



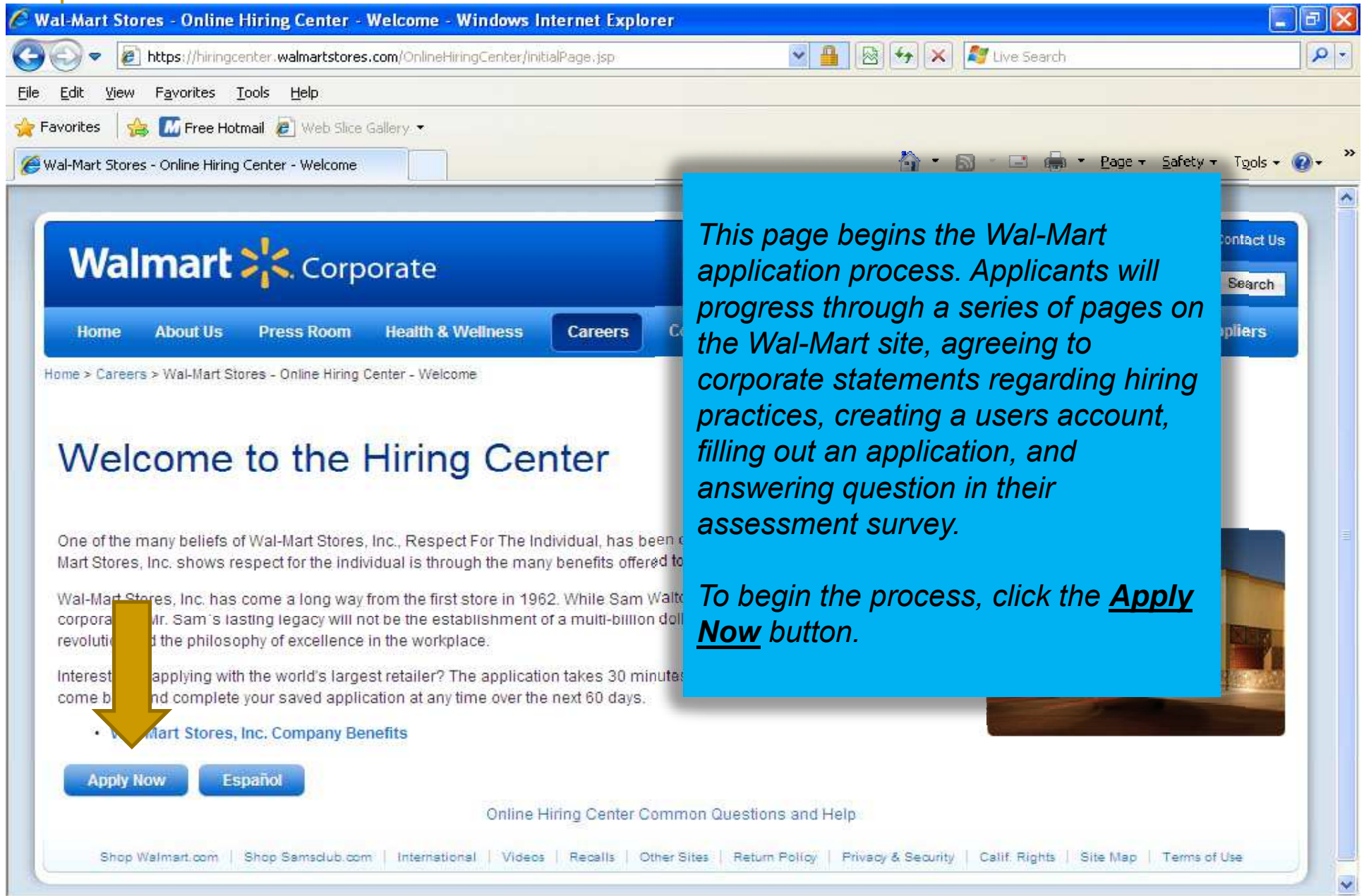
Department of Labor, Licensing and Regulation

Division of Workforce Development and Adult Learning

Online Application Tutorial – Wal-Mart Application



Wal-Mart Online Application Process



This page begins the Wal-Mart application process. Applicants will progress through a series of pages on the Wal-Mart site, agreeing to corporate statements regarding hiring practices, creating a users account, filling out an application, and answering question in their assessment survey.

*To begin the process, click the **Apply Now** button.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Disclaimers - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/disclaimer.jsp

File Edit View Favorites Tools Help

Home > Careers > Wal-Mart Stores - Online Hiring Center - Disclaimers

Please read the following statement carefully

Wal-Mart Stores, Inc. offers reasonable accommodation in the employment process for individuals with disabilities. If you need an accommodation to complete the application process, please contact the facility. If you need an accommodation to accommodate a disability, you may request an accommodation at any time. Please contact the facility.

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

I Agree **Exit**

Online Hiring Center Common Questions and Help

Shop Walmart.com | Shop Samsclub.com | International | Videos | Recalls | Other Sites | Return Policy | Privacy & Security | Calif. Rights | Site Map | Terms of Use

*The next 3 screen displays ask the applicant to read the statement and then, if in agreement, click the **I Agree** button to proceed.*

Wal-Mart Online Application Process

The screenshot shows a web browser window with the title "Wal-Mart Stores - Online Hiring Center - Disclaimers - Windows Internet Explorer". The address bar contains the URL "https://hiringcenter.walmartstores.com/OnlineHiringCenter/disclaimers1.jsp". The browser's menu bar includes "File", "Edit", "View", "Favorites", "Tools", and "Help". The Favorites bar shows "Free Hotmail" and "Web Slice Gallery". The page content features the Walmart Corporate logo and a navigation menu with links for Home, About Us, Press Room, Health & Wellness, Careers (highlighted), Community & Giving, Diversity, Sustainability, Investors, and Suppliers. A search bar is located in the top right corner. The main content area displays the heading "Please read the following statement carefully" followed by a paragraph of text: "Wal-Mart Stores, Inc., in considering my application for employment, may verify the information set forth on this application and obtain additional background information relating to my background. I authorize all persons, schools, companies, corporations, credit bureaus, and law enforcement agencies to supply any information concerning my background." Below this text is a line that reads "I have read, understand and agree to this statement." A large yellow arrow points from this line down to a blue button labeled "I Agree". To the right of the "I Agree" button is another blue button labeled "Exit". At the bottom of the page, there is a link for "Online Hiring Center Common Questions and Help" and a footer with various site links including "Shop Walmart.com", "Shop Samsclub.com", "International", "Videos", "Recalls", "Other Sites", "Return Policy", "Privacy & Security", "Calif. Rights", "Site Map", and "Terms of Use".

