Dear colleagues,

Welcome to the April issue of Walmart India internal newsletter. As you proceed through the newsletter, you all will realize how exciting the month has been!

Several internal and external activities and all people-centric ones – geared towards associate as well as our valuable customers. The mega HoReCa event and summer mela across stores to the intra corporate super chef contest, engagement levels in April have been on a real high. Externally too, I attended and spoke at the World Retail Congress in Dubai; we formally hosted the graduation of the Class of 2016-17 of the first cohort of 32 women owned businesses of the Walmart supported Women Entrepreneurship Development Program, where NITI Aayog CEO Amitabh Kant was the Chief Guest; and I also spoke at the US Chamber of Commerce Foundation’s debut event in New Delhi on Opportunities for Women and Youth.

However, the highlight has been the visit of Dirk Van den Berghe to India. Dirk is now the Executive Vice President and Regional CEO - Canada and Asia and also President & CEO for Walmart China. In his new role, this was his first visit to India, during which he addressed associates of Walmart India Support Centre in Gurgaon and interacted with members and associates at Hyderabad Store. In his presence, I also signed an MoU with the Telangana Government.
During this visit, Dirk categorically highlighted the importance of Indian market in Walmart World and he said “India is a priority market for Walmart now along with China.” He appreciated all of you for your untiring efforts, enthusiasm and focus on living our mission of making a real difference to the lives of our customers.

Through our own efforts, and with strong support and encouragement from our parent organization, we are on the right track. In this journey of growth, associate engagement is one of the key focus areas. Having said that, I would like to reiterate that associate engagement is not about self-satisfaction. To me and as I concur with ‘Louder than Words’ by Bob Kelleher, successful engagement is about creating, incentivizing, and sustaining:

- A learning culture
- Transparent and frequent communication
- The pursuit of high performance; and
- Alignment with company and individual goals

The team is making efforts by collaborating with you all to make the newsletter very engaging by sprinkling some fun into the mix!

Peak summer is here. In this issue, do read the special focus on ‘Beating the heat – Guntur Style’ and some tips from associates. Take care of yourself and your families while taking care of customer needs and requirements.

We are a people business. I always like to hear how we are doing. Keep giving your feedback to the editorial team.

Happy reading!

Krish
In this issue…

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The growth and energy at the HoReCa Festival, 2017 confirmed its role as an iconic trade event while strengthening the company’s position as a leader in this segment.

As an imperative part of the company’s strategy to build relationship, our Best Price Stores in Bhatinda, Bhopal 1&2, Indore, Lucknow, Raipur, Amravati, Aurangabad, Agra and Rajahmundry brought together members and suppliers of products and services of the HoReCa segment, hosting a rich program of targeted presentations by experts, exclusive discussions, specialized demos and sampling sessions, to attract the interest of our members.

Committed to driving innovation and offering best solutions, this exclusive forum specifically addressed the needs of the hotel, restaurant and caterer businesses, creating excitement among our members by introducing new assortment and leveraging the peak HoReCa assortment buying period across the catchment (Primary & Secondary) and pre-wedding season requirement.

Overall attendance and upsurge in queries affirms our positive movement in this space. The festival earned great feedback from members and vendors alike as they found tremendous value in opportunities for networking, quality interaction and knowledge of industry trends and exciting assortment of innovative products that were made available on this platform.
At Walmart India, our growth is fueled by reinventing ourselves and bringing innovative and relevant products to the market.

This summer, the snack aisles in our Best Price Stores are brimming with attractive packs of **Member’s Mark Instant Noodles**. To ensure quality, we have strategically partnered with a key supplier, Indo Nissin Foods Pvt Ltd (owner and manufacturer of brand, Top Ramen) to develop this product which has already found wide acceptance among our members. In an in-house tasting session at the Support Centre, it bagged top ratings from our associates as well.

MM Instant Noodles has been selected in line with our 10 x 10 Strategy, (Top 10 Items in Top 10 Categories) and has been launched in three pack sizes- **70g (Rs. 10), 280g (Rs. 40), 420g (Rs. 60)**. The 70g pack is the best-selling pack as per Nielsen, doing impressive numbers and contributing towards 70% sale in the noodles category. This pack will aggressively drive our penetration in the reseller and distributor channel. It has been launched in the top-selling variant - Masala (which has a 88% share as per Nielsen).

