



**To:** All U.S. based associates  
**From:** Donna Morris, Chief People Officer  
Dr. John Wig, Chief Medical Officer  
**Date:** Feb. 11, 2022  
**RE: Important COVID-19 updates**

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Thank you for your continued efforts to serve our customers, members and your fellow associates. Your focus on the health and well-being of communities across the country continues to inspire.

As we continue to actively monitor COVID-19 trends across the country, we wanted to provide some updates and a few reminders.

#### **Masks**

- Effective immediately, fully vaccinated associates will not be required to wear masks while working in any Walmart or Sam's Club facility, unless required by a state or local mandate or ordinance. We will continue to monitor the situation and advise of any changes. Fully vaccinated means you have received the full two-dose regimen of either the Pfizer or Moderna vaccine, or the single dose of the Johnson & Johnson vaccine.
- Unvaccinated associates will be required to continue wearing masks until further notice.
- Additionally, masks will still be required for those associates who work in clinical care settings (e.g. health clinics and pharmacies) with direct patient/customer contact, regardless of vaccination status.
- Note: Though vaccinated associates are no longer required to wear a mask in our facilities, we support and respect an individual's choice to continue wearing one.

#### **Daily health screen**

As of Feb. 28, the daily health screening will no longer be required except for those of you who work in California, New York and Virginia. Associates in those states will continue to perform a health screen each day before entering due to state requirements. All of our associates should continue to monitor their own health and take appropriate actions, if necessary, before each workday. In addition, if you feel unwell, have symptoms of COVID-19, or if you are unvaccinated and have had close contact with someone who tested positive for COVID-19, please stay home from work.

#### **Paid COVID-19 leave**

As you know, for the past two years we have had a COVID-19 Emergency Leave Policy which provides paid leave for COVID-19-related absences in addition to our regular PTO policies. The COVID-19 Emergency Leave Policy will end on March 31, 2022, except as required by state or local mandates or ordinances. Any COVID-19 leave in process on that date will continue under the terms of the current policy. Associates who are diagnosed with COVID-19 on or before March 31 may still apply for leave under the policy and if eligible, the COVID-19 leave will be subject to the terms of the current policy. For full-time hourly, salaried and truck driver associates currently receiving short-term disability benefits due to COVID-19, your benefits will continue to be subject to the terms of those plans. Our regular PTO options will remain in place.

### **Vaccines remain the best defense against hospitalization and death**

Most hospitalized patients with COVID-19 are unvaccinated. While fully vaccinated individuals may still contract COVID-19, severe impacts of the disease — including hospitalization and death — are greatly reduced if you're vaccinated. If you have not been vaccinated, or if you are eligible for a booster, we encourage you to get your shots as soon as possible to protect yourself, your loved ones and your community.

### **Well-being benefits and resources**

Remember that we have some great [well-being benefits](#) to help you take care of yourself and your loved ones:

- Need to see a doctor? We can help you find great doctors near you through our partnership with [Grand Rounds Health](#).
- Prefer a virtual check-up? Skip the waiting room and video chat with a doctor anytime, anywhere with [Doctor On Demand](#). It's quick, simple and no cost to you with most medical plans.
- The mental and emotional stress of living in a pandemic is real. Sometimes we just need to talk to someone about how we're feeling. Confidential counseling services with licensed therapists are available at no cost 24/7 to all associates and their family members through [Resources for Living](#).

Thank you, again, for all you're doing to serve our customers and members, and for making a difference in our communities. If you have any questions, please visit the FAQs posted on [OneWalmart](#) or reach out to a member of your leadership team.