Wal-Mart Online Application Process

The screenshot shows a web browser window with the title "Wal-Mart Stores - Online Hiring Center - Disclaimers - Windows Internet Explorer". The address bar shows the URL "https://hiringcenter.walmartstores.com/OnlineHiringCenter/disclaimers2.jsp". The browser's menu bar includes "File", "Edit", "View", "Favorites", "Tools", and "Help". The address bar also contains "Favorites", "Free Hotmail", and "Web Slice Gallery". The page content features the Walmart Corporate logo at the top left, with navigation links for "Shop Walmart.com", "Store Finder", "FAQs", and "Contact Us" at the top right. A search bar is located below the navigation links. The main navigation menu includes "Home", "About Us", "Press Room", "Health & Wellness", "Careers", "Community & Giving", "Diversity", "Sustainability", "Investors", and "Suppliers". The "Careers" link is highlighted. Below the navigation menu, the breadcrumb trail reads "Home > Careers > Wal-Mart Stores - Online Hiring Center - Disclaimers". The main heading is "Please read the following statement carefully". The text of the disclaimers is as follows:

I understand that Wal-Mart Stores, Inc. has a commitment to maintain an alcohol/drug-free workplace and that Wal-Mart Stores, Inc., unless prohibited by state law, requires a drug screening test as a part of its selection and hiring process. I understand that such drug screening will consist of the testing of a urine sample or other medically recognized test designed to detect traceable amounts of a controlled substance in my body. If after a second confirmatory test reviewed by a Medical Review Officer, it is determined my specimen contains a prohibited controlled substance or was altered or substituted, I will be disqualified from consideration for employment and any offer of employment will be withdrawn. I further understand and agree that if I am employed, I may be required to submit to alcohol/drug-testing under certain circumstances during my employment.

I certify that the information on this application is correct and I understand that any misrepresentation or omission of any information will result in my disqualification from consideration for employment or, if employed, my dismissal. I understand that this application is not a contract, offer, or promise of employment and that if hired, I will be able to resign at any time for any reason. Likewise, the company can terminate my employment at any time with or without cause, unless otherwise required by law. I further understand that no one other than the President of Wal-Mart Stores, Inc., or Vice President of its People Division has the authority to enter into an employment contract or agreement with me, and that my at-will employment can be changed only by a written agreement signed by the President of Wal-Mart Stores, Inc.

I have read, understand and agree to the above statements.

At the bottom of the page, there are two buttons: "I Agree" and "Exit". A large yellow arrow points to the "I Agree" button. At the very bottom, there is a link for "Online Hiring Center Common Questions and Help".

Wal-Mart Online Application Process

Once the statements have been read and agreed to, the applicant will need to login, if a previous applicant, OR create an account if this is the first time on the Wal-Mart site.

Walmart Corporate

Shop Walmart.com | Store Finder | FAQs | Contact Us

Home About Us Press Room Health & Wellness **Careers** Community & Giving Diversity Sustainability Investors Suppliers

Home > Careers > Wal-Mart Stores - Online Hiring Center - Login

The Online Hiring Center is only for field hourly positions and Vision/Optical Center Manager positions. For all other positions, please visit www.walmartstores.com/careers.

Applicant Login

User Name:*

Password:*

Login Exit

Forgot your user name or password? [Click here.](#)

Recommended web browsers: [Click here.](#)

Register Now

If this is your first time applying online or your application has expired, click "Create Login".

Create Login

*If a previous applicant, enter User Name and Password and click **Login***

*If a new applicant, click the **Create Login***

Wal-Mart Online Application Process

Walmart Corporate

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Home About Us Press Room Health & Wellness **Careers** Community & Giving Diversity Sustainability Investors Suppliers

Home > Careers > Wal-Mart Stores - Online Hiring Center - Login Creation

Create Login

User Name:* (7-11 characters)

Password:* (7-11 characters that should have numbers, capital letters, and special characters)

Confirm Password:*

[Next](#)

Online Hiring Center Common Questions

Shop Walmart.com | Shop Samsclub.com | International | Videos | Recalls | Other Sites

Applicants will need to create a Login Account by creating a User Name and Password.

*Re-enter the password in the Confirm Password location before clicking **Next***

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Login Creation - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/loginCreationSecQuestionsAction.do

File Edit View Favorites Tools Help

Home > Careers > Wal-Mart Stores - Online Hiring Center - Login Creation

Please enter all required information.

Login Creation

Please select and answer 5 of the following questions which will enable you to log in again if you fo

My favorite kind of food is _____	Barbeque
--- Select a Question ---	--- Select an answer ---
I have _____ brothers and sisters.	--- Select an answer ---
One of my pets is a _____.	--- Select an answer ---
My shoe size (closest to the whole number) is _____.	--- Select an answer ---
My ring size (closest to the whole number) is _____.	--- Select an answer ---
My favorite subject in high school was/is _____.	--- Select an answer ---
I like to read _____ books.	--- Select an answer ---
I coach/assist a _____ team.	--- Select an answer ---
I play this musical instrument _____.	
My favorite topping on pizza is _____.	
I read this section of the newspaper first _____.	
My ideal vacation would be _____.	
My favorite month of the year is _____.	

Exit

The next step in the process is to set up the security questions for your account.

Using the drop down boxes provided, first choose a question from the selections, then choose the answer that best fits the question.

Remember, if you attempt to login at a later date and forget your password, these questions will need to be answered correctly to allow the system to provide the password to you.

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Login Creation - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/loginCreationSecQuestionsAction.do

File Edit View Favorites Tools Help

Wal-Mart Corporate

Home About Us Press Room Health & Well-being

Home > Careers > Wal-Mart Stores - Online Hiring Center - Login Creation

Please enter all required information.

Login Creation

Please select and answer 5 of the following questions which will enable you to log in again if you forget your password.

My favorite kind of food is _____	Barbeque
I like to read _____ books.	Historical
My favorite fruit is _____	Peach
I play this musical instrument _____	Harmonica
My favorite topping on pizza is _____	Pepperoni

Next Exit

After all the questions have been answered, click the **Next** button to continue the application process.