With a high impact 360-degree plan to drive its mega launch through in-store marketing execution, demos, PB event special focus, and out-of- store member sampling, this home-grown product with the right ‘masala mix’ is set to become a clear winner in its category.
Corporate Super Chef Contest

Walmart India participated in one of the most ‘sizzling cook offs’ of the season that was all about fun, frolic and food. As the Intra Corporate round of the Corporate Super Chef Contest kicked off, our associates grabbed their chefs’ caps and geared up for a delicious adventure to conjure a dizzying array of gastronomic delights.

The Intra Corporate round across 4 store locations and WISC was an overwhelming success with a total of 42 teams participating with some innovative culinary ideas and skills.

As part of the competition, the teams received a basic set of spices, cooking utensils, and a cooking station along with a diverse and exotic range of ingredients to prepare a two-course winning meal within 40 minutes. Saffola Oats was the key ingredient at the live cooking competition.

Tangy sauces, fanciful dressings and a variety of interesting flavors abounded as the teams out-wilted and out-cooked each other to prepare their two unique recipes amidst loud cheering from the audience. Besides the display and demonstration of culinary skills, the event exhibited teamwork and talent and judges walked away visibly impressed with their discovery of incredible chefs in Walmart India!

A big round of applause for all our winning teams and for everyone who participated in the contest!
And the Winners are...

Team India Support Centre

Team Kota

Team Hyderabad

Team Meerut

Team Bhatinda
The **Summer Mela** is drawing and dazzling customers across all our Best Price Stores with special seasonal assortment, exciting promotions along with great member service to offer members an immersive ‘summer’ shopping experience.

Indulging our members through the coolest deals, the wide choice of ‘Beat the Heat’ items such as ACs, refrigerators, fans and cool beverages have sent the April sales soaring and fetched numbers that all the stores can proudly boast of.

Ultimately it boils down to creating pleasant and personalized experiences for our members that appeal to all the five senses. The Guntur store has won very encouraging feedback from our delighted members and here’s what some say:

**Namo Hemanth Sai Kirana Merchants (Guntur):** I feel very excited this summer as Best Price is offering a range of summer items (all at one place) at attractive prices. I am able to save a lot of time and shopping here is very convenient. Hope to see many more events like Summer Mela in the future.

**OM Gurunadham Kirana (Cherukupalli):** Thank you Best Price Store Guntur for making this summer memorable by getting a range of items at attractive prices! This season, I am purchasing beverages, juices, water etc from Best Price for all these reasons. All the best!
The summer heat may mean cool AC cabins and offices for many, but has a different meaning for some of our unsung heroes who put in tremendous effort behind the scenes to create this success story. Our BDAs, the loaders, and the associates in receiving area in all our stores brave the scorching heat and go about their jobs with smiles on their faces and pride in their hearts.

For this issue, we spoke to associates in our Guntur Store and here are excerpts of some inspiring conversations:

**Basha, Floor Associate, Business Support** – My job involves vehicle and route planning, loading and ensuring timely deliveries. It gets tough during summers but I have Glucon-D for rescue (laughs). I realize that timely delivery is the key to satisfying customers. I don’t mind the discomfort because I like my work and have a very supportive team.

**Chandra Sekhar, Asset Protection team** – I monitor the checkout area of the store to control loss and shrink. In my role I need to be extremely vigilant while the loading is happening. Assisting with the delivery, I spend long hours in the hot sun. But I am fortunate to have a great supervisor. The management is very friendly and I can always rely on them for guidance and that’s what keeps me going.

**Ganesh, TL Food**
I have been with the company for 6 years now. Earlier I was with the Receiving department and now being the TL- Food, a large part of my time is spent is supervising the arrivals, loading and unloading of merchandise. I end up spending 5-6 hours outdoors, every day especially during summers when the sale of cool beverages is at its peak. I am passionate about my what I do and love the culture of our company.

**Nageswari, Floor Associate, Receiving**
My day starts at 7 am usually. Apart from handling various issues on the shop floor, I handle the Receiving area, working with delivery personnel, checking-in and counting merchandise received and also taking care of pending stock. It is a critical role and there is no room for error. What I love about my workplace is the amazing respect and encouragement that women get in this company.

Bravo bravehearts! We owe our success to you. Thanks for all you do!
Stay Cool: Top Tips from Associates

With the mercury levels soaring, the sweltering summer heat takes a toll on our bodies and moods both. Here are some fantastic, low-cost ideas to ‘beat the Heat’ from our associates across stores that will help you battle the hot weather and keep you as cool as a cucumber till the monsoons arrive. Read on and try them.

Swimming and water workouts
I would recommend taking a dip in the pool. There’s nothing better than submerging yourself in cold water on a hot summer day. It’s the season for adventure! Explore new summertime water workouts and keep fit. Walk and exercise in the morning before 10 am or in the evening after 7 pm. Give up hot tea and have cool minty teas for a refreshing experience, advises Neetu Sahni, FA, Bhopal 2.

