

2023 medical, dental and vision rates per pay period

Medical (costs shown are per pay period)

Option	Employee Only	Employee+ Spouse/DP ¹	Employee+ Child(ren)	Family
UMR-UHC Enhanced PPO Plan	\$91.81	\$257.14	\$190.16	\$326.30
UMR-UHC HSA Plan	\$53.56	\$170.07	\$124.18	\$227.01
UMR-UHC Value PPO Plan	\$36.25	\$119.82	\$85.67	\$175.11
Kaiser Enhanced Plan ²	\$68.76	\$196.01	\$144.32	\$290.96
Kaiser HSA Plan ²	\$41.15	\$124.85	\$88.67	\$173.79
Kaiser Value Plan ²	\$32.17	\$100.49	\$72.06	\$146.42

1) Domestic Partner

2) You must live in a Kaiser Permanente service area in CA, CO, DC, GA, MD, OR, VA or WA to enroll in a Kaiser medical plan.

Spouse/Domestic Partner Surcharge: A \$50 surcharge is added to your medical contribution amount each pay period if you cover a spouse or domestic partner on a Petco medical plan when he or she is eligible for medical coverage outside of Petco's plan (other than coverage through Medicare or Medicaid).

Nicotine Surcharge: A \$15 surcharge per pay period is added if you and/or your covered dependent use nicotine and are not participating in a tobacco cessation program (Max surcharge of \$30 per pay period).

Vision (costs shown are per pay period)

Option	Employee Only	Employee+ Spouse/DP ¹	Employee+ Child(ren)	Family
VSP Enhanced Vision	\$3.66	\$7.30	\$7.77	\$12.43
VSP Standard Vision	\$2.31	\$4.58	\$4.88	\$7.80

1) Domestic Partner

Dental (costs shown are per pay period)

Option	Employee Only	Employee+ Spouse/DP ¹	Employee+ Child(ren)	Family
Enhanced Dental Plan	\$14.05	\$28.12	\$30.62	\$44.17
Standard Dental Plan	\$10.54	\$21.09	\$23.59	\$33.13
Delta Dental HMO	\$6.36	\$11.65	\$12.71	\$16.95

1) Domestic Partner

Legally required notices disclosure

Each year there are legal required notices and disclosures that Petco (or our insurance carriers) is required to provide to participants in the benefit plans including the Medicare Part D Notice of Credible Coverage.

This notice along with other annual legal notices are included in the 2023 Petco Compliance Notices Booklet available at www.MyPetcoBenefits.com. Navigate to "Documents" at the top right hand corner of the website, click, then scroll down to Legal Notices. Finally, scroll down and click on the 2023 Legally Required Disclosures Booklet.

To request a printed copy of the 2023 Petco Compliance Notices Booklet at no cost, email benefits@petco.com.