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Login - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/ct_login.jsa

File Edit View Favorites Tools Help

Home About Us Press Room Health & Wellness Careers

Home > Careers > Wal-Mart Stores - Online Hiring Center - Login

The Online Hiring Center is only for field hourly positions and Vision/Optical Center manager positions. For all other positions, please visit www.walmartstores.com/careers.

Applicant Login

User Name:*

Password:*

Login

Forgot your user name or password? [Click here.](#)
Recommended web browsers: [Click here.](#)

Register Now

If this is your first time applying online or your application has expired, click "Create Login".

Create Login

[Online Hiring Center Common Questions and Help](#)

[Shop Walmart.com](#) | [Shop Samsclub.com](#) | [International](#) | [Videos](#) | [Recalls](#) | [Other Sites](#) | [Return Policy](#) | [Privacy & Security](#) | [Calif. Rights](#) | [Site Map](#) | [Terms of Use](#)

Once the login account has been created and the security question section completed, the applicant will use the newly created User Name and Password to enter the Wal-Mart system.

Enter the **User Name** and **Password** into the boxes provided and click the **Login** button.

Wal-Mart Online Application Process

The screenshot shows a web browser window with the title "Wal-Mart Stores - Online Hiring Center - Social Security Number - Windows Internet Explorer". The address bar shows the URL "https://hiringcenter.walmartstores.com/OnlineHiringCenter/loginAction.do". The browser's menu bar includes File, Edit, View, Favorites, Tools, and Help. The Favorites bar shows "Free Hotmail" and "Web Slice Gallery". The page content features the Walmart Corporate logo and a navigation menu with "Home", "About Us", "Press Room", "Health & Wellness", and "Careers". The main heading reads "Please enter your Social Security Number for verification." Below this, a red asterisk indicates a required field. There are two input fields: "SSN:*" and "Confirm SSN:*", both containing masked characters. A yellow arrow points to the "Next" button. An "Exit" button is located at the bottom right. A blue text box is overlaid on the right side of the page, providing instructions and a note about the SSN format.

Once logged in, the applicant will need to enter and confirm their social security number.

Note: The SS# should be entered as all numeric; do not include the hyphens/hash marks.

Press **Next** to continue.

Wal-Mart Online Application Process

The screenshot shows a Windows Internet Explorer browser window displaying the Wal-Mart Online Hiring Center. The address bar shows the URL: <https://hiringcenter.walmartstores.com/OnlineHiringCenter/ssnInput.do>. The page header includes the Walmart Corporate logo and navigation links: Home, About Us, Press Room, and Health & Wellness. The main content area is titled "Please create your four-digit Personal Identification Number (PIN)." and includes a "Please Note" section with instructions on valid PIN formats. Below the text are two input fields for "PIN:*" and "Confirm PIN:*", each containing four dots. A yellow arrow points to the "Next" button. A blue callout box at the top right contains the text: "Next step is the creation of a PIN number. Please take a moment to read the **Please Note** section, which instructs on the accepted method of the PIN number creation." Another blue callout box at the bottom center contains the text: "Press **Next** once a PIN number has been entered". The footer contains various links: Shop Walmart.com, Shop Samsclub.com, International, Videos, Recalls, Other Sites, Return Policy, Privacy & Security, Calif. Rights, Site Map, and Terms of Use.

Next step is the creation of a PIN number. Please take a moment to read the **Please Note** section, which instructs on the accepted method of the PIN number creation.

Walmart Corporate

Home About Us Press Room Health & Wellness

Home > Careers > Wal-Mart Stores - Online Hiring Center - Personal Identification Number

Please create your four-digit Personal Identification Number (PIN).


A PIN helps secure your application, as well as it allows you to update your incomplete application at a future date using any of the in-store hiring center.

Please Note: Any four identical numbers (1111, 2222...), any four consecutive numbers in sequential order (1234, 5678...) or reverse order (4321, 8765...), or any four consecutive numbers from your SSN are not a valid PIN. Eliminating these choices from your PIN selection will help keep your application secure.

* denotes required field

PIN:*

Confirm PIN:*

Next  **Press Next once a PIN number has been entered** Exit

Online Hiring Center Common Questions and Help

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Wal-Mart Online Application Process

The screenshot shows a web browser window with the URL <https://hiringcenter.walmartstores.com/OnlineHiringCenter/pinInput.do>. The page title is "Wal-Mart Stores - Online Hiring Center - Personal Information - Gender". The Walmart Corporate logo is at the top left, and navigation links like "Home", "About Us", "Press Room", "Health & Wellness", "Careers", "Community & Giving", "Diversity", "Sustainability", "Investors", and "Suppliers" are visible. The "Careers" link is highlighted. Below the navigation is a breadcrumb trail: "Home > Careers > Wal-Mart Stores - Online Hiring Center - Personal Information - Gender".

Equal Employment Opportunity

We do not discriminate against qualified applicants based upon any protected group (including race, sex, religion, national origin, age, marital status, disability, or bona fide occupational qualification), national origin, ancestry, age, marital status, or condition as defined by applicable equal opportunity laws.

To help us comply with federal/state equal opportunity record keeping, reporting and information below.

Gender:

- Female
- Male
- I do not wish to enter voluntary self-identification EEOC information.

At the bottom left, there is a blue "Next" button with a large yellow arrow pointing to it. At the bottom right, there is a blue "Exit" button. A blue callout box with white text is overlaid on the right side of the page, containing the instruction: "Click the radio button beside the choice you wish to make before clicking the **Next** button."

Online Hiring Center Common Questions and Help

Wal-Mart Online Application Process

The screenshot shows a web browser window with the URL <https://hiringcenter.walmartstores.com/OnlineHiringCenter/genderInput.do>. The page header includes the Walmart Corporate logo and navigation links: Home, About Us, Press Room, Health & Wellness, **Careers**, Community & Giving, Diversity, Sustainability, Investors, and Suppliers. The breadcrumb trail reads: Home > Careers > Wal-Mart Stores - Online Hiring Center - Personal Information - Ethnicity.

Ethnic Group

To assist in appropriate identification, please select the group to which you belong, identify your definitions below:

Ethnic Group:

- White or Caucasian (Not Hispanic or Latino)**
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- African American or Black (Not Hispanic or Latino)**
A person having origins in any of the black racial groups of Africa.
- Hispanic or Latino**
A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
- Asian (Not Hispanic or Latino)**
A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Pacific Islands, including the Philippines, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Other Pacific Islander or Native Hawaiian (Not Hispanic or Latino)**
A person having origins in any of the original peoples of the Pacific Islands or Hawaii.