Fresh crunchy salads and good ol’ lassi
In summer, I consume lots of salads for lunch and keep drinking ‘lassi’ or ‘chaas’ whenever I get time, even if I am outdoors, says Kuldeep Rajawat, BDA, Price Comp, Kota.

Eat Cool, Be Cool.
We must consume foods that cool the tummy. Go for sweet and ripe summer fruits, fresh veggies, juices, cool shakes and ice creams which are very refreshing. Indulge yourself!, suggests, Kapil Sahu, FA, Bhopal 1.

Onion beats the heat
Not too many people know of the miraculously cooling properties of onion. They keep you protected from summer ailments. When venturing out, keep two onions in your pocket always. Try it!, advises Sri Ganesh, Asst. Manager – People, Guntur.

Magical Woodapple (Beil).
I believe in the cooling magic of Beil sharbat and have it regularly during hot summer months. Hydration during this time is crucial. Carry a bottle of water wherever you go. I also keep water pots outside my house for birds to come and drink, says Harjeet Singh, Store Cashier, Bathinda.
Health & Safety Month across Stores & WISC

At Walmart India we are deeply committed to the health and well-being of our associates and ensure uncompromising adherence to Health and Safety norms. The annual Health & Safety celebrations are a part of our journey from “compliance” mode to “excellence” mode as we strive to embed safe behaviors in our daily routine.

The ‘Health & Safety month’ this year kicked off with a special video-message from our Global CEO Doug McMillan reaffirming our commitment to build a healthy work culture. He said, “… We have a strong culture of Health and Safety in this company, and I am asking each one of you to build that culture by taking safety personally. I’d like to say that as long as we wear the badge it comes with the responsibility to make this a better place…”

Exciting theme-based activities were rolled out across the stores which included oath-taking, awareness-building exercises, training programs and various contests to involve and engage our associates and customers alike. At the Walmart India Support Center, a specialized Ergonomics training was carried out to educate our associates on the basics exercises during working hours that can reduce stress and fatigue and improve productivity. This program was well attended and earned a positive response. ”

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**SUNDOWN RULE**

**Sundown Rule** is a principle we take seriously at Walmart. In this fast-paced retail environment, where we have so much inter-dependency while doing our jobs, it's our standard to get things done today, before the sun goes down. Whether it's a request from a store across the country or a call from down the hall, every request should get same-day service. These have been our working principles. Besides, our associates know that our customers live in a busy world. The Sundown Rule is just one way we try to demonstrate to our customers that we care.

*To quote Sam Walton, “Get back to the customers as well as to the team members with an appropriate response for any query during the same day. It helps in creating a sense of urgency and showing customers, team members & colleagues that we value their time.”* This Rule supports the basic beliefs of Respect for the Individual, Service to the Customer, Striving for Excellence and Acting with Integrity.

As part of our efforts to build a high performance organisation with culture integrated into the core system, the Walmart India Culture Team positioned March as our **Sundown Rule month**. As part of this initiative, the rule was communicated and cascaded through every level of the organization through posters and screensavers and all of us were encouraged to embed it into our way of communicating with the customers as well as with our fellow colleagues.

A short survey was launched at the India Support Center with the objective to find out if we are indeed living up to the expectations of this Rule, which is the basic foundation of customer service.

*We will be back to share detailed findings of the survey in the next issue.*

*Keep watching this space.*
What holds an organization together and motivates the people within it is to do the right thing rather than the easy thing. For Walmart and for many top-performing companies, it is a Cultural thing — the values, mindsets and behaviors that constitute an environment conducive to success.

Meet the following associates who have demonstrated behaviors that have translated the organization’s unique personality and soul into customer-focused actions to bottom-line results. Deservingly therefore, they have been conferred with the much coveted Sam’s Hat for 2016 at the YBM 2017.

**SANJAY KESAVAN – SVP & Head - SALES & OPERATIONS**

Sam’s Hat...how did you feel on winning this award, one of the most coveted awards at Walmart.

....That `Dedication & Hard Work Always Pay Off’
When did you join the company? Tell us a bit about your journey in the company.

What a journey I have had! The learnings have been incredible to say the least and I am truly blessed!

