



Walmart 401(k) Rollover Guide

By moving your retirement accounts into the Walmart 401(k) Plan, you can take advantage of plan features such as relatively low-cost investment options.

You can move any eligible retirement account, such as a prior employer's 401(k), 403(b) or 457 plan, or an IRA (Pre-Tax IRA and SEP IRA), to the Walmart 401(k) Plan. You can also repay a Coronavirus-Related Distribution (CRD) into the Walmart 401(k) Plan.

What you need to do

Follow these steps to help maintain the tax advantages of your retirement funds.

- 1 Contact the company where your account is held and tell them you want to process a rollover. Have a check sent to your home address in the amount you want to transfer, payable to: "Walmart 401(k) Plan, FBO (insert your name)". (FBO means "for the benefit of.")

Do not cash the check you receive. You'll need to forward the check, this attached rollover form and the necessary paperwork outlined below to Merrill.

- 2 Ask for paperwork that shows whether your rollover money is coming from pre-tax or Roth 401(k) amounts. (After-tax dollars, other than Roth 401(k) contributions, cannot be rolled into the Walmart 401(k) Plan.) Acceptable paperwork includes:

- A check stub, or
- A copy of the last statement you received on this account, or
- A formal letter from the company explaining your distribution funds.

Remember that the paperwork must show whether your money is from pre-tax or Roth 401(k) amounts.

- 3 Once you receive the check and the paperwork, complete and **SIGN** this attached rollover form. Then mail your check, required paperwork and rollover form to Merrill at the address on the form.

Merrill will review your completed form and – if they have everything they need – will process your request in 3-5 business days. If anything is missing, Merrill will call you to discuss.

Questions?

Just call the Customer Service Center at (888) 968-4015. A representative can assist you from 8 a.m. to 9 p.m. Eastern on all days the New York Stock Exchange is open. You can also visit Benefits OnLine® at benefits.ml.com, where you'll find more about the Walmart 401(k) Plan, including plan documents under the Documents tab.



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Are Not Bank Guaranteed

May Lose Value



How your rollover will be invested

If you are currently enrolled in the Walmart 401(k) Plan, your rollover will be invested according to your current investment choices. If you have not yet enrolled, or have not made an investment choice, your rollover will be invested in a myRetirement Fund based on your date of birth. You can change your investment choices at any time.* Information about all of the investment choices available to you can be found on Benefits OnLine.



What if ...

You already cashed your retirement account distribution check?

You can still roll over some or all of that money into the Walmart 401(k) Plan. You just need to complete the rollover process to Merrill within 60 days from the date of your original distribution from your prior plan. You will need to send in a cashier's check with your rollover form, along with the documents listed on the form.

Note that this process does not apply to Roth 401(k) rollovers. You may only roll over Roth 401(k) amounts via direct rollover.

The check you receive is made payable only to you?

In this case, you should endorse the check, noting it is payable to the "Walmart 401(k) Plan FBO (insert your name)". You will have 60 days to complete your rollover to the Walmart 401(k) Plan or it will be considered a taxable distribution.

You do not receive any paperwork noting whether your money is from pre-tax or Roth 401(k) amounts?

If the check you receive has a stub/tear-off portion that lists whether the money is pre-tax or Roth, you can use that. Otherwise, you will need to call the company where your account is held. This information is important to preserve the special tax status of your funds.

You are rolling in all Roth dollars or a combination of Roth and pre-tax?

Complete step 4 of the form, providing paperwork to show that all or some of the rollover comes from Roth dollars, the amount of the Roth rollover, and the year of your first Roth contribution. Reminder: Roth amounts from a traditional Roth IRA cannot be rolled into the Walmart 401(k) Plan.

You want to repay your Coronavirus-Related Distribution (CRD)?

You can request a rollover into the Walmart 401(k) Plan within 3 years of receipt of your CRD. You will need to provide, along with your rollover form, a certified check (which you can get from a bank or credit unit) in the amount you want to roll over payable to "Walmart 401(k) Plan FBO (insert your name)". You'll also need to provide the paperwork you received for your CRD that shows the sources of your distribution.

** An Enrollment Guide, Investment Guide and QDIA Notice for this Plan are available, and provide information about the Plan's investment options. For more information on the Plan's investment options, visit Benefits OnLine at benefits.ml.com or call Merrill at (888) 968 4015. You may also obtain information about your investment rights and options by reviewing the Walmart 401(k) Plan Annual Participant Fee Disclosure Notice, which you may obtain at the website or phone number listed above. Please read these documents carefully before investing.*

Investing through the Plan involves risk, including the possible loss of the principal value invested.

