates, in their wages and skills development," said **Doug McMillon, Walmart president and CEO**. "It's our people who make the difference and we appreciate how they work hard to make every day easier for busy families."

He added, "We are early in the stages of assessing the opportunities tax reform creates for us to invest in our customers and associates and to further strengthen our business, all of which should benefit our shareholders. However, some guiding themes are clear and consistent with how we've been investing -- lower prices for customers, better wages and training for associates and investments in the future of our company, including in technology. Tax reform gives us the opportunity to be more competitive globally and to accelerate plans for the U.S."

"We're proud to have Walmart as a leading employer in our state and salute the company for investing its tax reform savings in higher wages for South Carolina workers," said **Governor Henry McMaster** "Walmart is helping keep South Carolina's economy strong with investments in people and its facilities across the state."

This increase in wages to associates will take effect in February and will be approximately \$300 million incremental to what was already included in next fiscal year's plan. The one-time bonus represents an additional payment to associates of approximately \$400 million in the current fiscal year, which ends Jan. 31, 2018.

For more information on our wage and benefits changes, please visit [here](#).

Sincerely,

Brooke

Brooke R. Mueller
Director Public Affairs & Government Relations
North Carolina, South Carolina & Virginia
Cell 202.340.8998
brooke.mueller@wal-mart.com
Wal-Mart Stores, Inc.
702 SW 8th Street
Bentonville, AR 72716

