



Department of Talent Services – Professional Divisions

702 SW 8th Street
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www.walmartstores.com/pharmacy
www.walmartstores.com/optometry
(800) 221-1655



To: Pharmacists and Doctors of Optometry
From: Mike Peerson, Director of Talent Services & Campus Relations
Date: 2-26-08 **Expire Date:** 05-26-08
Subject: **Regional Talent Specialist - Professional Divisions Job Postings (Pharmacy/Optical Recruiting)**

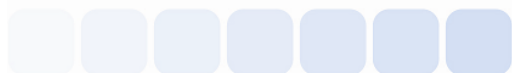
Overview: We will be adding three more Regional Talent Specialist to join our team of 23 for this year to support our District and Regional Managers in the placement of pharmacists and optometrists in our stores. These positions are based on Regional Manager geographical alignment and are listed below.

| Area | Job # | Pay Band | Region # | Talent Services Manager |
|--------------------------------|-------|----------|----------|--------------------------------|
| North Carolina, South Carolina | 21407 | 64 | 48 | Ben Thankachan 479 586 0715 |
| Ohio | 21398 | 64 | 49 | Ben Thankachan 479 586 0715 |
| West Texas, New Mexico | 21405 | 64 | 27 | Steve Reinhart 479-277-0293 |

General Overview of the Regional Talent Specialist position:

- Must be a licensed pharmacist or optometrist to be eligible for the position.
- Responsibilities included, but not limited to:
 - o Supporting Pharmacy and Optical District Managers in sourcing and placing quality candidates through a variety of means such as cold-calling, mailings, career fairs, internet, open houses, CE seminars, etc.
 - o Serve as the "expert" source on recruiting/interviewing techniques and marketing to support and develop Pharmacy and Optical District Managers.
 - o Serve as a primary contact with Colleges of Pharmacy and Optometry and improve our visibility and reputation on campus.
 - o Serve as a professional representative for Wal-Mart through participating in professional organizational events and activities such as APHA, NPHA, AOA, and many other national, state, and local

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professional organizations.

- Positions are based in the field and require residence within the market. Overnight travel is to be expected. Weekends may be involved. Relocation package available.
- Company car, laptop, pda, and a corporate expense account, are just some of the tools provided to assist you in your role.
- Direct Compensation.
 - Base Salary. Your initial Base Salary will be \$100,000 annualized, and you will be paid bi-weekly.
 - Incentive Award Opportunity. You will be eligible to participate in the Wal-Mart Stores, Inc. Management Incentive Program. This program currently allows you to earn up to a maximum of 25% percent of your annual salary in an incentive award based on the Company and/or other appropriate business unit(s) reaching certain pre-established performance measures.
 - Equity Compensation. Your annual equity award level has a value of \$8,000 in restricted stock rights.
 - Regional Pay Zone Compensation (RPZ). In addition to your base wages, you may be eligible for RPZ, based on the geographical location of the home store to which you are assigned. RPZ may increase or decrease or stay the same each year, at the discretion of the Company. RPZ may also differ from store to store, depending upon location.

Action Required:

- Wal-Mart Pharmacists and Associate Doctors of Optometry may apply by going to the Wire - Work - People - more >> - Transfer Request. Print off the transfer request, complete the form ("Job Title" Field input: Regional Talent Specialist; Job# and Grade/Pay Band input: Job# from above / Band 64) and have DM sign form. Fax resume and signed transfer request to attn: Sharon Johnson @ 479-204-9880.
- Doctor Partners may apply through walmartstores.com - careers - Search for Wal-Mart and SAMS CLUB careers - Register as a member - log in - Detailed Search - Job ID "input job # from above" and follow the instructions.

Conclusion: For additional questions or inquiries, contact Sharon Johnson (Divisional Talent Specialist) at sharon.johnson@wal-mart.com , Ben Thankachan (Senior Manager, Health & Wellness Recruiting - East Divisions) at ben.thankachan@wal-mart.com, Steve Reinhart (Senior Manager, Health & Wellness Recruiting - West Divisions) @ steve.reinhart@wal-mart.com.