• I joined the company as DMM for FMCG for Food and Non-Food businesses in December 2010, when Walmart India had only 5 Best Price Stores. It was just a Rs 300 crore business. Over the following 12 months, we opened 12 stores in 6 states! There was a lot of excitement due to the plethora of opportunities this expansion opened for us. Building regional assortment through Private Brand suppliers was the key to our success in newer geographies. Besides, we focused on long-term margin commitments from suppliers through re-negotiation of TOT’s and within an year we increased the TOT margins by 85 BPS with every key supplier in FMCG increasing it during 2011.

• I also built the merchant capability by hiring talent from outside while also growing people within the team. During this time, I was promoted as GMM for FMCG Food in February 2012. I worked towards bringing back the focus on building the supply chain, regional assortment, Private Brands and TOTs with suppliers and grew the sales mix and margin for FMCG Food.

• In March 2014, FMCG Non Food was added to my portfolio. I seized this opportunity to lay down a strong foundation of FMCG value proposition for members holistically. In June 2016, I moved to Field Operations and Sales & BD, a new and challenging role. But as always, I took up this responsibility head-on. I spent considerable amount of time in stores learning the basics of operation by working along with store associates in all departments -- from Receiving to Check out, Sales & BD and Membership. This helped me understand the strengths and opportunities of these functions.

• I was promoted as SVP in April 2016 and my innings continues with strong focus on P&L growth. Of course with 100% commitment to ‘Customer First’.

Work you have done in this company so far that is most meaningful to you.

• Together with my team of merchants in FMCG from 2011 to 2014, I led this division to offer items to members that were most relevant to them. This eventually made the Best Price stores, “the destination stores for FMCG items”.

• Together with my team of merchants in FMCG from 2010 to 2014, I strengthened the division. Its contribution to format increased from 42% in 2010 to 49% in 2014 with a healthy double digit margin, higher than the format margin.

• Together with my team in Sales and Operations at WISC, Market and Stores, I turned around the store profitability in 2015 and 2016 by growing profitable sales, tight control over store OPEX and resulted in growing EBIT consecutively in the past two years.
• I institutionalized a strong review mechanism of P&L review in 2015-16. This makes the Store Manager or the Market Manager a true P&L leader due to the rigor he/she puts in while monitoring and reviewing each line of the P&L account.
• Beyond business, I absolutely enjoy the time I volunteer to mentor two women owned businesses who recently graduated from the Women Entrepreneurship Development Program. This engagement is a win-win --I get to advise them on building their businesses and I also take back a lot from them on entrepreneurship. It also makes me appreciate their never say spirit as they continue to march ahead and take risks despite the odds.

As a recipient of this award, how would you positively influence others around you?
I always share my professional journey with people around me, humbly hoping it would motivate some of them, if not all. I tell them that,`` if you don’t dare to dream big, you won’t achieve big.” I had a modest beginning as a frontline salesperson with leading MNC Hindustan Unilever but my aspiration to aim for the stars drove me to work hard every day. Recognizing my commitment, the company awarded me with the most coveted, ‘Growth as a Professional’ award. There has been no looking back since then as it reaffirmed my faith that dedication and hard work always pay off. Most often, people tell me, "when you say something, it’s worth listening to". I will therefore continue to do this...share learnings. In this process, I learn and unlearn too, continuously and this gives me much more satisfaction than the pay cheque.

I started my career selling ‘soaps’ and now at Walmart I sell ‘hope’ to everyone by saying the Cash&Carry potential is huge in India due to its large rural population. This base has huge ‘consumption’ demand but cannot be reached by manufacturers. Therefore, organized wholesaler or Cash&Carry player like Walmart rightly caters to this population and enables them to save money and live better. As a matter of pride, we contribute hugely to the country’s economy by creating thousands of jobs, sourcing from local manufacturers and running sustainable stores. We have great talent across levels who live the Walmart culture everyday and create a pool of happy and satisfied customers. With our steady and consistent growth and expansion plans, we are here for the long run. And backed by a parent company that believes in this growth story, we indeed are in the midst of a great journey. I have realized that sharing such nuggets of information brings in a paradigm shift in associates’ perspectives.

Your hero or idol or mentor you look up to or who set you on your present path.
My father, E.P. Kesavan. I lost him when I was very young but he continues to live in my thoughts. I make sure I never fail him by ensuring I demonstrate the beliefs and values he instilled in me through my behaviors and conduct.
Where do you see yourself five years from today?
Selling ‘hope’ to 20,000 associates at Walmart India!

Your greatest career OR personal accomplishment.
Regardless of my career accomplishments, the most gratifying moments are my daughter Sharika’s achievements and success in all that she does. As her dreams take flight and she starts soaring on her own now, my wife and I only wish and hope that “she continues to be a perfect blend of all the goodness of the family”.

