

# Benefits & Offerings Overview



At PetSmart, we believe pets make us better people, and know that pet parents need a trusted partner for all the unique moments in their pet's life. That same approach guides our benefit offerings. We've invested in benefit programs to make sure that throughout our associates' lives, they have the tools and resources to Be Well, Get Better, and Feel Prepared. To learn more visit [Benefits.PetSmart.com/ca](https://Benefits.PetSmart.com/ca)

Offerings	Part-Time	Full-Time
<b>Extended Healthcare Benefits</b> This plan covers services and supplies not typically covered by provincial health care plan and includes prescription reimbursement.	SK only	✓
<b>Health Programs</b> From musculoskeletal support to mental health and wellness we offer programs to support healthy lifestyles – check out the available Health Programs.	SK only	✓
<b>Dental Plan</b> Dental costs can be expensive, enroll in the dental plan and get reimbursed up to the current year's dental association fee guide limits.	SK only	✓
<b>Life and Accident Insurance</b> PetSmart provides basic life insurance and accidental death & dismemberment insurance to all Canadian associates. You may also choose to add Optional Life Insurance and Dependent Life Insurance.		✓
<b>Short-Term and Long-Term Disability</b> Provides replacement income to eligible associates that are unable to work due to illness or non-work-related injury.		✓
<b>Ally (Employee Assistance Program)</b> Do you, your dependent or anyone in your household need to talk to someone about your mental health, financial situation or have a legal question? The Ally program has your back. Offering 6 free counseling sessions, 30-minute legal, financial consults, and assistance with ALL life events.	✓	✓
<b>Time Away from PetSmart</b> Everyone needs a break sometimes! Use your vacation time to get away.	SK only	✓
<b>Associate Discount</b> Discounts on pet food & treats, merchandise, services, and training! What does your pet need?	✓	✓
<b>Perkopolis and Other Corporate Discounts</b> Thousands of discounts available to you for FREE! Discounts on everything from cell phone plans to groceries, new sunglasses to gym memberships.	✓	✓
<b>Retirement Savings Plans</b> It's never too early to save for your future. Plus, you get FREE money! PetSmart contributes a match up to 4% of your earnings to a DPSP when you participate.	✓	✓
<b>Tuition Assistance Program</b> Do you want to learn new tricks outside of work? Check out how the Tuition Assistance Program can help you achieve that dream!	✓	✓
<b>Adoption Assistance Program</b> Adding to your family is a joyous occasion and we're here to help lighten the financial burden.		✓
<b>Associate Assistance Foundation</b> PAAF is funded by donations from PetSmart, and our associates, to help one another in their time of need.	✓	✓
<b>Play-Up Recognition and Service Award Program</b> Celebrate milestone anniversaries, share and receive recognition, redeem points for prizes in the online store.	✓	✓

Check out the Benefits website for more information.

