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**From:** Brooke Mueller <Brooke.Mueller@walmart.quorum.us>  
**Sent:** Tuesday, September 27, 2016 9:51 AM  
**To:** Haley, Nikki  
**Subject:** Walmart Awards \$4.1M in 2nd Qtr Bonuses to 19,100 Associates in South Carolina

Dear Governor Haley,

As part of Walmart's continued focus on improving and enhancing the store experience for associates and customers, the company recently awarded \$4.1 million in second quarter cash bonuses to 19,100 hourly associates in South Carolina. The bonuses, which were based on stores' performances from May through July of this year, are part of an overall incentive plan designed to reward associates whose stores have met their performance and customer service goals. Eligible associates can earn these bonuses four times a year.

#### **Walmart's Investment in our Associates**

\* In 2015, Walmart announced a two-year, \$2.7 billion investment in our associates. The commitment includes investments in **education, training and higher wages**. As a result, more than 1.2 million Walmart U.S. and Sam's Club associates received pay increases on the same day earlier this year. The second quarter bonuses are not part of the \$2.7 billion.

\* Associate training is a key component of Walmart's associate investment strategy. This year Walmart announced plans to open 200 **Academies** across the U.S. designed to teach advanced retail skills to department managers and hourly supervisors. More than 140,000 associates are expected to go through the training program each year.

\* Walmart is investing in training at all levels of its stores. In February the company rolled out its **Pathways** training program for all entry-level workers, providing training, education and opportunities for associates, offering them a clearer career path from entry level positions to jobs with more responsibility and higher pay.

To learn more about our associate investment, click [here](#).



Sincerely,

Brooke

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