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Walmart 401(k) Plan Rollover Form

Plan number: 609450

Please complete this form in full, sign and date it. Then mail it with your check and required paperwork to Merrill.

Confirm that you have:

- Included the check made payable to "Walmart 401(k) Plan, FBO (insert your name)".
- Included one or more of the required documents indicating whether your funds are pre-tax and/or Roth
- Completed all the required information on this form and signed and dated it.
- Included the form, check and paperwork in an envelope. Then mail it to:

Retirement & Benefit Plan Services

Walmart 401(k) Plan
 1400 American Blvd
 Mail-Stop NJ2-140-03-50
 Pennington, NJ 08534

1. Your personal information (please print or type)

Name:

Last	First	Middle Initial
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Mailing Address:

City	State	Zip
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[][][]-[][][]-[][][][][]

Social Security Number

[][][]-[][][]-[][][][][]

Date of Birth MM-DD-YYYY

[][][][]-[][][][][]-[][][][][]
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Phone number where you can be reached

2. Your amount and check (check appropriate box)

Please indicate the amount of your rollover check: \$ _____

Specify what you are attaching. Read all options first to make sure you select correctly. Attached is a:

Check from an eligible employer's retirement plan or IRA, made payable to:

Walmart 401(k) Plan, FBO _____

Check from an eligible employer's retirement plan or IRA, made payable to me* and I have endorsed it to:

Walmart 401(k) Plan, FBO _____

Certified check* made payable to:

Walmart 401(k) Plan, FBO _____

Certified check for repayment of all or part of a Coronavirus-Related Distribution (CRD) made payable to:

Walmart 401(k) Plan, FBO _____

*NOTE: If the check is payable to you, you must endorse it as noted and complete your rollover request within 60 days of the distribution from your previous employer's plan or IRA.

3. What type of account is the rollover coming from? (select one)

Qualified retirement plan dollars (401(k), profit sharing, money purchase, and defined benefit plans), other than non-Roth after-tax amounts.

An IRS qualified 403(b) plan or a governmental 457(b) Plan

Pre-tax Individual Retirement Account (IRA)

Repayment of a Coronavirus-Related Distribution (CRD)

4. Is any or all of your rollover from a qualified Roth balance?

No. Go to step 5.

Yes, all or a portion is from a “designated” Roth account within my 401(k), 403(b), or Governmental 457 plan that allowed Roth contributions. I have entered below the year of my first Roth contribution and attached paperwork that shows it. The paperwork I have attached also shows my Roth contributions and earnings in the prior plan.

I have:

- Provided paperwork that reflects the Roth source and amount
- Indicated that the year of my first Roth contribution was 20 _____

5. Associate certification

I certify that:

- This rollover consists of a distribution either from an eligible retirement plan, or from an IRA (other than an inherited IRA, if I am a non-spouse beneficiary);
- This rollover does not contain any after-tax (non-Roth) amounts;
- The amount rolled over is **not**: (a) one of a series of substantially equal payments payable over my life or life expectancy or the joint life expectancies of me and my designated beneficiary, or one of a series of installment payments over a period of 10 years or more; (b) all or part of a required minimum payment made to me because I reached age 72 (or age 70-1/2 if you attained age 70-1/2 prior to January 1, 2020); (c) a distribution due to financial hardship; or (d) a return of any excess deferrals, excess contributions, excess aggregate contributions or excess annual additions with respect to an eligible employer's retirement plan;
- If the funds were paid directly to me from the eligible retirement plan or IRA, I certify that the distribution was received not more than 60 days before the date of this rollover.
- I will not have reached age 72 (or age 70-1/2 if you attained age 70-1/2 prior to January 1, 2020) by the end of the calendar year in which the distribution was made from the eligible retirement plan or IRA;
- I understand that my rollover funds will be invested per my current investment choices if I am currently enrolled in the Walmart 401k plan. If I am not yet in the plan, my funds will be invested in the myRetirement fund based on my date of birth.
- If my rollover is a repayment of a Coronavirus-Related Distribution (CRD): (1) I was a qualified individual entitled to receive the CRD and my CRD did not exceed \$100,000; (2) I did not receive the CRD as a non-spouse beneficiary; (3) I received the CRD between January 1, 2020 and December 31, 2020; (4) my repayment is within 3 years of the date I received the CRD; (5) the CRD is eligible for rollover; and (6) the amount of my repayment (along with any prior repayments) does not exceed the amount of my CRD.

Associate's Signature:

Date:

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