Few things you absolutely love about Walmart.
The Culture of being “fair to every associate by giving equal opportunity to learn and grow”; the Culture of transparency and the Culture of humility across all levels.

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YOGESH GUPTA – VP, FINANCE CONTROLLER

Sam’s Hat... how did you feel on winning this award, one of the most coveted awards at Walmart.
When my name was announced, I literally froze in my seat. I have no words to explain that feeling. All I can say is, it is an honor to receive the ‘Sam’s Hat’.

When did you join Walmart India? Please give us a glimpse into your journey...
Ever since I joined Walmart in April 2008, I have worked in various profiles including in an international assignment for six months. I have been part of consolidation and reporting for multiple entities, real estate finance, financial planning and reporting. Currently I am the market Controller for India. I have enjoyed all the roles and responsibilities thus far.

Work you have done in this company so far that is most meaningful to you.
Customer Service is our priority. Across all portfolios, my key focus has been to make my engagement and contribution meaningful to the Customer, both internal and external, with highest standards of integrity and ethics. I am most proud of the work for which I was awarded Sam’s Hat – transition of accounts payable outsourcing process from Genpact to HOV. The new process has improved payment compliance scores, brought integration of tax and payables vendors and quality of invoice processing substantially.

As a recipient of this award, how would you positively influence others around you and how would it impact your career at Walmart?
While Sam’s Hat recognizes my efforts, I feel it has given me a huge responsibility to raise the performance bar, walk the talk and have a positive influence on the team so that we continue to deliver with as much zeal and commitment.
Walmart nurtures talent internally and provides opportunities for growth and development. A Manager or Supervisor gives a lot of importance to his/her team’s aspirations and career progression goals and guides accordingly. I recently completed 9 years in the company and I have always felt that the company supports any career growth plan that is complementary to the overall business growth. I will continue to do my best in the company and the results will follow.

Your hero or idol or mentor you look up to or who set you on your present path.
I have always looked up to my brother for his immense sense of responsibility and values. He has been my pillar of support. He helped me in pursuing Chartered Accountancy and encouraged me to move to the corporate sector. At Walmart, Ashwin Mittal, our CFO and my manager, is my mentor. I draw a lot from his wisdom and knowledge and highly appreciate his honest feedback and transparency. I owe a lot to him as he has been guiding me all these years and has been a true beacon of light.

Where do see yourself five years from today?
Five years down the line, I would like to have an international assignment with Walmart.

Your greatest career OR personal accomplishment.
My journey at Walmart has been very satisfying so far and I have enjoyed all my roles. However, the best one so far has been the international assignment. Professionally, it was an enriching experience as I got the opportunity to work with various markets and personally, it was a beautiful phase of my life where I spent a lot of quality time with my wife and we visited many places across the US together.

Things you absolutely love about Walmart.
Culture of integrity, respect to individual and customer service; Commitment of the Leadership team to grow the company with a strong vision; and the Company’s focus on people and transparent communication.

Yogesh with wife Shikha
Sam’s Hat...how did you feel on winning this award, one of the most coveted awards at Walmart.
I was ecstatic!

When did you join Walmart? Please give us a glimpse into your journey so far.
I joined Walmart in July 2010. My journey has been wonderful right from the beginning. I joined as Store HR for Jalandhar, followed by Market HR for Punjab and J&K, then became Regional HR for North and now Lead HR for Field Operations.
I have been part of several other assignments. I worked with the Licensing team for some time and went to Shanghai for Train The Trainer training on Global Investigations. And now receiving the Sam’s Hat is a big high for me.

Work you have done in this company so far that is most meaningful to you.
Every role that I have handled so far has been very meaningful to me. My journey from Store HR to Lead -Field HR Operations has given me different opportunities to perform and learn at every level.

As a recipient of this award, how would you positively influence others around you and how would it impact your career at Walmart?
I have always had faith that the company appreciates and recognizes associates. This award has reaffirmed my faith. I can now influence others by citing my own example to reinforce that every contribution in the organization is important and gets recognized. Sam’s Hat has given me the confidence that if one puts in his/her best, sky is the limit!

Your hero or idol or mentor you look up to or who set you on your present path.
There are many role models across the company at all levels and one can draw inspiration from each one of them. The organization truly exhibits Sam’s quote “Ordinary people do extraordinary things”. If I have to mention one person in particular then it would be my Supervisor who has always pushed me to achieve more, has always believed in my abilities and given me new tasks and challenges to accomplish.

