



Long-Term Cash Retirement Provision

The retirement provision helps to recognize the contributions of associates who have made a long-term commitment to PetSmart. Eligibility for the provision includes:

- minimum age 55 and
- minimum service of five years and

The retirement provisions:

- Applies to Long Term Cash Grants starting with the 2020 Annual Grant.
- Associates who meet eligibility requirements may receive a prorated payout at retirement based on the number of months of service they completed from the grant date to the retirement date. They terminate their employment from PetSmart after retirement application approval to receive the payout, just meeting the eligibility requirements does not trigger a payment.
- Company consent:
 - There is no guarantee the proration of your grants will be approved. The rules governing the retirement provision require that the consent form be approved within the guidelines established for your position to be considered a valid retirement.
 - You should submit your Retirement Application **at least 90 days** in advance of your anticipated retirement date.
 - Human Capital Solutions will review each retirement request and approve or deny it base on certain criteria such as:
 - The associate must be “in good standing” (acceptable performance) and appropriate documentation will be required to support this.
 - The retirement must not negatively impact the company’s success. For example, appropriate succession planning is required with a narrative outlining the process.
 - There was sufficient advance notification of intent to retire.

If approved, Associates may be required to complete a non-compete or non-solicitation agreement meaning they cannot go to work for a competitor for a specific amount of time after they retire from PetSmart. The specific conditions of this agreement will be based on their position and/or the amount of company-specific knowledge they have.

If you have any questions, please contact your HR Business Partner or compensation@petsmart.com.

