

# Walmart

Dear [REDACTED]

Over the past years our compensation structure has changed numerous times to keep a competitive pace with Alberta economy, our competitors, and the market conditions. We did this through a number of different pay scales, market condition adjustments, and premium incentive programs which are reviewed frequently. In Alberta we implemented two programs: the Weekend and Attendance Premiums and an Alberta Market Condition Adjustment as two components of our compensation structure for hourly associates in In-stock and overnight positions.

The Weekend and Attendance Premiums were established as a temporary measure to help us increase our sales potential by improving our ability to have merchandise on the shelf when our customers wanted it. The premiums also helped keep us competitive in the Alberta labour market.

The labour and economic conditions have changed drastically in Alberta. We also had the opportunity to review the results of the temporary Weekend and Attendance Premium programs and we found that we achieved only slight or no improvements in the areas that we wanted to improve such as turnover and in-stock. As a result we have made the decision to discontinue the use of the temporary Weekend and Attendance Premiums from our compensation structure in Alberta effective June 6, 2009.

In addition, with the market conditions changing so drastically, and to keep us aligned to the market, we will be reducing the market condition adjustment for all eligible roles to \$1.00 per hour effective February 1, 2010. Not everyone will be impacted by this change however, those that are will be notified by separate communication before May 1, 2009.

Please feel free to contact me at [REDACTED] Store People Manager at 403-[REDACTED] if you require further information.

Sincerely,

[REDACTED]  
Store Manager [REDACTED]  
WAL-MART CANADA CORP.