Review the options provided, then click the appropriate radio button before scrolling to the bottom of the page to complete.

*The next page shows the bottom of the Ethnic Group page and the **Next** button.*

Wal-Mart Online Application Process

The screenshot shows a web browser window titled "Wal-Mart Stores - Online Hiring Center - Personal Information - Ethnicity - Windows Internet Explorer". The address bar shows the URL: <https://hiringcenter.walmartstores.com/OnlineHiringCenter/genderInput.do>. The browser interface includes a menu bar (File, Edit, View, Favorites, Tools, Help) and a toolbar with various icons. The main content area displays a form for selecting ethnicity with the following options:

- White or Caucasian (Not Hispanic or Latino)**
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- African American or Black (Not Hispanic or Latino)**
A person having origins in any of the black racial groups of Africa.
- Hispanic or Latino**
A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
- Asian (Not Hispanic or Latino)**
A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Other Pacific Islander or Native Hawaiian (Not Hispanic or Latino)**
A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Native American Indian or Alaska Native (Not Hispanic or Latino)**
A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Two or More Races (Not Hispanic or Latino)**
All persons who identify with more than one of the above five races.
- Do not wish to enter voluntary self-identification EEOC information.**

A large yellow arrow points to the "Do not wish to enter voluntary self-identification EEOC information." radio button. At the bottom of the form, there are three buttons: "Back", "Next", and "Exit". A blue callout box with white text is overlaid on the page, stating: "Once the choice has been made, click the **Next** button to continue." The footer of the page includes a link to "Online Hiring Center Common Questions and Help" and a navigation bar with links to "Shop Walmart.com", "Shop Samsclub.com", "International", "Videos", "Recalls", "Other Sites", "Return Policy", "Privacy & Security", "Calif. Rights", "Site Map", and "Terms of Use".

Wal-Mart Online Application Process

The screenshot shows a web browser window with the title "Wal-Mart Stores - Online Hiring Center - Work Eligibility - Windows Internet Explorer". The address bar displays the URL "https://hiringcenter.walmartstores.com/OnlineHiringCenter/ethnicInput.do". The browser's menu bar includes "File", "Edit", "View", "Favorites", "Tools", and "Help". The address bar also shows "Favorites" with links to "Free Hotmail" and "Web Slice Gallery". The page content features the Walmart Corporate logo and a navigation menu with options: "Home", "About Us", "Press Room", "Health & Wellness", "Careers", "Community & Giving", "Diversity", "Sustainability", "Investors", and "Suppliers". The "Careers" menu item is highlighted. Below the navigation menu, the breadcrumb trail reads "Home > Careers > Wal-Mart Stores - Online Hiring Center - Work Eligibility". The main content area contains the question: "If hired, can you submit documentation verifying your identity and your legal right to work in the U.S.?" Below the question are three buttons: "Yes", "No", and "Exit". At the bottom of the page, there is a footer with links: "Shop Walmart.com", "Shop Samsclub.com", "International", "Videos", "Recalls", "Other Sites", "Return Policy", "Privacy & Security", "Calif. Rights", "Site Map", and "Terms of Use".

Walmart Corporate

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Home About Us Press Room Health & Wellness **Careers** Community & Giving Diversity Sustainability Investors Suppliers

Home > Careers > Wal-Mart Stores - Online Hiring Center - Work Eligibility

If hired, can you submit documentation verifying your identity and your legal right to work in the U.S.?

Yes No Exit

Online Hiring Center Common Questions and Help

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Choose the appropriate answer to continue

Wal-Mart Online Application Process

Step 1 of 8: **Preferences** → Next step: **Personal**

Area of Interest

Please choose the type of facility you would like to apply to.

- Walmart**  Includes Walmart Stores, Supercenters, Neighborhood Market, and Neighborhood Grocery facilities)
- Sam's Club**  Includes US and Puerto Rico facilities
- Walmart Logistics**  Includes Distribution and Transportation Facilities (US facilities ONLY)

Choose the store you want to apply to by clicking the radio button.

Then click the Next button to continue.

Back **Next** **Exit**

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Facility Locator - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/areaOfInterest.do

File Edit View Favorites Tools Help

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Home > Careers > Wal-Mart Stores - Online Hiring Center - Facility Locator

Step 1 of 8: **Preferences** → Next step: Personal

Facility Locator

To locate facilities near you, please enter a city and state or a zip code.

* denotes required field

City:*

State:*

Or

Zip Code:*

Search radius (miles)

Back Next Exit

Enter the location of the store in which you wish to apply by either entering the city and state, OR the zip code.

*Click the **Next** button to proceed.*

Wal-Mart Online Application Process

Step 1 of 8: Preferences → Next step: **Personal**

Site Selection

Please choose all locations of interest from the below list.

<input checked="" type="checkbox"/> Wal-Mart Supercenter #1890 2702 N SALISBURY BLVD SALISBURY , MD 21801	<input type="checkbox"/> Wal-Mart Supercenter #2460 22899 SUSSEX HWY SEAFORD , DE 19973
<input type="checkbox"/> Wal-Mart Supercenter #2514 2132 OLD SNOW HILL RD POCOMOKE CITY , MD 21851	<input type="checkbox"/> Wal-Mart Supercenter #2791 4 COLLEGE PARK LN GEORGETOWN , DE 19947
<input type="checkbox"/> Wal-Mart Supercenter #2931 409 N FRUITLAND BLVD SALISBURY , MD 21801	

Back **Next** **Exit**

Online Hiring Center Common Questions and Help

*Click the radio button next to the store you wish to apply to, then click the **Next** button to continue.*

*Note: if no locations display, you will need to click the **Back** button to review the previous 2 pages, checking the choices you have made.*

Example: choosing Wal-Mart Logistics will display no locations on the Lower Shore, as there are no distribution centers in our locale.

Wal-Mart Online Application Process

The screenshot shows a web browser window titled "Wal-Mart Stores - Online Hiring Center - Position Interest - Windows Internet Explorer". The address bar shows the URL: <https://hiringcenter.walmartstores.com/OnlineHiringCenter/selectSites.do>. The page content includes a heading "Choose the type of position that you are interested in." and a note: "Note: You can choose all position types you wish to apply to." A red asterisk indicates a required field. There are five radio button options, each with a description: Professional, Supervisor and Lead, Hourly, Office and Loss Prevention, and Management. A blue callout box on the right contains the instruction: "Click the radio button next to the desired position you want tot apply to, then click the **Next** button to continue." At the bottom left, there are "Back" and "Next" buttons, with a large yellow arrow pointing to the "Next" button. An "Exit" button is located at the bottom right. The footer text reads "Online Hiring Center Common Questions and Help".

