

PETSMART & ESA ENTITLEMENT COMPARISON CHART

Alberta					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0	Store Part-Time, Full-Time Hourly	4%	80	4%	0
0	Store Leaders	6%	120	4%	0
1 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
1 - 4	Store Leaders	6%	120	4%	80
5 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

British Columbia					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders	6%	120	4%	80
5 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

Manitoba					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders	6%	120	4%	80
5 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

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New Brunswick					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders	6%	120	4%	80
5 - 7	All	6%	120	4%	80
8 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

Newfoundland & Labrador					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders	6%	120	4%	80
5-9	All	6%	120	4%	80
10 - 14	All	8%	160	4%	80
15+	All	10%	200	6%	120

Nova Scotia					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders	6%	120	4%	80
5 - 7	All	6%	120	4%	80
8 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

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Ontario					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders, CHO Associates	6%	120	4%	80
5 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

Prince Edward Island					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 4	Store Part-Time, Full-Time Hourly	4%	80	4%	80
0 - 4	Store Leaders	6%	120	4%	80
5 - 7	All	6%	120	4%	80
8 - 9	All	6%	120	6%	120
10 - 14	All	8%	160	6%	120
15+	All	10%	200	6%	120

Saskatchewan					
Years of Service	Job Level	PetSmart Entitlement		ESA Entitlement	
		Pay	Hours	Pay	Hours
0 - 9	All	6%	120	5.77%	120
10 - 14	All	8%	160	7.69%	160
15+	All	10%	200	7.69%	160