

April 22, 2022

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Re: NOTICE OF FACILITY CLOSURE

To Whom It May Concern:

As you may know, Walmart Fulfillment Center #4038 located at 9590 Allpoints Parkway, Plainfield, IN 46168, suffered a catastrophic fire on March 16, 2022. Unfortunately, the property damage is too significant to reopen the facility for the foreseeable future. This letter is to notify you that the entire facility will close, impacting a number of Walmart associates.

Since the fire, Walmart has worked diligently to place as many of the impacted associates as possible in alternative roles in and around the Plainfield area. Those efforts included hosting a job fair, conducting associate training, and providing financial support, such as disaster pay and a paid job search period, as well as providing other necessary services. Associates accepting new roles with the Company will earn the same base rate of pay in their new role as their former role at Fulfillment Center #4038. To date, 957 of the 2089 associates employed at Fulfillment Center #4038 have accepted new roles with the company. Unfortunately, 1132 associates have not accepted alternative positions. These associates were notified that Fulfillment Center #4038 will close on April 1, 2022. Hourly associates at this facility who do not continue employment with the company beyond the paid job search period will be separated from the company effective July



1, 2022. Salaried associates who do not continue employment with the company beyond their paid job search period will be separated from the company effective July 15, 2022.

We expect the resulting employment separations to be permanent. There is no union representative, recall or bumping rights. However, all separated associates can apply for open positions at other Walmart or Sam's Club locations, including distribution and other facilities. We are providing employees with support options; an Associate Support Center staffed to answer Walmart policy/practice questions regarding exiting Walmart; continued access to our career portal, benefits information, and a detailed FAQ on internal intranet sites; and onsite services through Resources for Living.

As permitted by 20 C.F.R. § 639.7(f) and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The job titles of positions to be affected and the number of affected employees in each job classification.

Please contact me at 479-273-8648 should you have any questions.

Best Regards,

A handwritten signature in black ink that reads "Jason Speedy".

Jason Speedy  
Regional Vice President