

Benefits Reinstatement Policy

Purpose: To provide eligibility guidelines for specific benefits and payroll areas for associates who experience any of the following scenarios listed below.

Scope: U.S. Operations – Stores, Distribution Centers and Home Office

1. Associates were classified as full time, regular status upon last day worked **and** rehired to full time, regular status within the time frames below.
2. Part time associates terminated and rehired back to either full time or part time are treated as a new hire.

DESCRIPTION	BREAK IN SERVICE	
	30 days or Less- adjusted service date bridged	More than 30 days
Health Benefits	1st of the month following rehire date	Treated as New Hire
Vacation Time	Reinstate original vacation accrual date plus unused balance at rehire	Treated as New Hire
Sick Time	Reinstate original sick balance at term date	Treated as New Hire (unless state or municipal law differs)
Discretionary Hours	Reinstate original discretionary unused balance at term	Treated as New Hire

Note: Associates changed from full time to part time **and** change back to full time will have their health benefits updated according to plan guidelines.

401(k) Eligibility

The PetSmart, Inc. SaveSmart 401(k) is administered based on federal legislation regarding termination and rehire rules.

STATUS AS OF TERMINATION DATE	STATUS UPON REHIRE
Participating at time of termination	Associate eligible to re-enroll upon rehire.
Satisfied eligibility, but not participating at time of termination	Eligible to enroll upon rehire.
Did not satisfy eligibility requirement prior to termination	<ul style="list-style-type: none"> • Rehired before one year break in service: reinstate original hire date and associate becomes eligible to participate after completing 500 hours. • Rehired after one year break in service: associated is treated as new hire.

401(k) Vesting

All years of service are counted for determining a participant's vested interest in pre-break and post-break employer matching contributions.