Choose the type of position that you are interested in.

Note: You can choose all position types you wish to apply to.

* denotes required field

- Professional**
This group includes the Pharmacy Technician and Optician positions, which may require professional licenses, certification and/or other requirements depending upon the state's specific laws.
- Supervisor and Lead**
This group is comprised of hourly positions that are the first level of supervision.
- Hourly**
This is the most common entry-level position type for Wal-Mart. It includes positions like Cashier, Salesfloor associates, Receiving area associates and Maintenance.
- Office and Loss Prevention**
This group includes hourly support positions, such as Personnel, Training, Accounting and Loss Prevention.
- Management**
This group is comprised of entry level management positions.

Click the radio button next to the desired position you want tot apply to, then click the **Next** button to continue.

Back Next Exit

Online Hiring Center Common Questions and Help

Wal-Mart Online Application Process

The screenshot shows a web browser window titled "Wal-Mart Stores - Online Hiring Center - Job Groups of Interest - Windows Internet Explorer". The address bar shows the URL: <https://hiringcenter.walmartstores.com/OnlineHiringCenter/positionInterest.do>. The browser's menu bar includes File, Edit, View, Favorites, Tools, and Help. The Favorites bar shows "Free Hotmail" and "Web Slice Gallery". The page header has navigation links: Home, About Us, Press Room, Health & Wellness, **Careers**, Community & Giving, Diversity, Sustainability, Investors, and Suppliers. The breadcrumb trail is: Home > Careers > Wal-Mart Stores - Online Hiring Center - Job Groups of Interest. The main content area shows "Step 1 of 8: Preferences" with a "Next step: Personal" button. Below this is the "Job Groups" section with the instruction: "Select all of the job groups in which you are interested. You will only be considered for the job groups you select." There are three categories of job groups, each with a list of positions and checkboxes:

- Front End**
 - Cart Pusher/ Courtesy Associate
 - Cashier and Service Desk
 - People Greeter
- Maintenance**
 - ASSEMBLY
 - Maintenance
- Receiving**
 - Direct Store Delivery and Receiving Coordinator

This screen allows the applicant to choose multiple positions of interest, categorized by Job Groups. You may choose one job position or several, by clicking on the check boxes provided.

*Once you have reviewed and chosen the job positions you are interested in, click **Next** to proceed.*

*The next screen will show you the end of the page and the **Next** button*

Wal-Mart Online Application Process

The screenshot shows a Windows Internet Explorer browser window with the URL <https://hiringcenter.walmartstores.com/OnlineHiringCenter/positionInterest.do>. The page displays a list of job categories with checkboxes for selection. The following categories are checked:

- Household Chemicals, Paper-goods, Pets and Toys
- Housewares, Stationary, Greeting Cards, Floral, and Seasonal
- Jewelry and Shoes Sales
- Meat, Seafood, Deli and Produce Sales
- Optometric Assistant
- Photo Center Specialist and Connection Center Sales
- Set-up, Remodel and Recycling
- Shoes and Apparel

Other categories shown but not checked include:

- Health, Beauty, Pharmacy and Optical Sales
- Tire and Lube Express
 - TLE Sales, and Gas Station Attendant
- Tire Mounting Area
 - TLE Service Technician

At the bottom of the page, there are three buttons: "Select Another Position", "Next", and "Exit". A large yellow arrow points to the "Next" button. A blue text box on the right side of the page contains the following text:

Shown are some job positions that have been chosen.

*Click the **Next** button to Continue.*

At the bottom of the page, there is a link: [Online Hiring Center Common Questions and Help](#)

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Personal Information - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/JobGroupInterest.do

File Edit View Favorites Tools Help

Step 2 of 8: **Personal** → Next step: **Availability**

Personal Information

* denotes required field

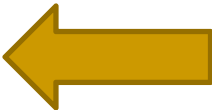
First Name:*	<input type="text" value="John"/>
Middle Initial:	<input type="text"/>
Last Name:*	<input type="text" value="Carey"/>
Street Address:*	<input type="text" value="123 E Main St"/>
Zip Code:*	<input type="text" value="21801"/>
Phone Number: 999999999	<input type="text" value="4103418533"/>
Alt Phone: 999999999	<input type="text" value="4103446800"/>
E-mail Address:	<input type="text" value="JC32@gmail.com"/>
Confirm E-mail Address:	<input type="text" value="JC32@gmail.com"/>

Online Hiring Center Common Questions and Help

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Enter your personal information in this page. Remember that any field with a asterisk is required to contain information before you are allowed to proceed.

*Click the **Next** button to continue.*



Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Availability - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/personalInfo.do

File Edit View Favorites Tools Help

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Home > Careers > Wal-Mart Stores - Online Hiring Center - Availability

Step 3 of 8: **Availability** → Next step: **References**

At Wal-Mart, customer service is our priority. We must ensure that we have trained Associates available when our customer traffic is the heaviest, which includes evening and weekend hours. We schedule our Associates based upon customer traffic demands in our facilities. If your hours of availability do not align with the customer traffic demands for positions in which you are expressing interest, this may impact whether or not you will be considered for those positions.

Please enter the times you are available to work by indicating the earliest hour you are available to the latest hour you are available.

I Agree **Exit**

Online Hiring Center Common Questions and Help

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Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Availability - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/availabilityAgreement.do

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Wal-Mart Stores - Online Hiring Center - Availability

Home > Careers > Wal-Mart Stores - Online Hiring Center - Availability

Step 3 of 8: **Availability** → Next step: References

Schedule Availability

	Monday	Tuesday	Wednesday	Thursday
Earliest time	8:00am	8:00am	8:00am	8:00am
Latest time	4:00pm	4:00pm	4:00pm	4:00pm

	Friday	Saturday	Sunday
Earliest time	8:00am	Anytime	Not Available
Latest time	4:00pm	Anytime	Not Available

Back Next Exit

Online Hiring Center Common Questions and Help

For each day of the week, enter your desired availability by choosing the appropriate time schedule.

