2019 Walmart Associate Talent Search (WATS)  
Frequently- Asked Questions

What is the Walmart Associate Talent Search?
The Walmart Associate Talent Search is our opportunity to find and recognize the hidden talent and creativity within our associate community around the world. This competition allows any currently-employed associate in good standing to submit a short, fun video highlighting their specific performance-related talent.

Why did Walmart create this program?
This is a chance for associates to connect with other associates around the world in a fun, friendly competition on a global stage. It helps us all celebrate and appreciate each other for the rich talents that extend beyond customer service and may be hidden in all our associates.

How is the Walmart Associate Talent Search different from last year?
Once again the Walmart Associate Talent Search is about recognizing great talent within our own company while also connecting associates with one another across geographical markets. While many aspects of the competition have remained the same, we have made some changes based on feedback received from last year’s participants.

The most significant change deals with the talent you can enter. That is, this year, associates can sing, dance or perform to a cover song. However, be sure to note that entrants will receive higher scoring with their own original work.

Each final act could potentially have six associates per group.

What remains the same from last year?
- This year we will again choose seven winning acts.
- These seven winning acts will be selected among all entries and not be separated out by the four regions (i.e., U.S., EMEA, Latin America and Asia).
- The Walmart Associate Talent Search working committee will select up to 30 entries. These “semi-finalists” will be eligible for online voting.
- In addition to the popular vote process, we will also have a judging panel of Walmart leaders review and score the 30 semi-finalists. The number of popular votes combined with the judging panel scores will be calculated to determine the seven winning acts.

What is the timeline for the Walmart Associate Talent Search?
Official contest dates will be announced broadly through official Walmart associate communication channels. The general timeframes are as follows:
- Awareness period – Begins January and lets associates know to get their act together and prepare their two-minute video.
- Entry period – Begins January and will last approximately six weeks. This is when associates can submit their videos.
- Voting period – Begins in mid-February shortly after the entry period ends. Associates and the general public will have approximately four weeks to vote online on the 30 semi-finalists that are selected among all entries.
- Judging period – A pre-selected group of judges from various Walmart organizations and regions will review the 30 semi-finalists that are selected amongst all entries. This will take place at the same time as the voting period.
- Winners announced – Winners will be announced in on or before April 1st.

What are the criteria for judging?
Videos submitted during the entry period will be judged by the following criteria: Originality (40 percent); Quality of Talent (30 percent) and Entertainment Value (30 percent). Selected participants will move to the public voting round! Any video longer than two minutes will not be considered in the competition.

What talent can I submit?
The Walmart Associate Talent Search is an open call for associates to submit videos that are up to two minutes in length, which showcases their performance-based talent. This includes, but is not limited to, dance, music, comedy, dramatic reading, musical instrument and magic acts. Submitted talent must comply with applicable Walmart policies. Please visit the WIRE, other company resources or talk to your HR department to get more information about applicable Walmart policies. Please note that submissions cannot include pets or animals.

Also, feel free to perform your talent to cover songs.

Does the talent have to involve a Walmart-based theme?
No, your talent does not have to involve a Walmart-based theme.

Are entries allowed to be audio instead of video?
No, Since the winners will be performing their talents during Associates’ Week on a stage, video of the performance is a must.

Can I use popular or commercial music for my talent?
Yes. You may perform your talent to cover songs.

What are the eligibility requirements?
The talent search is open to all full-time and/or part-time associates of Walmart. For a group entry, all six members of that group MUST be associates and must meet the eligibility requirements.

To be eligible to enter the contest, associates must be active and in good standing with the company. If you are uncertain whether you meet the eligibility requirements, please speak with your facility manager. Contestants should have his or her manager’s approval to enter the talent search and must meet the following requirements:
- Solid performer or above on most recent performance evaluation
- No active coachings
- No pending investigations such as a violation of the Ethics Policy or other performance concerns
- Must not be suspended from work due to policy violations

How do I submit my video performance for entry?

Are we allowed to submit more than one video?
No. An associate or group can enter one video per associate in the Walmart Associate Talent Search initiative. So give us your best shot the first time!

I was on America’s Got Talent. Am I eligible to enter WATS?
Yes, but your song or dance must not have won a previous award or been published publicly. So, give us your new, original performance.

