

PetSmart, Inc. Long Term Cash Retirement Consent Form

Participant Data

Name (Last, First, MI)	
Employee ID Number	
Date of Birth	
Date of Hire	
Location	

Election

I am requesting to retire under the Long-Term Cash retirement provision, on approximately _____, or the actual date I terminate my employment with PetSmart. I understand that this election is contingent upon the review of the Compensation and Benefits Committee.

I currently have Long-Term Cash Grant(s) which are eligible for the Long-Term Cash Retirement provisions.

I certify that I meet the following requirements of the Long-Term Cash Retirement provision and agree to be bound by the terms and provisions of the plan:

- I am at least 55 years old
- I have at least five years of service, and

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Signature of Participant

Date

Forward form to your manager for completion and submission to the Compensation Department at PHO.

To be completed by manager:

I certify that the associate above meets the following criteria to be eligible for the retirement provision: **(attach supporting documentation such as performance appraisals, summary of succession plan, etc.).**

_____ The associate is in good standing.

_____ The associate has provided reasonable notice so as not to negatively impact the company's success. Reasonableness varies by position. Attached is the succession plan.

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Signature of Manager

Date

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Signature of RVP (for Field only)

Date

To be completed by the Compensation and Benefits Committee:

_____ Approved, effective _____

Approved by: _____

_____ Denied for the following reason(s): _____