*Clicking the **blue arrow** on the drop down boxes will display the options to choose.*

*Enter information for all the days of the week prior to clicking the **Next** button.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - References - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/availability.do

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Wal-Mart Stores - Online Hiring Center - References

Step 4 of 8: **References** → Next step: Employment

References


Please enter two (2) complete references of people (no relatives) you have worked with or volunteered for and whom we may contact for a reference if necessary. (e.g. employers, clients, teachers)

* denotes required field

1. First Name:*	<input type="text" value="Johnny"/>	Last Name:*	<input type="text" value="Thomas"/>
Phone:*	<input type="text" value="4103427699"/>		
2. First Name:*	<input type="text" value="Laura"/>	Last Name:*	<input type="text" value="Schoolfield"/>
Phone:*	<input type="text" value="4105647965"/>		

If you have a relative (by birth, adoption or marriage) that works for Wal-Mart, please enter the following information. **Otherwise, please leave blank.** (If you live in California, do not answer.)

First Name:	<input type="text" value="Beth"/>	Last Name:	<input type="text" value="Falstaff"/>
Phone:	<input type="text" value="3024532911"/>		
Relationship:	<input type="text" value="Brother/Sister"/>	Facility Name / Location:	<input type="text" value="Walmart North"/>

Back Next  Exit

*Two references are required. Make sure you have entered all the required information before clicking the **Next** button.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Employment History Summary - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/references.do

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Home > Careers > Wal-Mart Stores - Online Hiring Center - Employment History Summary

Step 5 of 8: **Employment** → Next step: **Qualifications**

Employment History Summary

Please add your employment history for all positions held during the past 10 years. It is important to add all employment, it may be used to calculate your starting rate of pay.

Click the add button below to enter employment history.

Company	Position	Start Date	End Date
<input type="button" value="Add"/>			

You must click "Next" or "Back" to finalize and save your changes.

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*The applicant will need to enter employment history on this page. The **Add** button will open another page that will allow recording the employment information*

Please note, Wal-Mart request 10 years of employment information.

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center

https://hiringcenter.walmartstore

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Wal-Mart Stores - Online Hiring Center - Employm

Step 5 of 8: **Employment** → Next step: **Qualifications**

Employment History Details

* denotes required field

Company Name: Bargin Bill's

Industry Classification: RETAIL, GENERAL Select the [Add] button below to add a position held. To edit or delete a position, select the position, then select the appropriate button.

Street Address: 1300 Coastal Hwy

Zip Code: 21801

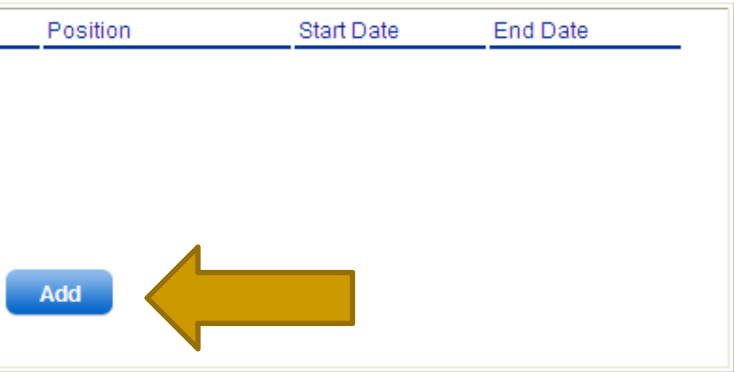
Phone Number: 3021343344

Last Pay Rate (for this employer): 12

Manager First Name: Tony

Manager Last Name: Gillette

May we contact (yes/no)? Yes No

Position	Start Date	End Date
		

Note the required information needed to complete your employment history for a particular job.

Its suggested you collect this information prior to going on-line to do a "live" application.

*The next screen shows the bottom of this page. You will need to add the **Position** information before attempting to save this employment information.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Employment History Details - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/addEmploymentHistory.do

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Wal-Mart Stores - Online Hiring Center - Employment ...

Street Address: 1300 Coastal Hwy

Zip Code: 21801

Phone Number: 3021343344

Last Pay Rate (for this employer):* 12

Manager First Name:* Tony

Manager Last Name:* Gillette

May we contact (yes/no)?* Yes No

Reason for Leaving: Layoff

Position Start Date End Date

Add

Remember to **Add** the Position held information. Failure to do this will not allow saving of this employment information.

Back Save Exit

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Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Position Information - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/positionHistory.do

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Wal-Mart Stores - Online Hiring Center - Position Infor...

Step 5 of 8: **Employment** → Next step: **Qualifications**

Position Information

* denotes required field

Position Title: *

Start Date: * End Date:

Please select the Category and Sub-Category that best describes the position entered on this screen. The 'Comparable Positions' and 'Sub-Category Definition' will display after you make a selection. Use these to help you ensure you have selected the best choice to describe the position you entered. This is important for the position for which you have applied since this information may be used in calculating your starting rate of pay, if selected for employment.

Category: * Sub Category: *

Comparable Titles: Category Definition:

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Footer

*Enter all required information for the position held, then click the **Save** button to continue.*

←

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Employment History Details - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/positionHistory.do

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Wal-Mart Stores - Online Hiring Center - Employment ...

Employment History Details

* denotes required field

Company Name:* Bargin Bills

Industry Classification:* RETAIL, GENERAL

Street Address: 1300 Coastal Hwy

Zip Code: 21801

Phone Number: 3021343344

Last Pay Rate (for this employer):* 12.00

Manager First Name:* Tony

Manager Last Name:* Gillette

May we contact (yes/no)?* Yes No

Reason for Leaving: Layoff

This is a summary of all positions held for the employer. It is important that all unique positions held are entered and the information is accurate. If selected for employment, this information may be used in calculating your starting rate of pay. Select the [Add] button below to add a position held. To edit or delete a position, select the position, then select the appropriate button.

Position	Start Date	End Date
<input type="radio"/> Salesman	12/2001	11/2011

This screen displays a completed work history record, ready to be saved to the application.

*Check the information you have entered, then scroll to the bottom of the page and click **Save** to continue.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Employment History Summary - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/employmentHistory.do

File Edit View Favorites Tools Help

Home > Careers > Wal-Mart Stores - Online Hiring Center - Employment History Summary

Step 5 of 8: **Employment** → Next step: **Qualifications**

Employment History Summary

Please add your employment history for all positions held during the past 10 employment, it may be used to calculate your starting rate of pay.

Click the add button below to enter employment history.

Company	Position	Start	
<input type="radio"/> Bargain Bills	Salesman	12/2001	11/2011

You must click "Next" or "Back" to finalize and save your changes.

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To enter another Employment History record, press the **Add** button and repeat the process previously explained.

