



Benefits enrollment happens once a year, so now is the time to review your benefit choices for 2023

2023 Open Enrollment

Oct 4 -22
Full-Time Associates

Here are some highlights to know:

- ✦ **No premium increase** for the THIRD year in a row!
- ✦ **NEW!** Same or opposite sex domestic partners are eligible for medical coverage
- ✦ Urgent Care copay reduced to \$15 (for accident or illness)

PETSMART
AWESOME
associate work experience
OFFERINGS

Enrollment Checklist

- ☐ To learn more about Benefits and Offerings, visit the benefits website



- ☐ Log into **HR Connect** to review your current elections. From the main page of Employee Self Service, click on Benefits Participation Overview.
- ☐ Complete your 2023 enrollment in HR Connect by October 22nd - **don't forget to SAVE your changes to complete your enrollment.**

Premiums

Associate Only: \$11.08

Associate +1: \$22.17

Family: \$26.11

Salaried Associates

To calculate your biweekly contribution multiply weekly contribution by 52 and divide by 26.



Life and Accident Insurance

Did you know that PetSmart automatically provides basic life insurance* to all full-time associates—for free? That's right, **YOU** have life insurance!

Also available is accidental death & dismemberment for you and dependent life insurance for your eligible children, spouse and/or domestic partner.

During Open Enrollment, make sure you **name a beneficiary**.

Why do you need a named beneficiary? In the event of your death, we must know who you designate to receive the death benefit proceeds. If a beneficiary is not named, the insurance policy or state law determine who receives the funds.

*Basic Life Insurance is provided at 1x your annual salary. Coverage amount rounded to the next \$1,000. For basic level and additional supplemental live coverage, "salary" means your base pay only (no commissions included in the calculation, and no overtime or bonuses). Coverage for full-time salon leaders is based on an annual amount of \$40,000. A beneficiary can be anyone you choose—spouse, friend, parent, child or charitable organization. Call the Benefits Department if you have any questions—1-866-263-8411.

PerkSpot

Who doesn't want corporate discounts? As a part of your #LifeAtPetSmart you can participate in the PerkSpot program to get thousands of deals on national brands including technology (Lenovo, Dell, HP), communication (Verizon, AT&T, T-Mobile), and gifts (Blue Nile Jewelry, 1-800-Flowers)!

PerkSpot is a one-stop online shop with exclusive discounts for PetSmart associates that help you save money!

Create your account now!

<https://petsmart.perkspot.com/login>

Ally

Your Employee Assistance Program (EAP) is here to help with:

- Mind & Body
- Financial Guidance
- Legal Assistance

This resource is available to you and your eligible dependents for **free**. You can access information by visiting **liveandworkwell.com** and use employer code: 12347



Or call 24/7 to speak with a representative
1-800-788-5614.