

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 <u>compensation@petsmart.com</u>.

Updated March 2022

PetSmart, LLC Long Term Cash Retirement Consent Form

Participant Information		
Name (Last, First, MI)		
Employee ID Number		
Date of Birth		
Date of Hire		
Location		

Election

I am requesting to retire under the Long-Term Cash retirement provision, on approximately (or the actual date)_______, I terminate my employment with PetSmart. I understand that this election is contingent upon review and approval.

I currently have Long-Term Cash Grant(s) which are eligible for the Long-Term Cash Retirement provisions.

I certify that I meet the following requirements of the Long-Term Cash Retirement provision and agree to be bound by the terms and provisions of the plan:

I am at least 55 years old, and

I have at least five years of service.

Participant Signature	Date

Forward form to your manager for completion and submission.

To be completed by manager:

I certify that the associate above meets the following criteria to be eligible for the retirement provision: (attach supporting documentation such as performance appraisals, summary of succession plan, etc. where applicable).

____ The associate is in good standing.

_____ The associate has provided reasonable notice and will not negatively impact the company's success. Reasonableness varies by position. Attached is the succession plan.

Manager Print Name and Signature	Date
Vice President Print Name and Signature	Date

Forward fully signed application with supporting documentation to <u>compensation@petsmart.com</u> for review.