

# 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 health care, through every stage of a pet's life. This care is also more convenient because clients can 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, and give them first-hand experience with Banfield's high-quality, convenient and affordable care so that 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   |
|---------------------|--|---|
| PetSmart Leadership | <ul style="list-style-type: none"><li>Regional Vice Presidents</li><li>District Leaders</li><li>Market Leaders</li><li>Home Office Managers and above</li></ul>  | <b>Unlimited free enrollment fees on any level OWP</b><br><br>— Plus —<br><br>Two free Essential Wellness-level OWPs*, including enrollment fee |
| PetSmart Field      | <ul style="list-style-type: none"><li>Distribution Center Managers</li><li>Store Leaders</li><li>Experience Leaders</li><li>Process Leaders</li><li>Salon Experience Leads</li><li>PetsHotel Experience Leaders</li><li>Certified Pet Trainers</li></ul> | <b>Unlimited free enrollment fees on any level OWP</b><br><br>— Plus —<br><br>One free Essential Wellness-level OWP*, including enrollment fee  |
| PetSmart Associate  | <ul style="list-style-type: none"><li>All other PetSmart associates, including corporate team members</li></ul>  | <b>Unlimited free enrollment fees on any level OWP</b>  |

**OTHER BENEFITS:** Receive a 15% general discount for nearly all other products and services not included in wellness plan, regardless of your wellness plan level. If you purchase a Special Care plan, the higher discount of 20% applies. Wellness plan and PetSmart associate discounts can't be combined. Associates will receive the greater of the two discounts. If your pet is not on a wellness plan, you will receive a 15% discount on regular Banfield services, including office visits, exams, etc., and for products that are not excluded from the discount.

**TO QUALIFY:** If you are also a Banfield associate (works both in 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. Associate wellness plans do not automatically renew annually. As such, proof of employment will need to be provided to re-enroll 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 1-800-768-8858.

\*Higher level plans may be selected, however, associate must pay the difference in plan price at the time of enrollment.

