

2024 US Benefits & Offerings Overview



At PetSmart, we believe pets make us better people, and know that pet parents need a trusted partner for all the unique moments in their pet's life. That same approach guides our benefit offerings. We've invested in benefit programs to make sure that throughout our associates' lives, they have the tools and resources to Be Well, Get Better, and Feel Prepared.

To learn more visit petsmart.makeityoursource.com

Offerings	Part-Time	Full-Time
Medical Plans 5 medical coverage options, across multiple national or regional insurance carriers, all with prescription coverage so you can choose the plan that is right for you.	✓ ¹	✓
Health Programs From fertility support to smoking cessation and chronic condition management – check out the available Health Programs.	✓ ¹	✓
Dental Plans Your dental health is more than just caring for your teeth. That's why we offer 4 coverage levels across 5 different dental carriers.		✓
Vision Plan Expanded vision options with 3 coverage levels and 4 vision insurance carriers to choose from.		✓
Supplemental Insurance Critical Illness, Hospital Indemnity and Accident Insurance options available to work with your health insurance.		✓ ²
Life Insurance Coverage options available up to 5x your annual base salary.		✓
Medical Spending Accounts Your way to put away pre-tax money towards health care expenses.		✓
Short-Term and Long-Term Disability Provides replacement income to eligible associates that are unable to work due to illness or non-work-related injury.		✓
Ally (Employee Assistance Program) Do you need to talk to someone about your mental health, financial situation or have a legal question? Ally has your back. Offering 3 free counseling sessions, 30-minute legal and 1-hour financial consults for you or your dependents.	✓	✓
Time Away from PetSmart Everyone needs a break sometimes! Use your vacation time to get away.	✓ ³	✓
Associate Discount Discounts on pet food & treats, merchandise, services, and training! What does your pet need?	✓	✓
PerkSpot Thousands of discounts FREE to you! Discounts on everything from cell phone plans to groceries, new sunglasses to movie tickets.	✓	✓
SaveSmart 401(k) Plan It's never too early to save for your future. Plus, you get FREE money from PetSmart when you participate.	✓ ⁴	✓
Deferred Compensation Plan (DCP) Non-qualified DCP allows you to defer income for your future beyond what you save through other vehicles, such as 401(k).	✓ ⁵	
Pet Insurance/MetLife Auto/Home Insurance Sign up for these great services and have your premiums deducted from your paycheck.	✓	✓
Tuition Assistance Program Do you want to learn new tricks outside of work? Check out how Tuition Assistance can help you achieve that dream!	✓	✓
Adoption Assistance Program Adding to your family is a joyous occasion and we're here to help lighten the financial burden.		✓
Associate Assistance Foundation PAAF is funded by donations from PetSmart, and our associates, to help one another in their time of need.	✓	✓
MetLife Legal Services Enroll in MetLife Legal plan and you'll have access to local attorneys to aid with many of life's needs.		✓
Play-Up Recognition and Service Award Program Celebrate milestone anniversaries, share and receive recognition, redeem points for prizes in the online store.	✓	✓

¹ May be offered if hours worked and eligibility requirements are met. Access may be available through Federal/State Marketplace plans

² Critical illness, hospital indemnity and accident insurance are NOT a replacement for medical coverage.

³ Vacation based on hours worked, sick pay based on regulations for work location.

⁴ Same program as full-time associates, however eligibility is based on hours worked.

⁵ Available to full-time associate with base salary of \$90,000 or higher.