

Memo

To: All Walmart US Associates

From: Ken Senser, senior vice president – Global Security, Aviation and Travel

Date: October 1, 2009

RE: Flu season preparation

Overview

Each fall, we deal with new strains of seasonal flu. Government and health authorities anticipate more cases of the flu this year because of the presence of both the seasonal flu and H1N1 viruses. The well-being of our associates, customers and members is a top priority.

Seasonal Flu Vaccinations

Flu shot events are being offered at Walmart store and Sam's Club locations throughout the country. Associates and their dependents enrolled in a Walmart Value or Freedom medical plan can receive a **seasonal flu** vaccination at any participating location for a \$4 co-pay, while supplies last. Associates must bring their BlueCross BlueShield identification card. If you are not on a Value or Freedom plan, you and your dependents can receive flu shots at these events for \$20 per shot by showing your associate badge. If you are on an HMO plan, please check with your provider regarding coverage for flu shots.

Flu shot events offering the \$4 co-pay will not be conducted in facilities with in-store health clinics. In-store health clinics may offer flu shots independently but prices and coverage will vary by location. To locate a Walmart or Sam's Club offering a flu shot event near you, visit www.flubusters.com and www.flushotsusa.walmart.com.

If you are on the Walmart Value or Freedom medical plan and paid \$20 for a seasonal flu shot at a Walmart or Sam's Club flu shot event, you may be entitled to a \$16 reimbursement. For more details please visit [here](#).

Seasonal flu shots will not offer protection from the H1N1 virus. We anticipate H1N1 vaccinations will be available in the next couple of months. We will share details regarding H1N1 vaccinations once we have more information.

Here are some things you can do to be ready for this flu season:

Be Prepared. Stay up to date on the best way to avoid and treat flu symptoms. Follow these actions to stay healthy:

- Cover your nose and mouth with a tissue when you cough or sneeze.
- Wash your hands regularly with soap and water, or use hand sanitizer.
- Avoid touching your eyes, nose or mouth. Germs spread this way.

Educate yourself. For information on flu basics, treatments, and vaccination recommendations, please visit www.cdc.gov/flu.

Know where to get information. If you have questions about the flu, there are several places to go for accurate, up-to-date information:

- Contact your store management or HR team.

- At work, for more information on the Emergency Operations Center visit the WIRE at Key Resources > Emergency Procedures > Store and Club Emergency Procedures > Fact Sheets
- And, next week, store management will receive a complete Flu Preparedness Playbook that will be a resource for information regarding the flu season and keeping our business running smoothly.
- In addition, you can visit www.mywalmart.com (from your personal computer).

Plan ahead. It is not too early for you and your family to have a plan in the event you or other members of your family become sick.

- Have back-up childcare plans in the event your child cannot attend school.
- Familiarize yourself with relevant company policies including those for attendance, sick pay and return to work following an illness. All policies can be viewed on the WIRE at Work>Corporate Support>Policies or Knowledge Center > Policies>By Title.
- If you haven't done so already, consider signing up for direct deposit or the Associate Electronic Pay Program. This will allow you to access your pay even if you are not well enough to pick up your paycheck.

Walmart cares about our associates, customers, and communities. We will continue to communicate any new information or updates.

###