Where do you see yourself five years from today?
I have had a wonderful journey of more than six years spanning various roles -- from Store HR to Lead – Field HR Operations. Five years from now, I see myself in the top echelon of business HR domain.
Your greatest career OR personal accomplishment.
I have handled different responsibilities till now at different levels which are full of accomplishments. The role of Lead – Field HR Operations has been by far the best career opportunity for me.

Things you absolutely love about this company.
I love everything about the Walmart way of working, be it Respect for individual, Opportunities for all, Open culture, Strive for Excellence and Act with Integrity.

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BIRADAR VM – STORE MANAGER – BEST PRICE STORE, RAIPUR

Sam’s Hat...how did you feel on winning this award, one of the most coveted awards at Walmart.
Extremely happy. I was on “On top of the world”.

When did you join Walmart? Please give us a glimpse into your journey so far.
I joined Walmart in June 2010 as Co-Manager of Best Price Store, Jalandhar. After an year, I moved to Lucknow to open the store. After a few more roles in between, I have been working as Store Manager in Raipur since last two and half years.

As a recipient of this award, how would you positively influence others around you and how would it impact your career at Walmart?
Sam’s Hat award has the power to generate inspiration. It endorses that the recipient is doing something right and is treading the path as per the company’s expectations. This encourages him/her to believe in oneself and contribute more meaningfully. Such belief and conviction is infectious and automatically makes a positive impact on the entire team. Together, we can drive business with much energy, focus and passion.

Your hero or idol or mentor you look up to or who set you on your present path.
My role model has always been our COO, Murali Lanka. He is a true ambassador of Walmart culture as he demonstrates the values in all his actions. He is ever willing to share his experiences with everyone and I have learnt a lot from him. The learnings have helped me to run the store in the best possible manner.

Five years from now, how do you see your career shape up?
I am very optimistic of my career growth in Walmart and would like to see myself in the Leadership team in a few years from now.

Your greatest career OR personal accomplishment.
The best achievement has been Raipur Store’s sales and margins grow over a period of time. This is the best demonstration of how team work can do wonders.
A few things you absolutely love about Walmart.
Culture, Simplicity and Operational excellence.

Biradar with his wife Ashwini and daughter Sneha

RAJEEV ARORA, DGM – MERCHANDISING (PERSONAL CARE)

Sam’s Hat...how did you feel on winning this award, one of the most coveted awards at Walmart.
I felt extremely gratified.

When did you join Walmart? Please give a glimpse of your journey.
I joined in September 2009 as Assistant Buyer (Manager) in Personal Care category, became Buyer (Senior Manager) in 2012 and became DGM in 2014.

Work you have done in this company so far that is most meaningful to you.
I have been part of every Best Price Store opening and this has emotionally connected me with the organization while also instilling in me a sense of responsibility and accountability. As a buyer, I have worked with many small vendors and integrated them into the Walmart supply chain. Witnessing their growth gives me a lot of satisfaction.

As a recipient of this award, how would you positively influence others around you and how would it impact your career at Walmart?
Live the culture and demonstrate it in every behavior -- this award reinforces this and will continue to inspire me to perform with more rigor and passion. This will motivate the team to emulate. Hard work is always rewarded and I am convinced the organization will take care of my future as always.
Your hero or idol or mentor you look up to or who set you on your present path.
I would like to mention two mentors -- Saurabh Mallik who always smiled through the challenges. He always worked towards developing the team; I look up to Ashwani Sharma for his knowledge, patience and eye for detail. Every interaction with Ashwani widens my horizon and sharpens my skills.

Where do you see yourself five years from now?
Growing in the organization along with my team and taking higher responsibilities and bigger challenges.

Your greatest career OR personal accomplishment. Winning the most prestigious awards at every work level:
• Assistant Buyer for the year in 2010
• Best Merchant Non Food in 2013
• Sam’s Hat in 2017

Things you absolutely love about Walmart.
Culture; Commitment and Eye for detail.

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Rajeev with wife Renu and son Pratham
Tell us about yourself...your personal and professional backgrounds
I was brought up by my mother as I lost my father at a very early age. My mother, Geeta, was self-taught and retired as an advisor to the board of a leading newspaper. I married my best friend Pooja who is passionate about cooking and runs a small business around her passion. I have learnt about being fearless and compassionate from both these women in my life. That said, having 2 strong women in my life can be fun and challenging at times 😊. My sons Ambar and Bhrigu are two distinct personalities. One loves Physics while the other loves European History and Arts.

Who is your mentor?
I have had several mentors in the past, but am currently looking for a mentor who comes from the business. This shall help me find a way into understanding and learning about running a business.
Most memorable holiday destination you have been to...
Leh and Ladakh.

