

# Lebanon Walmart to get remodel

Company invests in stores, associates and communities

FRANKFORT — Walmart is deepening its commitment to Kentucky by investing in local stores, empowering associates, and enriching the communities it serves every day. Last week, Walmart unveiled details of 15 planned store remodels this year in Kentucky, including the Lebanon store, and new investments focused on enhancing the associate experience and community engagement.

"Our stores often serve as the heartbeat of the communities we operate in, and these remodels are a testament to our dedication to enhancing that role," said Glenda Fleming Willis, Walmart Senior Vice President for the North Business Unit. "By investing in our stores and associates, we are not only improving the shopping experience but also reinforcing our commitment to being a vital part of the community's fabric, helping to build a brighter future for all."

## INVESTING IN A NEW STORE EXPERIENCE: 2025 WALMART REMODELS IN KENTUCKY

This year, Walmart has set an ambitious goal to remodel more than 650 stores across the U.S., including the Lebanon store and 14 others in Kentucky.

Walmart is re-imagining the in-store shopping experience with updates throughout the store, including:

- **New Look:** Big, bold signage. Exciting new displays to better showcase merchandise.
  - **More Selection:** Expanded departments. New items. More of what customers are looking for.
  - **Expanding Online Pickup & Delivery:** To fulfill the growing number of online customer orders.
  - **Rethinking the Pharmacy:** Wider aisles. New private screening room. Privacy checkout areas.
  - **Investing in Kentucky Associates:** Unlimited Career Opportunities Close to Home
- With 101 retail units and three supply chain facilities, Walmart employs over 31,000 associates in Kentucky. Walmart is proud to announce the following:
- 17,518 hourly, frontline associates in Kentucky received a bonus in March. Walmart

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— *Glenda Fleming Willis*

*Walmart senior vice president for North Business Unit*

paid out hundreds of millions of dollars in bonuses to eligible hourly associates nationwide.

- 2,001 associates in Kentucky were promoted to jobs with more responsibility and higher pay last year.
- 2,895 part-time associates in Kentucky were promoted to full-time positions last year.
- Approximately 75% of Walmart frontline managers started as hourly associates.

All Walmart associates have access to company-paid skills certificates and college degrees through Live Better U, paid time off, medical plans, 20 no-cost therapy sessions, 401k and associate stock purchase plans, both with a company match, associate discounts, a free Walmart+ membership and more.

## INVESTING IN KENTUCKY COMMUNITIES: HELPING OUR NEIGHBORS

Being part of the community means making investments that support and enrich the entire community. The company plays an active role in lifting up communities and helping those in need through local giving, company-paid associate volunteering, emergency relief efforts when disaster strikes and supporting local manufacturing. Walmart, the Walmart Foundation, and Sam's Club:

- Donated a total of \$19.7 million to empower local communities in Kentucky in fiscal year 2024.
- Spent \$1.1 billion with Kentucky suppliers in fiscal year 2024 to support 53,706 supplier jobs across the state.
- Donated a total 11.5 million pounds of food to local food banks in Kentucky in fiscal year 2025, which is the equivalent of 9.5 million meals to help feed the hungry.

# Ongoing learning, development important in modern workplace

In today's dynamic and evolving business landscape, investing in continuous learning and development for employees is essential. As the Human Resources Manager at Mid-Park, Inc. in Leitchfield, I can confidently say that employee development is not just a priority, but an integral part of our company culture.



TRISH NILES

Investing in the professional development of employees fosters both individual and organizational success. For individuals, it fosters a sense of professional growth and accomplishment, boosting morale and engagement. For organizations, embracing a culture of continuous learning cultivates innovation, improves productivity and enhances overall competitiveness.

To ensure employees stay ahead of the curve in a rapidly evolving technological landscape, area employers must embrace a multi-faceted approach. This includes investing in continuous learning and development programs, offering opportunities for upskilling and reskilling and fostering a culture of curiosity and innovation. Providing access to online courses, industry conferences, workshops and mentorship programs can equip employees with the latest knowledge and skills. In addition, encouraging experimentation and collaboration, coupled with providing the tools and resources needed to explore new technologies, will empower employees to adapt and thrive in the face of constant change.

At Mid-Park, Inc., we foster continuous learning through a multi-faceted approach, including offering a wide range of internal training programs, providing tuition reimbursement for relevant external courses and certifications and encouraging mentorship opportunities. Furthermore, we regularly assess employee skill gaps and tailor development plans to address those specific needs, ensuring that our team members are equipped with the knowledge and skills to excel in their roles and contribute meaningfully to Mid-Park, Inc.'s continued progress.

To determine the focus of learning and development (L&D) programs, we align with the company's overarching strategy, analyzing short- and long-term goals and identifying necessary skills. We use performance data to pinpoint skill gaps affecting productivity, gather employee feedback through reviews and manager discussions and monitor industry trends to anticipate future needs. This comprehensive approach helps enhance both organizational performance and employee growth.

For the broader regional workforce, the Lincoln Trail Workforce Development Board (LTWDB), where I serve as a board member, plays a vital role in fostering lifelong learning by acting as a catalyst for skill development and career advancement. The board achieves this through several key strategies, including identifying in-demand skills and occu-

pations within the region. By collaborating with local educational institutions, employers and community organizations, LTWDB facilitates access to a diverse range of learning opportunities, from short-term certifications to apprenticeships and degree programs.

Local businesses are not on their own in ensuring their employees have the resources needed to develop professionally. A dynamic ecosystem of partnerships and initiatives fuels continuous learning opportunities for employees. Local educational institutions such as Elizabethtown Community and Technical College often work with businesses to offer tailored training programs and degree programs aligned with industry needs. The Kentucky Career Center - Lincoln Trail, overseen by LTWDB, provides a variety of development and retention services, from career counseling to work-based training to workshops. Additionally, industry groups and associations play a crucial role by offering apprenticeship programs and organizing conferences, seminars and online resources.

It is an exciting time for the Lincoln Trail region. With companies expanding and increasingly locating in our area, it is vital that we are prepared with a skilled workforce. With continued collaboration and partnership, everyone wins.

Trish Niles, Human Resources Manager for Mid-Park, Inc., serves on the Lincoln Trail Workforce Development Board. She can be reached at [TNiles@mid-park.com](mailto:TNiles@mid-park.com).

# A Tribute to the Class of 2025

## Congratulations to the Class of 2025!

It's time to honor our local High School Seniors! The Lebanon Enterprise will publish a very special Graduation Section on Wednesday, May 28th

★ ★ ★

**Advertising Deadline:**  
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