

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 Benefits.PetSmart.com/us

Offerings	Part-Time	Full-Time
Medical Plans 4 different medical plan offerings, 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 3 dental plans that cover preventive services at 100%.		✓
Vision Plan Our rich vision plan allows you to get contacts and glasses EVERY year!		✓
Smart Solutions Discount Plan Access to three different medical and wellness membership plans to receive discounted services.	✓	✓
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.	✓ ²	✓
Associate Discount Discounts on pet food & treats, merchandise, services, and training! What does your pet need? Up to 30% off ⁴³	✓	✓
PerkSpot Thousands of discounts available to you for FREE! Discounts on everything from cell phone plans to groceries, new sunglasses to gym memberships.	✓	✓
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	✓
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.	✓	✓
HomeThrive Expert guidance and support when caring for a loved one who is aging or has special needs	✓	✓
Salon Perks Complete <u>paid</u> training to become a stylist! New stylists earn \$1,500 sign-on bonus <u>or</u> \$1,000 sign-on and new tool kit.	✓	✓

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

² Vacation based on hours worked, sick pay based on regulations for work location

³ Discounts on merchandise, food/treats, services, and grooming tools. Up to 30% off certain proprietary brands. Banfield discounts are also available.

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