Recent books you have read and have implied learnings on the business.
I would like to cite two books: 'The hard thing about hard things' by Ben Horowitz and 'Mindset' by Carol Dweck.

The key learnings from the two:
• Difference between the best and the brightest is discipline.
• Every day is day zero.
• Continuous learning allows you to break new ground and build self-belief.

What’s your passion?
Reading about businesses. I spend one day a week, researching about how AI is being leveraged by start-ups to solve larger problems.

Your most treasured asset...
Family and Time.

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The Class of 2016-17 comprising 32 women entrepreneurs graduated from the Walmart Women Entrepreneurship Development Program (WEDP) on 13 April. The program had trained these entrepreneurs in professional and soft skills to help build robust businesses. The graduation event was attended by women entrepreneurs, retail industry experts, NGOs and government officials. WEDP was supported by Walmart and implemented by WEConnect International and Vrutti.

The program was launched in April 2016 and consisted of several training modules to help develop the pipeline of women-owned businesses for the industry. Walmart India identified eight of the WOBs as future Walmart India suppliers as the products fitted the assortment apart from meeting all other parameters to becoming a supplier.

At the graduation event, Walmart announced the project’s continuation into its second year. The details of the application process for the training program, as well as the criteria for selection will be announced in the near future.

Krish Iyer, our President & CEO, said, “Walmart funded the Women Entrepreneurship Development Program in April 2016 to support WOBs achieve higher levels of business growth and help make them more resilient in today’s dynamic socio-economic environment. During several assessments, it was heartening to note that the program did bring about the desired outcome and impact. I am glad that I have had the opportunity to interact with all of them, witness their entrepreneurial spirit and hear with awe their total and complete commitment and perseverance.

As the women entrepreneurs graduate today, I feel a sense of pride that this program has created a pipeline of strong WOBs for the industry’s supply chain, in line with our efforts to be ‘partners in progress’ with the Government in the country. Congratulations to all the graduates, and we are excited for the second year of WEDP.”
Speaking about the program, Babita Gupta, Director of Nirmal Designs Pvt,Ltd., one of the program graduates, said, “It was a beautiful program. From life skills, Social Media Marketing, Operations, Replenishment, Logistics, Supply Chain, Product Marketing, Financial Planning and Resource Management, Negotiation Skills, among others, we learnt a number of aspects of running a business and making it sustainable.”

Beyond classroom sessions, the participants were given a guided tour of Best Price Stores, owned and operated by Walmart India, to give them an understanding of the format, merchandise assortment and customer segments; met and interacted with the senior leadership of Walmart India; showcased products to the company’s merchandising team; had the opportunity to set up stalls and attend “Think Big”, the largest international confluence of WOBs and buyers.

At the graduation event, a coffeetable book profiling the professional journey of the participants was launched by Chief Guest Mr Amitabh Kant, CEO of Niti Ayog. Mr. Kant mentioned in short speech that Walmart’s WEDP project was the best women empowerment program of its kind which he has seen for empowering women entrepreneurs. A film on the project was also launched, which is now uploaded on the Walmart India YouTube channel -- [https://youtu.be/FuA5mgZor2M](https://youtu.be/FuA5mgZor2M)
Vinod Kumar has joined us as Senior Manager - General Ledger Accounting and joins Finance. He has completed his CA from The Institute of Chartered Accountants of India. He joins us from Bharti Retail Limited, where he was working as Senior Manager.

Shalini Pandey has joined us as Merchandising Assistant - Staples. She has completed her Bachelors of Science from Annamalai University. She joins us from South India Krishna Oil and Fats Pvt. Ltd., where she was working as Senior Purchase Executive.

Shilpi Sharma has joined us as Manager- Business Finance. She has completed her Masters in Finance from The ICFAI University. She joins us from Citicorp Services India Ltd., where she was working as Senior Financial Analyst.

Yuvraj Singh Shekhawat has joined us as Assistant Manager - Talent Development, People team. He has completed his PGDM from Jagan Institute of Management Studies. He joins us from Kumon India Education Pvt. Ltd., where he was working as Associate.

Manteshwar Nath has joined us as Senior Manager - Compensation and Benefits. He has completed his Masters from Tata Institute of Social Sciences. He joins us from Tata Steel Limited, where he was working as Manager, HRM.

