

Walmart 

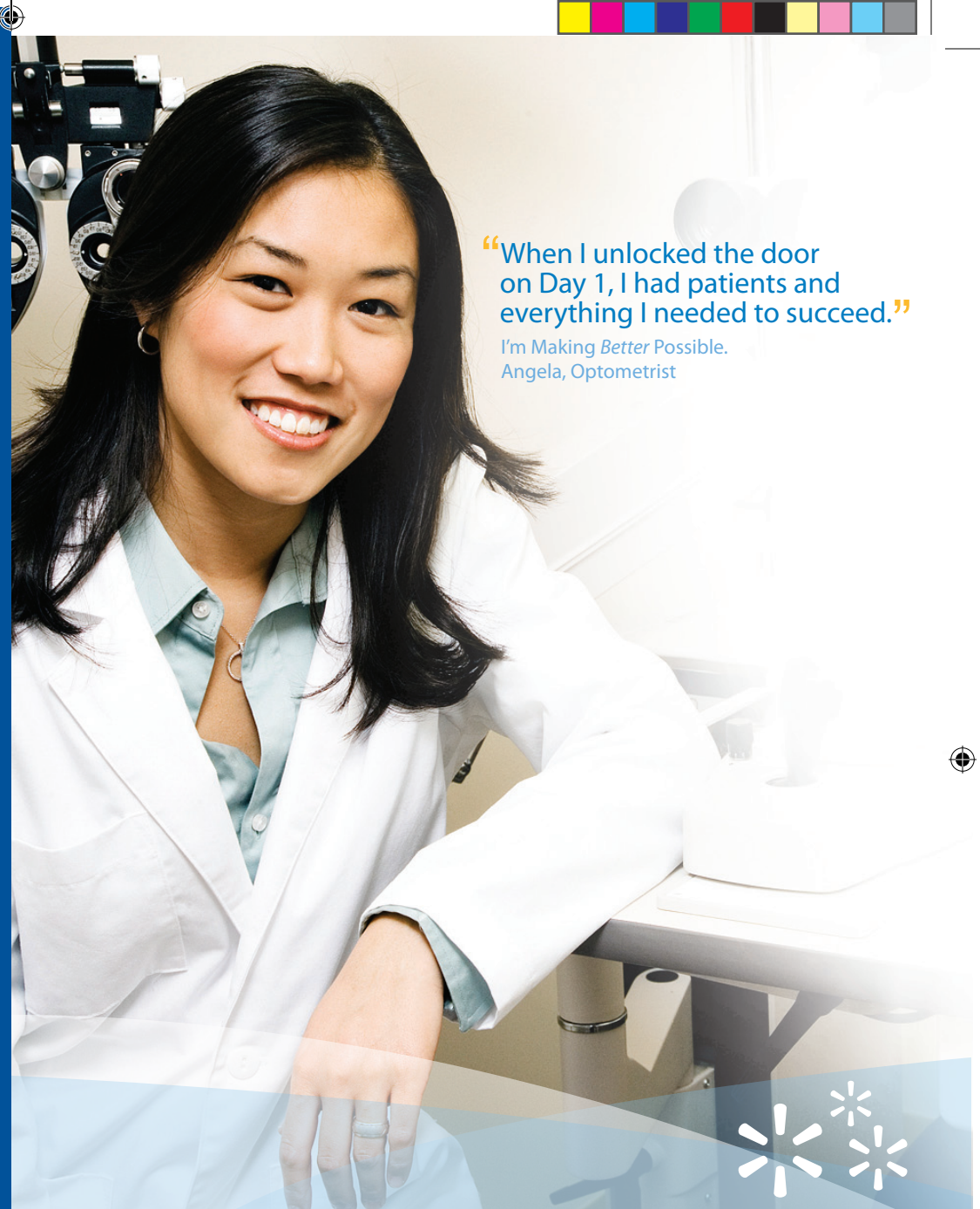
Making *Better* Possible

walmart.com/odcareers



walmartcareers

Wal-Mart Stores, Inc. is an Equal Opportunity Employer - By Choice.



“When I unlocked the door on Day 1, I had patients and everything I needed to succeed.”

