

Separation from PetSmart

Benefit	What Happens When You Leave	Actions You Need to Take
Medical, Vision, Dental	Coverage ends	You can continue your medical, dental and vision coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) for up to 18 months (and in some cases up to 36 months). Approximately 14 days after your employment ends, a COBRA continuation notice will be mailed to you. To continue your coverage through COBRA, you must enroll by the deadline on your COBRA election form.
Health Care Flexible Spending Account (FSA)	Coverage Ends	You can continue your participation in the Health Care FSA through COBRA, but only through the end of the calendar year in which your employment with PetSmart ends. You can continue to submit claims for eligible expenses incurred through midnight on the date your employment ended. Claims for eligible expenses must be submitted by March 31 of the following year. To continue your Health Care FSA participation through COBRA for the rest of the calendar year, you must enroll by the deadline on your COBRA election form.
Dependent Day Care Flexible Spending Account (FSA)	Coverage ends	You can continue to submit claims for eligible expenses incurred through midnight on the date your employment ended. Claims for eligible expenses must be submitted by March 31 of the following year.
Basic Life Insurance	Coverage ends	You can convert your basic life insurance to an individual policy. Contact the Benefits team for information about converting your basic life insurance.
Additional Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance	Coverage ends	You can continue your additional life insurance at group rates. Contact the Benefits team for information about continuing your additional life insurance.
Spouse and Child Life Insurance	Coverage ends	You can convert your spouse and child life insurance to an individual policy. Contact the Benefits team for information about converting spouse and child life insurance.
Short-term and Long-term disability	Coverage ends	None
SaveSmart 401(k) Plan	Contributions end	If your balance is greater than \$5,000, you can leave your money in the plan until you reach age 70½. You can also withdraw your money or transfer it into a new employer's 401(k) plan. If your balance is less than \$5,000, you'll be required to withdraw your money. Approximately 45 days after your employment ends, you will receive information from Fidelity, the 401(k) Plan administrator, about how to roll your balance over to another qualified plan or have your balance paid to you.
Long-Term Cash Incentive	Retirement Application	If you are 55 with 5 years of service, you may apply to have any outstanding Long Term Cash grants prorated and accelerated through the Retirement provision. Please find the terms here .