Ashish Negi has joined us as Assistant Buyer - C&C Edible Oils. He has completed his Bachelors in Science from Kumaun University Nanital. He joins us from Raghunath Agencies Pvt. Ltd., where he was working as Trading Manager.
# My Calendar May 2017

<table>
<thead>
<tr>
<th>Program</th>
<th>Date</th>
<th>Date</th>
<th>Time</th>
<th>Facilitator</th>
<th>Audience</th>
<th>Venue</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Functional</strong></td>
<td></td>
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<tr>
<td>Negotiation Skills</td>
<td>23rd May</td>
<td>23rd May</td>
<td>2:00pm – 5:00pm</td>
<td>Sanjay Kesavan</td>
<td>Merchants</td>
<td>TBD</td>
</tr>
<tr>
<td>Understanding the P&amp;L</td>
<td>31st May</td>
<td>31st May</td>
<td>11:00am – 1:00pm</td>
<td>Bharat Bhushan</td>
<td>New joiners</td>
<td>Sustainability</td>
</tr>
<tr>
<td>Retail Link</td>
<td>23rd May</td>
<td>23rd May</td>
<td>2:00pm – 5:00pm</td>
<td>Ajinkya Bokil</td>
<td>Merchants</td>
<td>Sustainability</td>
</tr>
<tr>
<td>Basic &amp; Intermediate MS Excel</td>
<td>26th May</td>
<td>26th May</td>
<td>2:00pm – 5:30pm</td>
<td>CP Sinha &amp; Mellisa Farias</td>
<td>Need Based</td>
<td>Excellence</td>
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<tr>
<td>Inventory Management</td>
<td>TBD</td>
<td>TBD</td>
<td>2:00pm – 3:30pm</td>
<td>Sumit Agarwal</td>
<td>Merchants</td>
<td>TBD</td>
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<td><strong>LeadSpeak</strong></td>
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<tr>
<td>Learn the Business</td>
<td>11th May</td>
<td>11th May</td>
<td>3:00pm – 4:30pm</td>
<td>Javier Rojo</td>
<td>All Associates</td>
<td>Sustainability</td>
</tr>
<tr>
<td>Understanding GST</td>
<td>TBD</td>
<td>TBD</td>
<td>11:00am – 1:00pm</td>
<td>Dinesh Mittal</td>
<td>All Associates</td>
<td>TBD</td>
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<tr>
<td><strong>Competency Based Sessions</strong></td>
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<tr>
<td>High Performance Teams</td>
<td>12th May</td>
<td>12th May</td>
<td>9:00am – 5:00pm</td>
<td>Dr. Sanjay Salooja</td>
<td>Managers/Sr. Managers/MTs</td>
<td>TBD</td>
</tr>
<tr>
<td>Living Our Culture</td>
<td>15th May</td>
<td>15th May</td>
<td>2:00pm – 5:00pm</td>
<td>Deepshikha Dhasmana</td>
<td>New joiners</td>
<td>Sustainability</td>
</tr>
<tr>
<td>Situational Leadership II</td>
<td>16th &amp; 17th May</td>
<td>16th &amp; 17th May</td>
<td>9:30am – 5:30pm</td>
<td>Deepshikha Dhasmana</td>
<td>People Team</td>
<td>TBD</td>
</tr>
<tr>
<td>5 Dysfunctions of a Team</td>
<td>18th &amp; 19th May</td>
<td>18th &amp; 19th May</td>
<td>9:00am – 5:00pm</td>
<td>Dr. Sanjay Salooja</td>
<td>CLT</td>
<td>IBIS Hotel</td>
</tr>
<tr>
<td>Situational Self Leadership</td>
<td>24th May</td>
<td>24th May</td>
<td>9:30am – 5:30pm</td>
<td>Deepshikha Dhasmana</td>
<td>New Promotes @ Sr. Exec/AM</td>
<td>Excellence</td>
</tr>
<tr>
<td>Creating Effective Presentation</td>
<td>26th May</td>
<td>26th May</td>
<td>10:00am – 1:00pm</td>
<td>Pooja Mohan</td>
<td>All Levels</td>
<td>Sustainability</td>
</tr>
<tr>
<td>Taking the Stage by Deepshikha</td>
<td>30th May</td>
<td>30th May</td>
<td>10:00am – 6:00pm</td>
<td>Deepshikha Dhasmana</td>
<td>People Managers</td>
<td>TBD</td>
</tr>
</tbody>
</table>
Attention Associates: This is YOUR newsletter. Let’s make it interesting and relevant. In addition to company news, we would like to feature your personal side too so that we get to know each other really well!

If you did something extraordinary in the weekend or have a hobby that you are proud of, OR if you wish to share your spouse’s or children’s achievements, you may send them to Sunita.Patnaik@walmart.com and Sonal.Saxena@walmart.com. Please ensure those are supported by photographs too. The deadline for submission is 25th of every month.