

Paid Time Off: Flexibility and Choice for Your Days Off

FOR FULL-TIME OTR TRUCK DRIVERS

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 can earn.

As a full-time OTR driver, you earn time based on your service hours* and how long you've been with Walmart. You'll be able to use PTO as you earn it, each pay period.

YEARS OF SERVICE	PTO HOURS YOU COULD EARN*	MAX PTO DAYS / YEAR
0 - 1	125 hours = 1 PTO day earned	21 days
2	112 hours = 1 PTO day earned	23 days
3 - 5	100 hours = 1 PTO day earned	26 days
6 - 9	83 hours = 1 PTO day earned	31 days
10 - 14	77 hours = 1 PTO day earned	34 days
15 - 19	72 hours = 1 PTO day earned	36 days
20+	63 hours = 1 PTO day earned	41 days

*Service hours shown are rounded. For detailed amounts, please see the PTO policy on the **WIRE**.

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