Once all the work history has been entered, click the **Next** button to continue to the next part of the application process.

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Qualifications - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/addEmploymentHistory.do

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Home > Careers > Wal-Mart Stores - Online Hiring Center - Qualifications

Step 6 of 8: **Qualifications** → Next step: Questionnaire

Qualifications

Educational Experience

Certificates and Licenses

Language Skills

Add

You must click "Next" or "Back" to finalize and save your changes.

Back Next Exit

Online Hiring Center Common Questions and Help

*The applicant has the option to enter additional information. Under the displayed Qualifications section, choose a section by clicking the **Add** button, and enter the information for you specific qualification or experience.*

*Once completed, click the **Next** button to continue the application process.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Education - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/educationSave.do

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Wal-Mart Stores - Online Hiring Center - Education

Home > Careers > Wal-Mart Stores - Online Hiring Center - Education

Education

Step 6 of 8: **Qualifications** → Next step: Questionnaire

Education

Please only enter completed education.


* denotes required field

Educational Attainment:* TRADE SCHOOL GRADUATE

Major/Area of Study:* COMPUTER SCIENCES

Country:* United States State:* Maryland

Institution:* OTHER - MARYLAND

Back Save  Exit

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Here is the Education section, with data entered and ready to save.

*Note the drop down boxes; click the **blue arrow** to display the range of acceptable choices. Click the choice to "load it" into the field selector.*

*To save the information and return to the Qualifications section, click the **Save** button.*

Wal-Mart Online Application Process

Step 6 of 8: **Qualifications** → Next step: Questionnaire

Qualifications

Educational Experience

Major	State	Country
<input type="radio"/> COMPUTER SCIENCES	MD	US

[Add](#) [Edit](#) [Delete](#)

Certificates and Licenses:

[Add](#)

Language Skills

[Add](#)

You must click "Next" or "Back" to finalize and save your changes.

[Back](#) [Next](#) [Exit](#)

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*This page displays the saved educational information entered on the previous page. Additional information may be added by clicking the **Add** button.*

*If all desired Qualification information has been entered, click the **Next** button to continue.*

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Questionnaire Intro - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/qualifications.do

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Home > Careers > Wal-Mart Stores - Online Hiring Center - Questionnaire

Step 7 of 8: **Questionnaire** → Next step: Assessments

Questionnaire

The next three (3) sections are a series of questions that will determine your job preference, related experience, job qualifications, etc...

Please click "next" to begin the questionnaire...

[Back](#) [Next](#) [Exit](#)

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Suppliers

Next step in the process is to complete the Questionnaire. Click the **Next** button to proceed.

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Questionnaire - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/loadQuestionnaire.do

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Questionnaire

- 1 - Select the age criteria that pertains to you?
 - Less than 16 years of age.
 - 16 years of age or older, but less than 18 years of age.
 - 18 years of age or older.
- 2 - Will you now, or in the future, require sponsorship for employment Visa status (e.g., H-1B, visa status)?
 - Yes
 - No
- 3 - Are you available to work evenings (typically available between 5:00 PM to 11:00 PM)?
 - Yes
 - No

Back Next Exit

Answer each question by choosing the correct choice and clicking the radio button, as displayed on the screen.

Once you have made the choices, click the Next button to proceed.

Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Assessments - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/loadQuestionnaire.do

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Home > Careers > Wal-Mart Stores - Online Hiring Center - Assessments

Assessments

To be eligible to be considered for a position at Wal-Mart and SAM'S Club facilities, you must complete the following assessments:

Take Retail Pre-Employment Assessment

Take Retail Pre-Employment Assessment

Exit

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Next step in the process is to take the Assessments Test.

*This is a required process, so click the **Take** button to begin.*

Wal-Mart Online Application Process

Online Assessment - Windows Internet Explorer

https://assessments.walmartstores.com/Assessment/AssessmentServlet

File Edit View Favorites Tools Help

Online Assessment

Retail Pre-Employment Assessment Instructions

You are about to take a Pre-Employment Assessment. Your assessment results will determine your eligibility to be considered for a position with Wal-Mart Stores, Inc. for the next 60-days.

The test you are about to take has 65 questions and takes approximately 40 minutes to complete. If you are a person with a disability and need an accommodation, please see any member of management for assistance.

In order to be considered for a position you must complete and pass this assessment.

Please be sure the work you submit is your own. Do not seek or accept help in answering the questions on the assessment.

If you must leave the assessment before completing it, please click the "Exit" button at the bottom right hand corner of the screen. The system will save your answers.

When you resume the assessment, the system will return to the

Once complete the system will inform you of the status of your

Your individual responses to the questions in this assessment a
be disclosed to you upon completion of this assessment.

Please read each question carefully before selecting the appro

This Pre-Employment Assessment contains four types of items

- Items asking you to choose the most appropriate response to a work-related situation.

This page gives important information about the Assessment Test you are about to take.

Please read this page carefully and completely before clicking the button to start the process.

Wal-Mart Online Application Process

Online Assessment - Windows Internet Explorer

https://assessments.walmartstores.com/Assessment/Assessment

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Online Assessment

- Avoided the situation and looked for supplies somewhere else.
- Proposed ways to structure the process of distributing the supplies.
- Let others get what they wanted, and then took what was left for yourself.
- Decided how much you would need, and made sure you were able to get it.
- Tried to find ways for everyone to make sacrifices to make the supplies last.

