



## PetSmart, Inc. SaveSmart 401(k) Plan Highlights

The PetSmart, Inc. SaveSmart 401(k) Plan ("the Plan") is an important benefit that PetSmart offers its associates. It is part of PetSmart's commitment to help you build financial security for retirement. Below are some frequently asked questions. Please take some time to consider your financial future and how the Plan can help you achieve your retirement goals.

### When am I eligible to join the Plan?

You are eligible to enroll in the plan if you are at least 18 years old and have completed at least 2 months of service.

### How do I enroll in the Plan?

Log on to Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) or call the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738) to enroll in SaveSmart.

### How much can I contribute to the Plan?

Through automatic payroll deduction, you can contribute between 1% and 50% of your eligible pay on a pretax basis, up to the annual IRS dollar limits. You can request to change your contribution amount virtually any time by logging on to Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) or by calling the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

### How much can I contribute?

Once you are enrolled in the Plan, you may request to change your contribution amount virtually anytime by logging on to Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) or by calling the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

### What "catch-up" contribution can I make?

If you make the maximum contribution to your plan account, and you are 50 years of age or older during the calendar year, you can make an additional "catch-up" contribution (\$6000 in 2019).

### Can I roll over money from another retirement plan into the PETSMAART Plan?

You are permitted to roll over eligible pretax and after-tax contributions from another 401(k) plan, 401(a) plan, or eligible pretax contributions from a 403(b) plan or a governmental 457(b) retirement plan account or eligible pretax contributions from conduit individual retirement accounts (IRAs). A conduit IRA is one that contains only money rolled over from an employer-sponsored retirement plan that has not been mixed with regular IRA contributions. Contact the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738) for details. You may roll money into the PetSmart, Inc. SaveSmart 401(k) Plan prior to being enrolled.

### Can I take a Withdrawal from the Plan?

Withdrawals from the Plan are generally permitted when you terminate your employment, retire, reach age 59½, become permanently disabled, or have severe financial hardship as defined by your Plan. When you leave the Company, you can withdraw contributions and any associated earnings or, if your vested account balance is greater than \$5,000, you can leave contributions and any associated earnings in the Plan. After you leave the Company, if your vested account balance is equal to or less than \$1,000, it will automatically be distributed to you. However, if your vested account balance is greater than \$1,000 but not more than \$5,000, you will be notified that your entire vested account balance will be transferred to an Individual Retirement Account (Rollover IRA), unless you request either a cash distribution or a rollover distribution of your choice.

### How will I have access to my account?

You can access your account online through Fidelity NetBenefits® at [www.401k.com](http://www.401k.com) or call the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738) to speak with a representative or use the automated voice response system, virtually 24 hours, 7 days a week. Additionally, you can download a NetBenefits mobile app from the App Store<sup>SM</sup> or Google Play<sup>TM</sup> Store and get access to all your Fidelity workplace accounts virtually anytime, anywhere. You can also access [NetBenefits.com](http://NetBenefits.com) using a Web browser on your mobile device.

### When am I vested?

Vesting is a term used to describe the portion of your account balance that you are entitled to under the SaveSmart Plan rules. You are always 100% vested in your contributions to SaveSmart, as well as any earnings on them. The Company's matching contributions and any earnings vest according to the schedule below. You vest 20% for each plan year that you complete 1,000 hours.

Years of service	Vested percentage
1	20%
2	40%
3	60%
4	80%
5	100%

### Can I take a loan from my account?

Although your plan account is intended for the future, you may borrow from your account for any reason. To learn more about or request a loan, log on to [www.401k.com](http://www.401k.com) or call the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

Questions? Call the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738).

### What is the Roth contribution option?

A Roth contribution to your retirement savings plan allows you to make after-tax contributions and take any associated earnings completely tax free at retirement - as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, or become disabled or die. Through automatic payroll deduction, you can contribute between 1% and 50% of your eligible pay as designated Roth contributions, up to the annual IRS dollar limits.

Find more information online within the "Library" section of NetBenefits®.

### What is a Roth In-Plan Conversion?

Roth In-Plan Conversion options are available in The SaveSmart 401(k) Plan. This option provides you with the opportunity to convert all, or a portion of your non-Roth assets to Roth assets. The amount eligible for such direct rollovers shall include all of a participant's vested assets, including without limitation, pretax savings, after-tax savings, company contributions, and retirement contributions, as well as related earnings thereon. Special tax rules apply to Roth In-Plan Conversion options and are an important consideration in determining whether to do such a conversion. Generally, the taxable amount of a conversion is determined as if the converted assets were distributed to you from the Plan, although the assets will only be transferred to the Roth portion of your account and no amount will actually be paid from the Plan. The taxable amount (determined as if actually distributed to you) is taxable to you in the year of the conversion and should be reported on your income tax return for that year. For more information related to the tax consequence of a conversion, you should consult your tax or financial advisor before undertaking such a conversion. You may contact the Fidelity Retirement Benefits Line at 1-888-401KPET (1-888-401-5738) to process a Roth In-Plan Conversion.