

PetSmart Puerto Rico Retirement Plan

Know your retirement plan

Participation requirements

- 2 months of service
- Minimum age: 18

Enrollment dates: Daily starting February 1st, 2023

Associate Yearly Contributions:

- **Pre-Tax:** You can contribute up to \$15,000 before taxes.
- **Catch-Up:** If you're age 50, you can contribute an additional \$1,500 per year before taxes.

Changes to your Contribution:

You can increase, decrease or stop your contributions at any time.

Employer Discretionary Match Contribution:

Every year the employer will decide the match formula. For the Plan Year 2023 it is as follows:

- \$0.50 for each dollar you contribute up to 6% of your compensation.

Employer Match Vesting Schedule:

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

As an active associate, you'll have access to take withdrawals under the following circumstances only:

- Financial Hardship – determined by the plan administrator (Banco)
- Age 59 ½

Distribution of benefits:

Upon termination of employment, you may request a distribution from your account balance in any of the following ways:

- **Lump Sum:** subject to PR tax withholding
- **Rollover:** to another PR qualified plan or an IRA account (not subject to tax withholding)

Account Statements: You'll have access to your quarterly statements online at www.popular.com/401k

Employer Name
Address

Period: April 01, 2020 through June 30, 2020

Participant Name
Address

Account Information			Savings & Retirement Plan	
Your Contribution Details			Your Account Balance	
Contributions by Source	This Period	Total Balance	Beginning Balance	\$754.99
ES General Pre-Tax	\$172.50	\$887.78	Contributions (+)	\$259.65
ER Match (PR Match After 2017)	\$86.55	\$1,176.85	Investments gain or loss (+/-)	\$162.21
			Withdrawals (-)	\$0.00
			Other	\$0.00
Total Contributions	\$259.05	\$1,176.85	Ending Balance	\$1,176.85
			Vested Balance	\$887.78
			Account Rate of Return for Period	17.93%

Your Contribution Allocation: Your contribution allocation pie shows how you've directed your contributions to be spread between investments in different asset classes.

Your Account Allocation: Your account allocation pie shows how the money in your account is actually spread between investments in different asset classes.

Your Contribution Allocation



Your Retirement Your Way

How Realistic Are You About Your Hoped-for Retirement Date?
Even though retirement is probably a long way off, you may have a general idea of when you'd like to retire. Whatever the date, and whatever your situation, it is important not to be unrealistic about your future financial security. Here are steps you can take to help you plan.
Define your goal: Decide early on what your target date for retirement will be. Then estimate how much money you will need to save each year to amass sufficient funds for you to live on for all the years you

will be retired. You can use a reliable calculator to run the numbers, or consult a financial professional.
Next, decide on your investment strategy. Since you are still young and may have decades until you retire, you may want to consider allocating a significant portion of your portfolio to stock investments. Although past performance does not guarantee future results, stocks have historically produced higher long-term returns than the other major asset classes.



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Your Investment Options

Target Date Funds

If you are looking for a single fund solution where you choose an age-based fund and do not need to maintain the account yourself, you may wish to consider a target retirement date fund. Target date funds are designed for investors expecting to retire around the year indicated in each fund's name. The funds are managed to gradually become more conservative over time as they approach the target date.

The T. Rowe Price Retirement Adv Fund Family will serve as the default investment alternative in the Plan. If you fail to make an investment election, your contributions will be automatically invested in the T. Rowe Price Retirement Adv Fund that has a target retirement date closest to your anticipated retirement year, as indicated in the table below.

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

Or you can build your own portfolio by selecting from the available investment options, including money market, fixed income funds and equity funds.

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

You should diversify your investments among different asset categories (stocks, bonds, cash equivalents, etc.) to reduce the risk of loss due to large price fluctuations in any particular investment.



Customer Service

You may contact the Banco Popular Customer Service Team from Monday to Friday from 8:00 am to 5:30 pm by calling at 1.888.724.3657, option #2 three times. Representatives are available to assist you with:

- Obtaining your account balance
- Online transactions
- General plan information



Web Page: To access and actively monitor your account online go to www.popular.com/401k.



If you are accessing for the first time, enter your provisional user ID and password, based on the instructions provided by Banco Popular.

Download the app from your cellphone, **Mi Plan de Retiro @Popular**. You can easily, conveniently and securely monitor your 401k account and investments .

