



# Oh baby!

## Welcome to your Walmart parental benefits.

When a new family member arrives, life changes fast. Luckily, Walmart is here to support you with some great programs and benefits that will help you and your growing family live better every day. This handy checklist tells you what you need to do, and how and when to do it. Let's take a look!

### During pregnancy

- TALK TO YOUR MANAGER
- ASK FOR AN ACCOMMODATION
- SET UP YOUR LEAVE
- FIGURE OUT COSTS
- SIGN UP FOR LIFE WITH BABY
- GET YOUR TEETH CLEANED

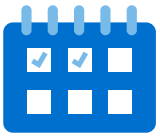
### Returning to work

- GET/SUBMIT A RELEASE
- TELL YOUR MANAGER
- BRING YOUR RELEASE
- MOTHER'S ROOM

### After baby arrives

- UPDATE BENEFITS
- UPDATE BENEFICIARIES
- IF ADOPTING OR USING A SURROGATE, FIND OUT ABOUT GETTING REIMBURSED
- FIND A PEDIATRICIAN
- DRAFT A WILL
- GET HELP WITH LIFE'S CHALLENGES
- GET EMOTIONAL SUPPORT
- SAVE MONEY ON CHILD CARE
- CHAT WITH YOUR PEERS FOR ADDITIONAL SUPPORT
- SIGN UP FOR THE OVIA PARENTING APP





# During pregnancy

## Planning and support.

Before your little one arrives, you have a million things to think about. And while we really wish we could help you assemble the crib, we're just going to focus on a few key to-dos.

### TALK TO YOUR MANAGER

When you feel ready, you should share your news with your manager. Together, you can work on creating a plan that's just right for you.

### ASK FOR AN ACCOMMODATION

Although it's uncommon, sometimes a pregnancy can make it difficult to do your job. If that's the case, you can get help. Call the Accommodations Service Center at [855-489-1600](tel:855-489-1600) to get started.

### SET UP YOUR MATERNITY/PARENTAL LEAVE

To schedule your leave, go online at [mySedgwick.com](https://mysedgwick.com) or call Sedgwick at [800-492-5678](tel:800-492-5678).

With Walmart's maternity benefits you get 10 weeks of paid leave, which can start two weeks before your due date. Paid parental leave provides up to 6 weeks (or 12 weeks for salaried associates) to use while you're on an approved parental leave for the birth, adoption, or foster-care placement of your child. For more details visit: [One.Walmart.com/LOA](https://One.Walmart.com/LOA)

### FIND OUT HOW MUCH MEDICAL CARE WILL COST

You can rest easy knowing what's covered and who's in your network. One phone call to your health care advisor can answer all those questions and more. Just check the back of your plan ID card.

### SIGN UP FOR LIFE WITH BABY

Life with Baby gives you access to programs and resources that support healthy pregnancies and healthy babies. You'll get:

- One-on-one coaching from a nurse;
- Access to the Ovia pregnancy app to track your daily progress;
- Access to a breast pump and breastfeeding supplies at no cost;
- Three free lactation counseling visits after your baby arrives; and
- Helpful articles from leading experts.

### GET YOUR TEETH CLEANED

Believe it or not, you get two additional cleanings during pregnancy, and up to three months after delivery. To learn more, go to [One.Walmart.com/Dental](https://One.Walmart.com/Dental) or call Delta Dental at [800-462-5410](tel:800-462-5410).

NOTE: If you are enrolled in the Mercy Local Plan, the PPO Plan, or an HMO plan, you may have a similar maternity program offered to you.



# After baby arrives

## Taking care of business (and yourself).

Once the little one is here, there are a few important things to take care of, plus some really helpful benefits to make things a little easier.

### UPDATE YOUR BENEFITS

Be sure to add your new family member to your medical coverage by using the online enrollment tool: [One.Walmart.com/Enroll](https://One.Walmart.com/Enroll)

### UPDATE YOUR BENEFICIARIES

Use the online tool to make sure your benefits are paid the way you want: [One.Walmart.com/Beneficiary](https://One.Walmart.com/Beneficiary)

### IF ADOPTING OR USING A SURROGATE, FIND OUT ABOUT GETTING REIMBURSED

If you are growing your family through adoption or use of a surrogate, check out the policy on OneWalmart to see if you're eligible for some of your out-of-pocket costs to be reimbursed.

