

PetSmart Puerto Rico LLC Retirement Plan

Understanding your retirement plan

Who can participate?

Employees that comply with the following requirements:

- At least 18 years of age
- 2 months of service

When can I enter?

At any time upon employment.

What contributions can I make to my account and what is the annual maximum?

- **Pre-Tax contributions:** Up to \$15,000.
- **Catch-Up contributions:** If you're 50 years old or older, you can contribute an additional \$1,500.

How often can I change my contributions?

You can increase, decrease or suspend your contributions daily.

Does PetSmart make any contributions to my account? Currently, PetSmart is matching \$0.50 for each dollar up to 6% of your Pre-tax contribution.

You are immediately 100% vested in any of your employee contributions and earnings on them.

However, the Employer's match is based on the following schedule:

Years of Service	Vesting Schedule
1	20%
2	40%
3	60%
4	80%
5	100%

Can I withdraw money from my account during active duty?

The distributions allowed during active service are as follows:

- **Financial Hardship:** A financial hardship for plan purposes is defined as: medical expenses (not covered by the Health plan), purchase of primary residence, postsecondary education expenses, primary residence eviction and funeral expenses. You can withdraw only from your contributions and you will be suspended from contributing to the plan for 12 months. The distribution entails a withholding of 10% tax.
- **After Age 59 ½ :** You can make partial withdrawals of your contributions to the plan. The distribution is subject to a 10% tax withholding, and you can continue contributing to the plan.

What are my distribution options when I end my employment with PetSmart?

Upon termination of employment, you can apply to receive the Benefit in one of the following forms of payment:

- **Lump Sum:** generally subject to tax withholding.
- **Rollover:** to another PR qualified retirement plan or to an IRA.

How do I access my account statements?

After the end of each quarter, you will receive an email informing you that the statement is available on the portal, which you can access through www.popular.com/401k under the "e-Statements and Tools" section.

How do I enroll in the plan? You just have to access www.popular.com/401k and with the credentials provided by Popular, complete the registration steps.

To log in to your account for the first time, you need to follow these steps:

- Access www.popular.com/401k
- **Username:** The first letter of your First Name, followed by the first 6 letters of your Last Name, followed by the last 4 digits of your Social Security.
- **Password:** your date of birth (MMDDYYYY)



Download the App today!

Investment Alternatives

How are my contributions invested? You decide how to invest, selecting from the investment options offered by the Plan. If you do not make an investment choice through the portal, your contributions will be invested in the target date fund corresponding to your estimated retirement date.

Target Date Funds

If you fail to make an investment election, your contributions will be automatically invested in the T. Rowe Price Retirement Fund that has a target retirement date closest to your anticipated retirement year, as indicated in the table below. The investments and the level of risk associated with each of these funds change over time and with the aim of becoming more conservative as we approach the retirement year. These balanced funds range from more aggressive, for a participant with a longer investment horizon, to more conservative, for those closer to retirement.

Target Date Fund	Year of birth
T. Rowe Price Retirement 2005	On or before 1942
T. Rowe Price Retirement 2010	Between 1943 and 1947
T. Rowe Price Retirement 2015	Between 1948 and 1952
T. Rowe Price Retirement 2020	Between 1953 and 1957
T. Rowe Price Retirement 2025	Between 1958 and 1962
T. Rowe Price Retirement 2030	Between 1963 and 1967
T. Rowe Price Retirement 2035	Between 1968 and 1972
T. Rowe Price Retirement 2040	Between 1973 and 1977
T. Rowe Price Retirement 2045	Between 1978 and 1982
T. Rowe Price Retirement 2050	Between 1983 and 1987
T. Rowe Price Retirement 2055	Between 1988 and 1992
T. Rowe Price Retirement 2060	Between 1993 and 1997
T. Rowe Price Retirement 2065	On or after 1998

Or you can choose to create your own investment portfolio by selecting a combination of existing investment alternatives within the Plan.

Remember to diversify your investments among different asset categories to reduce the risk of loss due to large price fluctuations in any particular investment. If you invest more than 20% of your retirement savings in the same investment alternative that is not balanced, your savings may not be diversified adequately.

Fund Name	Category
BPPR Bank Deposit Open Account	Cash equivalent
Vanguard Federal Money Market Inv	Money Market
Dodge & Cox Income	Intermediate Core-Plus Bond
Fidelity® Contrafund® K6	Large Growth
Fidelity®500 Index	Large Blend
Vanguard Equity Income Admiral Shares	Large Value
Fidelity® Extended Market Index	Mid Cap Growth
Victory Sycamore Established Value R6	Mid Cap Value
BlackRock Advantage Small Cap Core K	Small Blend
MFS International Diversification R6	Foreign Large Blend
Fidelity® Global ex U.S. Index	Foreign Large Blend



Service Center TeleBanco Popular®

Popular Fiduciary Services Division has a Service Center available from Monday to Friday from 8:00 am to 5:30 pm. To reach out, just dial 787.724.3657, option #2 three times. Representatives will be able to help you:

- Accessing your account
- Obtain your account balance
- Assistance in navigating the website and/or making transactions

This document is not the actual Plan Document, but just a quick reference to frequently asked questions from participants regarding the primary provisions of the Plan and does not include all its limitations or details. Every effort has been made to provide concise and accurate information. However, in case of any discrepancy between this booklet and the Plan Document and/or the Adoption Agreement, the Plan Document will prevail.

The investment products offered in the Banco Popular de Puerto Rico Retirement Plans are not guaranteed by the FDIC, are not deposits or obligations, nor are they guaranteed by Banco Popular de Puerto Rico, and involve risks, including the possible loss of principal. Please request and read the investment prospectus thoroughly before investing.