

Banfield Optimum Wellness Plan® (OWP) discount program for PetSmart® associates

Providing pets with the highest-quality medicine starts with a strong foundation of preventive care. Banfield's goal is to educate its clients about the value of preventive care to ensure pets stay healthy throughout their lifetime. OWPs are a foundation of Banfield and its way of offering clients a convenient, affordable option for high-quality comprehensive healthcare through every stage of a pet's life. This care is also more convenient because it allows clients to drop their pet off at the hospital.

Banfield encourages enrollment in OWPs by offering a discount program for all PetSmart associates. Banfield can help PetSmart associates keep their pets happy and healthy while giving them a firsthand experience with Banfield's high-quality convenient and affordable care so they can be more comfortable referring customers to Banfield.

Banfield provides discounted OWPs to PetSmart management/leaders and associates, as noted below:

ASSOCIATE STATUS	WHO QUALIFIES	OWP BENEFIT
ALL PetSmart Associates	- All PetSmart associates, including corporate team members - Products and services NOT included in Wellness Plan, will receive discount - Includes office visits, exams, etc. and for products not excluded from the discount	Waived first month fee on any OWP level per pet.* – Plus – Receive 15% general discount for nearly all other products and services not included on a wellness plan, regardless of plan level.**
PetSmart Management/Leaders	- Distribution center managers - Store leaders - Experience leaders - Process leaders - Salon experience leads - PetsHotel experience leaders - Certified pet trainers	ALL PetSmart Associates benefits – Plus – One free wellness plan.*** The free plan can be an Early Care Plus plan (for juvenile pets) and/or an Active Care plan (for adult pets). Free wellness plan must be renewed annually.
PetSmart Executive Management	- Regional vice presidents - District leaders - Market leaders - Home office executives (home office managers and above)	ALL PetSmart Associates benefits – Plus – Two free wellness plans.*** The free plans can be an Early Care Plus plan (for juvenile pets) and/or an Active Care plan (for adult pets). Free wellness plans must be renewed annually.

TO QUALIFY: If you are also a Banfield associate (working in both the store and hospital), the benefit would be limited to the higher of the two. The associate benefit is only for pets living with the respective PetSmart associate. You are not required to work in the location where you choose to enroll on an OWP, but are required to verify employment by providing your employee ID. Free wellness plans do not renew annually; paid associate plans enrolled with monthly billing will renew automatically. As such, proof of employment will need to be provided to reenroll each year at the time of renewal. For questions about this benefit, please contact your local Banfield hospital team or for assistance in locating the nearest Banfield, you can call 800-768-8858.

*Waived first month fee on first year only of any level of OWP per enrolled pet, excluding Banfield Access Plan™ and Customizations.

**Wellness plan and PetSmart associate discounts can't be combined.

***Higher-level plans may be selected; however, ensure that associate is aware they must pay the difference in the plan price at the time of enrollment. Plan level must be chosen at the time of enrollment and cannot be changed during the plan year.