### GET HELP FINDING A PEDIATRICIAN

Included Health will help you find top-ranked local pediatricians in your network, right from your phone or computer: [IncludedHealth.com/Walmart](https://IncludedHealth.com/Walmart)

### GET HELP DRAFTING A WILL

Make a plan for who'll take care of your family if something happens to you. Walmart provides free online will creation services through [WillGuidance.com](https://WillGuidance.com) (Promo code WALMART).

### GET HELP WITH LIFE'S CHALLENGES

Access free support, guidance, and practical tools anytime to deal with everyday challenges or more serious issues—24/7.

- Learn more: [One.Walmart.com/Lyra](https://One.Walmart.com/Lyra)
- Call: **800-825-3555**



**Aetna** (For: Premier Plan, Contribution Plan, Saver Plan, and Banner Local Plan, as well as the PPO Plan): [855-548-2387](tel:855-548-2387)

**Aetna** (For FL, IL, IN: Port Charlotte, Cape Coral/Ft. Myers, Naples, Miami/Ft. Lauderdale, and Chicago metro): [800-525-6257](tel:800-525-6257)

**Aetna** (For AK, AL, AZ, CO, IA, IL, IN, KY, MN, MO, NC, SC, TN, VA, WI, WV): [833-554-1544](tel:833-554-1544)

**BlueAdvantage** Administrators of Arkansas (For: Premier Plan, Contribution Plan, and Saver Plan): [866-823-3790](tel:866-823-3790)

**UMR** (For: Premier Plan, Contribution Plan, and Saver Plan): [855-870-9177](tel:855-870-9177)

**UMR** (For: Mercy Arkansas Local Plan): [800-804-1272](tel:800-804-1272)

## EMOTIONAL SUPPORT SERVICES

Walmart offers a variety of services at no cost to you, to help you navigate your emotional health throughout the parenting process. Learn more at [One.Walmart.com/Wellbeing](https://One.Walmart.com/Wellbeing)

## SAVE MONEY ON CHILD CARE

The Associate Discount Center can help you save money on child care and early education. Go to [One.Walmart.com/DiscountCenter](https://One.Walmart.com/DiscountCenter).

## CHAT WITH YOUR PEERS FOR ADDITIONAL SUPPORT

Every stage of becoming a parent is unique and comes with its own struggles. Supportiv is here to help connect you instantly with others who have similar struggles as you. It's available 24/7 at no cost even if you're not enrolled in Walmart benefits. Get started at [Supportiv.com/Walmart](https://Supportiv.com/Walmart).

## SIGN UP FOR THE OVIA PARENTING APP

You can track:

- Breastfeeding: If you breastfeed, you'll always know which side your little one nursed on last. You can log feeding sessions or time them as you go.
- Bottle feeding: Track ounces, type (formula or breast milk), and time!
- Sleep: It might not feel like your tiny roommate is sleeping much, but we promise those Zzz's add up!
- Diaper changes: Count up all those #1s and #2s!



# Returning to work

## Welcome back!

When it's time to come back to work, there are a few steps you need to take to make sure everything goes smoothly:

- GIVE YOUR RELEASE TO SEDGWICK**  
Submit a written release/return to work certification form to Sedgwick as soon as possible. If you're released with medical restrictions, Sedgwick will review the restrictions to see how we can help you return to work. If you have questions about your accommodation, call [855-489-1600](tel:855-489-1600).
  
- NOTIFY YOUR MANAGER**  
Let your manager/HR representative know when you're coming back so together you can make plans for your return to work.
  
- BRING YOUR RELEASE WITH YOU**  
Give your written release to your manager/HR representative on your first day back to work. You should also notify Sedgwick of your return by visiting [mySedgwick.com](https://mySedgwick.com) or by phone.
  
- CHECK OUT YOUR FACILITY'S MOTHER'S ROOM**  
If you are breastfeeding and need a quiet space to pump, check out your facility's dedicated Mother's Room and work with your People Lead to ensure you have time available for pumping when needed.

## BENEFITS IN DETAIL

See the [Associate Benefits Book](#) for additional information about your benefits and eligibility.