I'm Making *Better* Possible.
Angela, Optometrist



Walmart 

Optometrist Careers

A commitment to Optometrists

When Walmart opened its first Vision Center in 1990, in Plainfield, Indiana, the impact was far-reaching. We did it with the anticipation that our customers would appreciate the same level of value in eye care that they'd come to expect from our other products and services. More than 23 years later, we have over 2,600 Vision Centers nationwide. Over 1,800 Independent Optometrists have discovered the value and professional satisfaction in teaming with Walmart and leveraging our customer base to grow their very own practices.

Successful in practice, successful in care

We've been named the Most Admired Company in America. We've become the world's largest retailer. We've done this by focusing on the needs of our customers. That's what makes a partnership with Walmart make so much sense – we've proven time and again that we understand what it takes to be successful. And it all begins with understanding our customers.

Our purpose at Walmart is to help our customers live better by delivering incredible value. And it's in this spirit that we partner with Optometrists to give the best, most advanced eye care possible.

The groundwork for this success begins with the approximately 25,000 customers a week who visit a Walmart location. That's a potential patient base that is simply without peer. Plus, your practice will be your practice, in every sense of the word. From routine eye exams to full scope optometry, the size and scale is up to you.

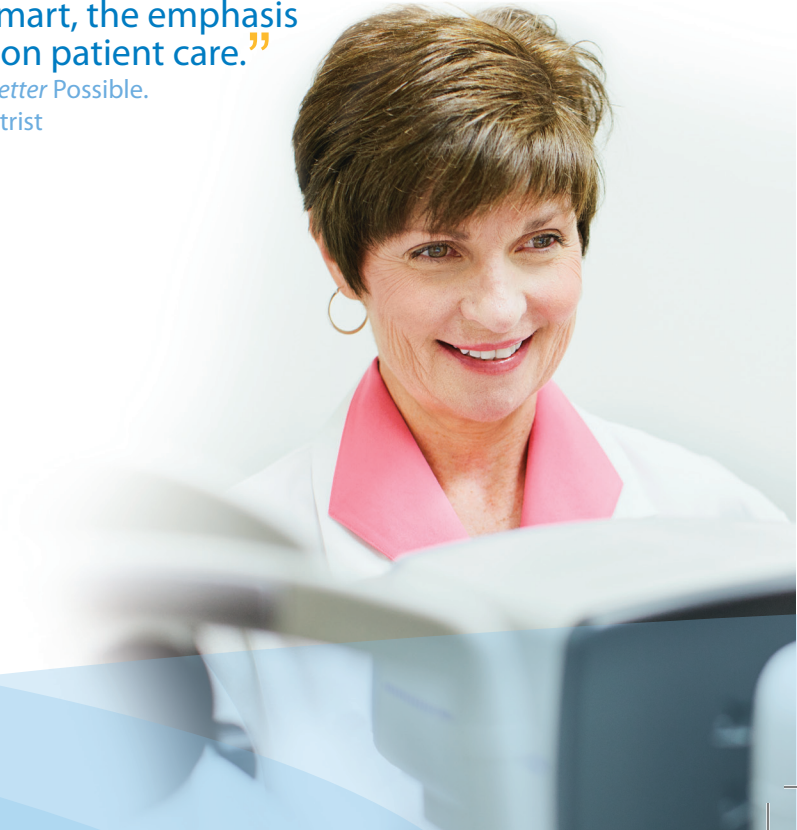
The best tools for the best outcomes

We mean that literally. Choose to partner with Walmart as an Independent Optometrist, and the day you begin, you'll have everything you need, including the unparalleled patient base, equipment from the most trusted names like Topcon, Zeiss and Reichert, and the freedom to practice health care in its purest form.

High-quality, affordable eye care is our goal. By providing you with the means to deliver it, we are keeping our promise to save our customers money and ensuring everyone benefits.

“With Walmart, the emphasis is always on patient care.”

I'm Making Better Possible.
Teri, Optometrist



It's your practice, your success and your rewards

When you partner with Walmart, your practice is just that – yours. Which means you'll decide how to manage, staff, and determine work schedules – and everything in between. In addition to routine eye exams, you'll have a state-of-the-art practice and the ability to diagnose and treat ocular disease. And with the robust foot traffic of a Walmart store, you'll have a great patient base from day 1.

