

# 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/pr](https://Benefits.PetSmart.com/pr)

Offerings	Part-Time	Full-Time
<b>Medical, Prescription and Dental Coverage</b> The medical and dental coverage is provided through Triple S and covers you plus our eligible dependents.		✓
<b>Life Insurance</b> Coverage options available up to 5x your annual base salary.		✓
<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. See <a href="https://benefits.petsmart.com/pr">benefits.petsmart.com/pr</a> for more information.		✓
<b>Ally (Employee Assistance Program)</b> Do you need to talk to someone about your mental health, financial situation or have a legal question? The Ally program has your back. Offering 3 free counseling sessions, 30-minute legal consultation and 1-hour financial consults.	✓	✓
<b>Time Away from PetSmart</b> Everyone needs a break sometimes! Use your vacation time to get away.	✓ <sup>1</sup>	✓
<b>Associate Discount</b> Discounts on food, merchandise, services, and training! What does your pet need?	✓	✓
<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>NEW!!! Puerto Rico Retirement 401(k) Plan</b> It's never too early to save for your future. Plus, you get FREE money from PetSmart when you participate and you'll save on taxes!	✓	✓

<sup>1</sup>Vacation and sick based on hours worked per month.