65. When working with someone in a leadership position to solve a problem, your preferred approach has been to:

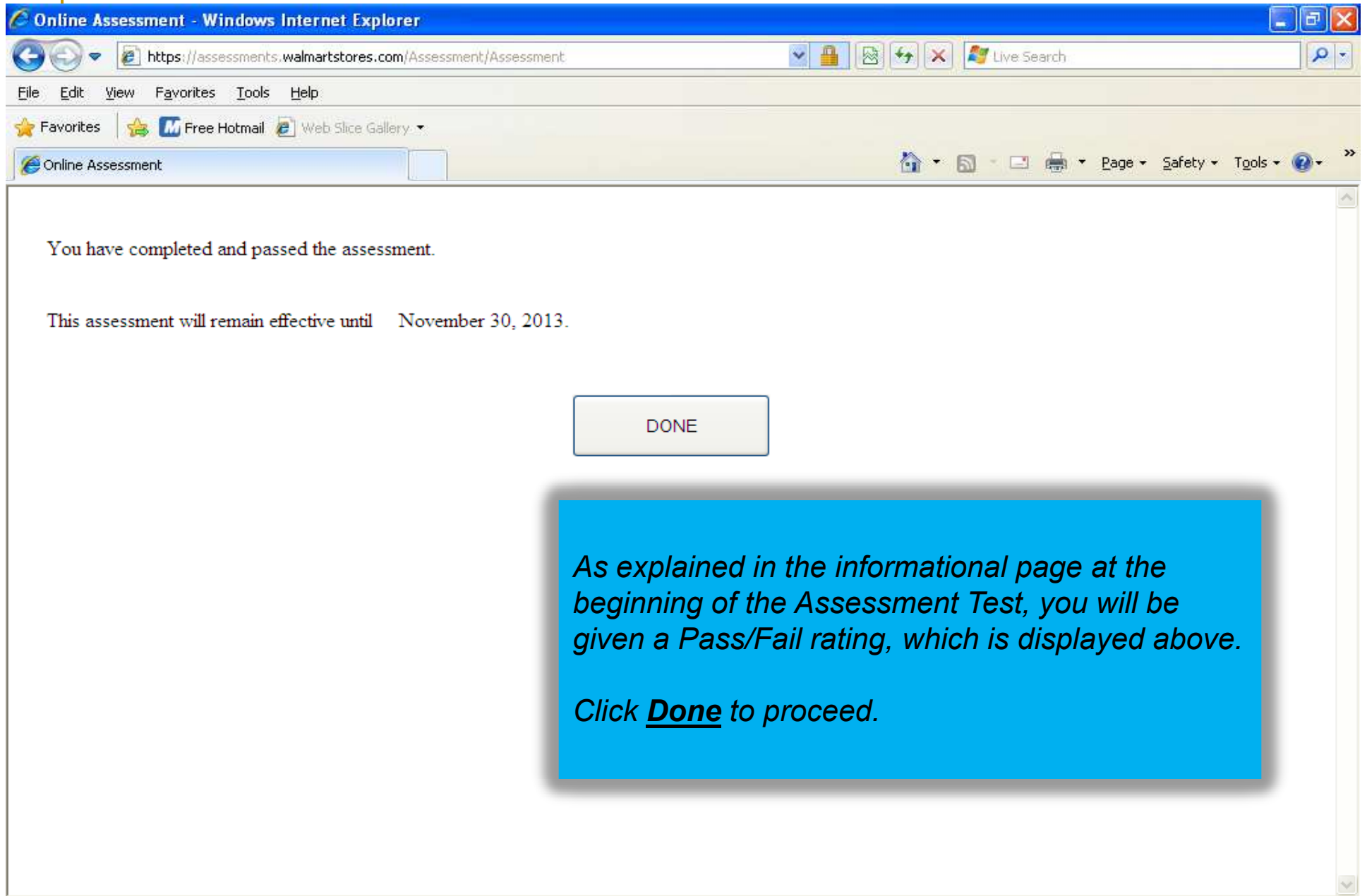
- Make sure that he or she gets to make the final decision.
- Exchange information with him or her to solve the problem together.
- Try to find a solution that meets both your needs and the leader's needs.
- Emphasize your expertise and why you should make the decision yourself.
- Be careful with what you say to make sure you don't disagree with him or her.

SUBMIT ASSESSMENT

Questions 64 - 65 of 65

*This page displays the last questions on the Assessment Test. Once question 65 has been answered, click the **Submit Assessment** button below to proceed.*

Wal-Mart Online Application Process



Wal-Mart Online Application Process

Wal-Mart Stores - Online Hiring Center - Assessments - Windows Internet Explorer

https://hiringcenter.walmartstores.com/OnlineHiringCenter/requestAssessment.do

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Walmart

Home About Us Press

Home > Careers > Wal-Mart Stores - Online Hiring Center

Assessments

You have finished all required assessments.

Thank you for your interest in a career with Wal-Mart Stores, Inc. Your application has been submitted. Your application will be kept on file for 60 days, if you are not contacted within this active period, please feel free to reapply. Thank you again for choosing Wal-Mart Stores, Inc.

Back Exit

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Outreach Maryland Workforce Exchange

MWEJobs.com - Windows Internet Explorer
https://mwejobs.maryland.gov/default.asp

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DEPARTMENT OF LABOR, LICENSING AND REGULATION
MARYLAND Maryland Workforce Exchange

Oficina del GOVERNADOR

In English

DEPARTMENT OF LABOR, LICENSING AND REGULATION
DLLR
MARYLAND Workforce Exchange
Where Business and People Connect

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CONTRASEÑA: **ENTRE**

¿No Registrado? ¿Se olvidó la Información de entrada?

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- BWI** EMPLEOS en el Aeropuerto BWI Marshall
- EMPLEOS de Capacitación de Aprendiziz
- EMPLEOS de la Ley de Recuperación (ARRA)
- EMPLEOS para Veteranos

Enlaces Adicionales de Búsqueda de Empleo

PALABRA CLAVE (e.g. Accountant):

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BUSCADORES DE EMPLEO

- Encontrar Empleo
- Crear un Resumé

EMPLEADORES

- Encontrar un Candidato
- Fije un Aviso de Empleo

start | 2 Google Talk | Calculator | 2 Microsoft O... | Microsoft Powe... | MWEJobs.com ... | 2:14 PM

Outreach DLLR Website

The screenshot shows a Windows Internet Explorer browser window displaying the Maryland Department of Labor, Licensing and Regulation website. The browser's address bar shows the URL <http://www.dllr.state.md.us/>. The website header features the Maryland state logo and the text "DEPARTMENT OF LABOR, LICENSING AND REGULATION". A navigation menu includes links for HOME, NEWS, MISSION, ASSISTANCE FOR UNEMPLOYED, GREEN JOBS, TAX CREDIT, H2H, and NOI. A search bar is located in the top right corner. The main content area is divided into several sections: a featured image of a diverse group of workers with the text "Protecting and Empowering Marylanders..."; a "Skills2Compete" logo; a "Latest News" section with a headline about a real estate commission investigation; and three smaller informational boxes: "Mortgage Late? DON'T WAIT!", "HELMETS TO HARDHATS", and "Workplace Fraud". The left sidebar contains a portrait of Secretary Alexander M. Sanchez and lists various services like "Press Room", "Boards & Commissions", and "Unemployment Insurance". The Windows taskbar at the bottom shows the Start button, several open applications, and the system clock at 2:30 PM.

El Fin/The End/La Fin



Maryland Division of Workforce Development