

Terms and Conditions for Associate Discount:

- Any misuse of the associate discount may result in immediate termination, and restitution may be sought in the amount of unauthorized discounts by the associate.
- Associates may be asked to provide a valid photo ID to redeem discount.
- Associates making purchases in U.S. stores must also provide their EPIN to redeem discount.
- Purchases of merchandise or services must be for personal use or gifts. Associates cannot give their discounts to others outside the company. It is not acceptable for an associate to be fully or partially reimbursed by another for use of their discount, and it is unacceptable to trade the discount in exchange for other goods, services or discounts elsewhere
- All associates can use their discount in-store and for online purchases.
- Associates may be asked to provide a valid photo ID to redeem discount.
- Associates making purchases in U.S. stores must also provide their EPIN to redeem discount.
- Store associates must be present at the time of the purchase.
- Associates must actively be employed at the time of the purchase.
- Discount privileges end when an associate leaves the company.
- Associates can make purchases only when they (the purchasing associate) are not on the clock, and they must immediately remove their purchases from the store.
- Restrictions
- No discount is available for damaged products that require a price override, or gift cards.
- Gift card purchases cannot be discounted, and damaged merchandise that has already been discounted cannot be discounted further.
- Associates who use price matching are not allowed to exercise the 15 percent discount.
- Cashiers cannot ring up their own purchases or refunds.
- Cashiers cannot ring up a purchase or refund for their friends and family.
- Products purchased by associates cannot be resold.

Pet Training restrictions/qualifications:

- The class is available only to PetSmart and Banfield store associates.
- The associate must have management approval.
- The associate cannot take a class while "on the clock," and the class must not interfere with the associate's work schedule.
- The associate may bring other family members with them to the class, but the associate is required to be present.
- PetSmart's expectation is for the associate to sell a minimum of three Pet Training classes during the 6 weeks they attend class.
- The Pet Trainer is not paid commission on PetSmart or Banfield associates who attend classes at no charge.