Will I get paid to participate in the Walmart Associate Talent Search?
Associates will not be compensated to plan, rehearse, record or submit videos for the Walmart Associate Talent Search, nor should they plan, rehearse, record or submit videos while on the clock. WATS winners traveling to the Home Office in Bentonville, Arkansas, in June 2019 for Associates’ Week will travel as a member of their country or region delegation and will be paid according to those guidelines.

Additionally, no cash prize is awarded to the winners.

Who can participate in the Walmart Associate Talent Search?
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Only associates in good standing who are employed by Walmart Inc., can participate. Friends, family, pets, animals, vendors and customers cannot be active participants in any video submitted in the Walmart Associate Talent Search.

What if we have no way to make a video? How would we enter the contest?
A cell phone that has video capabilities will work just fine. Hopefully, you or a friend has such a cell phone and can record your performance. Your video does not have to be Hollywood quality.

When the WATS website opens for entries on Jan. 10, 2019, go to www.WalmartTalentSearch.com and follow the instructions.

How might my video be used once I submit it?
By submitting a video and agreeing to the Walmart Associate Talent Release form, your video could be used for voting, internal meeting usage, in a compilation for a Saturday Morning Meeting or to promote the Walmart Associate Talent Search.

Is there a limit to how many associates can be in my video?
Group submissions that include up to six associates will be permitted. Everyone who participates in the video must be a Walmart associate in good standing.

What is the timeline for voting?
Voting will take place in February/March 2019, immediately following the closing date for submissions. Associates, friends, family and customers can vote for any of the 30 semi-finalist videos in February/March 2019. Watch the WATS website for details.

How do I vote?
Once the voting timeframe has been opened, associates, friends, family and customers can visit the Walmart Associate Talent Search website at www.WalmartTalentSearch.com and follow easy step-by-step instructions to cast a vote.

How many times a day can I vote?
Between the specified voting dates, each person will be limited to one (1) vote per video per day. A day is understood to mean one calendar day during the voting period between 12 a.m. CST and 11:59 p.m. CST.

Who can I vote for?
Submissions will be narrowed down to 30 semi-finalists. Out of those 30 entries, you can vote for anyone including yourself, other associates – and even associates in other countries with the exception of China, where technology restrictions limit our ability to share videos from that market. One of the aims of this competition is to connect you to other associates around the world and help us all discover the many talents of our associates.

What region am I in?
In this year’s Walmart Associate Talent Search program, we will select seven winners out of all entries rather than one from each region. However, when you submit your entry we will need to know where you are located.

The region in which you’re placed for the purposes of the competition is defined by where you are physically located and working. Walmart’s four regions are:

- **EMEA**: Canada, Africa, United Arab Emirates and the United Kingdom
- **Latin America**: Argentina, Chile, Mexico, Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua
- **Asia**: Bangladesh, Japan, China (including Hong Kong), India and Pakistan
- **United States**: Stores, clubs, distribution centers, supply chain, eCommerce and Home Office (includes Global Sourcing)
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Can I ask my friends and family to vote for me?
Of course! The public, including your family, friends and customers, will be able to vote beginning in early March at on the Walmart Talent Search website.

In addition, you will be able to easily promote your entry – among the 30 semi-finalists chosen – across social media channels using the Facebook, Twitter and Pinterest buttons on the Walmart Talent Search site. This will help make it easier for you to get votes.

Who is serving on the executive judging committee that judges the 30 semi-finalist videos?
The executive judging committee will be comprised of Walmart leaders in various divisions and departments from around the world. We have not announced the final selection of leaders but plan to have representation from multiple markets, divisions and departments.

How many associates will go to Associates’ Week as part of the Walmart Associate Talent Search?
Seven winning acts – from around the world - will be chosen by online voting and a special judging panel to attend the meeting. Each final act could potentially have six associates per group—so anywhere from seven associates to 30 from around the world could attend Associates’ Week as part of the Walmart Associate Talent Search.

If I win, how will I get to Associates’ Week in June?
Regional winners traveling to our Home Office in Bentonville, Arkansas, in June 2019 for Associates’ Week will travel with their home country’s delegation. A representative with the Event Solutions team based out of Bentonville will assist associates with all travel arrangements.

If I win, will I get to perform at the Walmart Shareholders’ Meeting?
Walmart Associate Talent Search winners will perform at some point during Associates’ Week happening June 3 through June 8, 2019 in Northwest Arkansas. The Event Solution team is engaged with the WATS initiative and will help select the most appropriate performance time, date and venue based on space, timing, cost and other factors.

Can’t find an answer to your question? Please send it to Jacque.Blankenship@walmart.com.