

# Pay Subsidies Among Walmart's Top Executives — details for 2009-2014

All data are from Walmart proxy statements filed with the Securities and Exchange Commission.

For details on methodology, see Appendix II of "[Walmart's Executive Bonuses Cost Taxpayers Millions](#)"

Executive	Position	Fiscal Year Ending Jan. 31	From Summary Compensation Table				From "Option Exercises and Stock Vested" Table		Institute for Policy Studies/ Americans for Tax Fairness Calculations			
			Salary	Bonus	Non-Equity Incentive Plan Compensation	All Other Compensation (perks)	Value Realized on Exercise of Options	Value Realized on Vesting of Stock	Total Taxable Compensation in Year Surveyed (sal, bon, NEIP, options realized, stock vested, all other comp)	Amount (if any) by which salary+bonus+all other is <\$1 mill	Compensation above \$1 Million that Qualifies for "Performance-based" Deduction (options+stock+NEIP)	Value of Walmart's Executive "Performance Pay" Subsidy (based on 35% tax rate)
<b>Michael T. Duke</b>	President & CEO	2014	1,366,593	0	2,846,793	490,090	2,868,036	17,000,994	24,572,506		22,715,823	7,950,538
	President & CEO	2013	1,315,731	0	4,373,180	644,450	7,124,229	14,302,571	27,760,161		25,799,980	9,029,993
	President & CEO	2012	1,264,775	0	2,878,305	377,258	201,946	14,928,534	19,650,818		18,008,785	6,303,075
	President & CEO	2011	1,232,670	0	3,852,059	476,567	0	17,592,827	23,154,123		21,444,886	7,505,710
	President & CEO	2010	1,203,228	0	4,800,000	318,218	157,538	9,793,742	16,272,726		14,751,280	5,162,948
	Vice Chairman	2009	1,050,000	0	3,064,951	380,343	1,020,399	8,982,752	14,498,445		13,068,102	4,573,836
subtotal									<b>125,908,779</b>		<b>115,788,856</b>	<b>40,526,100</b>
<b>Doug McMillon</b>	Executive VP	2014	954,408	0	1,035,019	254,091	0	8,649,713	10,893,231		9,684,732	3,389,656
	Executive VP	2013	929,748	0	1,553,986	288,458	3,485,383	9,767,003	16,024,578		14,806,372	5,182,230
	Executive VP	2012	904,521	0	1,126,230	190,037	12,752	7,128,625	9,362,165		8,267,607	2,893,662
	Executive VP	2011	880,077	0	1,901,440	206,739	41,837	10,378,317	13,408,410		12,321,594	4,312,558
	Executive VP	2010	852,312	340,000	2,125,000	134,874	142,270	4,210,852	7,805,308		6,478,122	2,267,343
	Executive VP	2009	800,000	0	1,211,200	277,885	66,369	5,440,368	7,795,822		6,717,937	2,351,278
subtotal									<b>65,289,514</b>		<b>58,276,364</b>	<b>20,396,727</b>
<b>Bill Simon</b>	Executive VP	2014	939,684	0	2,900,410	128,602	0	6,143,804	10,112,500		9,044,214	3,165,475
	Executive VP	2013	899,732	0	3,558,426	213,615	660,994	7,346,187	12,678,954		11,565,607	4,047,962
	Executive VP	2012	869,732	0	1,288,918	184,987	0	4,166,382	6,510,019		5,455,300	1,909,355
	Executive VP	2011	802,335	0	950,997	113,817	0	1,845,240	3,712,389	83,848	2,712,389	949,336
subtotal									<b>33,013,862</b>		<b>28,777,510</b>	<b>10,072,129</b>
<b>Neil Ashe</b>	Executive VP	2014	843,544	0	1,030,705	51,169	0	2,659,500	4,584,918	105,287	3,584,918	<b>1,254,721</b>
	Executive VP	2012	36,996	500,000	0	40	0	0	537,036	462,964	0	0
subtotal									<b>5,121,954</b>		<b>3,584,918</b>	
<b>Rosalind Brewer</b>	Executive VP	2014	843,544	0	1,281,066	349,909	0	5,228,625	7,703,144		6,509,691	2,278,392
	Executive VP	2013	801,992	0	1,463,770	268,160	0	3,247,834	5,781,756		4,711,604	1,649,061
subtotal									<b>13,484,900</b>		<b>11,221,295</b>	<b>3,927,453</b>
<b>Brian Cornell</b>	Executive VP	2012	846,968	500,000	3,501,260	185,140	0	5,644,055	10,677,423		9,145,315	3,200,860
	Executive VP	2010	668,498	0	1,332,603	1,748,573	0	0	3,749,674		1,332,603	466,411
subtotal									<b>14,427,097</b>		<b>10,477,918</b>	<b>3,667,271</b>
<b>Lee Scott</b>	President and CEO	2009	1,456,000	0	5,824,000	652,485	1,083,144	26,559,252	<b>35,574,881</b>		<b>33,466,396</b>	<b>11,713,239</b>
<b>Eduardo Castro Wright</b>	Vice Chairman	2011	1,035,385	0	1,901,977	433,755	0	15,385,813	18,756,930		17,287,790	6,050,727
	Vice Chairman	2010	1,002,747	0	2,967,000	315,552	290,336	6,015,952	10,591,587		9,273,288	3,245,651
	Vice Chairman	2009	919,945	480,000	3,000,000	229,007	1,151,854	6,258,426	12,039,232		10,410,280	3,643,598
subtotal									<b>41,387,749</b>		<b>36,971,358</b>	<b>12,939,975</b>
<b>TOTAL</b>									<b>334,208,736</b>		<b>298,564,615</b>	<b>104,497,615</b>