An added value to this is the financial benefit you'll experience working side-by-side with us. You'll start with a potential median patient base of up to 3,000 and gross median incomes of \$155,000 nationwide, with the top 20% of practices grossing a \$345,000 median annual income. The top technology and instrumentation is provided as part of our highly competitive licensing agreement, so you'll begin your partnership with us a step ahead. Some doctors incur start-up costs as little as prescription pads and office pharmaceuticals.

Our Vision Center's growth and success are clear:

- 11% of all practicing Optometrists partner with Walmart or Sam's Club
- One in every 10 eye exams performed each year is in a Walmart
- Our Doctor Partners' gross incomes are averaging 10% growth a year for the first eight years
- After 8 years, the median gross income for a Doctor Partner is \$201,000

In addition to providing tremendous value in setting up and establishing your practice, we offer a whole host of business models and additional resources to ensure that your practice is as successful as possible for the long run.



2009-2010 Gross Fee Income	
	Median
Total Affiliated Practices	\$155,000
Walmart Locations	\$166,000
Sam's Club Locations	\$108,000

2010 Gross Fee Income Quintiles		
	Fee Income	Median Fee Income
Highest 20%	\$255,000+	\$345,000
Next 20%	\$180,000 - \$254,000	\$220,000
Median 20%	\$133,000 - \$179,000	\$154,000
Next 20%	\$101,000 - \$132,000	\$122,000
Lowest 20%	\$100,000 or less	\$68,000

Affiliated Practice Life Stages					
Life Stage	Years at Location	Gross Fee Income	Active Patient Base	Annual Complete Eye Exams	Exams per OD Hour
Mature-prosperous	10 or more	\$220,000 or more	10,000 or more	3,500 or more	1.4 or higher
Early maturity	7-9	\$170,000-\$220,000	5,500-7,500	2,600-3,500	1.3
Growth	3-6	\$110,000-\$170,000	4,000-5,000	1,800-2,600	1.1
Start-up	2 or less	\$110,000 or less	3,000 or less	Less than 1,800	0.8

Source: OBA Metrics

“It's my practice – it just happens to be inside the world's #1 retailer.”

I'm Making *Better Possible*.
Janet, Optometrist



Focus on the patient and the community

Running an eye care practice should have the patient as the focal point. Here, you'll have the purity of practice to prescribe exactly what your patients need, without any pressure to only recommend certain brands, frames or lenses. As a Doctor Partner with Walmart, you'll return to the tenets of why you chose a health care career – free to make decisions that are best for the individual.

Finding a balance

Like most busy professionals, we understand the desire – and genuine need – to create the necessary mix of personal time and professional time in your life. Here, you'll find immense flexibility in managing your practice's success, along with our support.

The type of flexibility shown to our Optometrists also extends to those who decide to end their practice with Walmart. If our Doctor Partners decide to leave for any reason, at any time during their licensing agreement, we just require 60-day advanced notice and they are out of their licensing agreement, no questions asked. Our non-compete clause is very liberal – 2 mile radius/1 year.

Choosing to partner with Walmart as an Independent Optometrist means Making *Better Possible* for your patients as well as yourself and your career.

To learn more about giving your practice a home at Walmart, go to walmart.com/odcareers

Benefits



- Potential holidays include New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving and Christmas



- Ability to use fill-in doctors to work part of your contracted hours



- Assistance from the Market Director in locating a doctor to cover your practice during vacations



- No blackout dates for vacation



- Access to preferred rates for professional liability, health, disability, auto, and homeowners insurance

Support

- Doctor Partners have access to over 70 million Optical Insurance patients

- Managed care agreement to help carrier, Walmart and Doctor Partners provide seamless service

- WalmartOD.com, a great online resource built for our Doctor Partners to network and share best practices

- Enrollment support for the provider application process

- Resources to support and train you on proper insurance billing procedures

- Access to Regional Doctor Groups as a means to discuss practice management, networking, and continuing education

