# Benefits Upon Separation of Employment

This document contains *important* information about what happens to the benefits you may be enrolled in upon separation of employment from Petco. Because you have several decisions to make, we ask that you review your options carefully. If you have questions regarding your benefits upon separation that cannot be answered within this document, please refer to the important benefit contacts included in this packet and reach out to the appropriate carrier. If you have other questions or concerns, please contact benefits@petco.com.

**Keep this document for future reference.**

***All group insurance benefits end at midnight on your last day of employment.*** However, you have the option of continuing some of your benefits as described within this document.

| 2026-2027 Monthly* COBRA Rates | | | | |
|---|---|---|---|---|
| **Minimal Essential Coverage Plans** | | | | |
| Plan Name | Partner Only | Partner + Spouse | Partner + Children | Family |
| **Flexwork Bridge Plan** | 121.85 | 273.17 | 222.60 | 390.85 |

* Rates are reviewed periodically and are subject to change.

## Flexwork Bridge Plan

If you are enrolled in Flexwork Bridge Plan when your employment ends, you are eligible to continue this coverage through *The Consolidated Omnibus Budget Reconciliation Act* or COBRA. Under this law, you may purchase the same medical and prescription drug, dental, and/or vision coverage you were enrolled in during your employment, at an increased premium rate, for up to 18 months.

You will receive a packet of information from HealthEquity | WageWorks (our COBRA administrator) in the weeks following your separation date. The information will be sent to the home mailing address on record with Petco at the time of your separation. ***Please review the packet carefully as it contains specific deadlines required to be met in order to continue your health benefits under COBRA***. If you decide to elect COBRA – and make your first premium payment – the effective date will be retroactive to the date your coverage as an active employee ended, so you would not have a break in coverage. ***COBRA premiums are made payable to WageWorks and sent directly to them***.

**HealthEquity | WageWorks – COBRA Services**
1-888-678-4881
mybenefits.wageworks.com

## 401(k) Retirement Savings Plan

If you participate in the 401(k) plan our record keeper, Fidelity, will be notified of your separation and will send you information describing your options. Once you receive this information, contact Fidelity to take action with your 401(k) account balance.

**Fidelity Investments**
1-800-835-5097

*Distributions*

A distribution of your account balance may be a cash payment, rollover to another qualified plan, a rollover to an IRA, or a combination of both. Please note:

- If your account balance is *greater than* $7,000, you may choose to take your money out of the plan or leave it in our plan. However, **you will NOT be able to make contributions or take a loan**.
- If your account balance is *less than* $7,000, Fidelity will contact you about your distribution options. Separated participants with a balance less than $7,000 are not permitted to keep their money in the plan. Applicable taxes and penalties will apply.

*401(k) Loans*

If you have an outstanding loan balance, upon separation of employment, partners with an outstanding loan can contact Fidelity to provide banking information and establish recurring Electronic Loan Payments. This will allow you to continue making payments through the term of the loan. **If you do not establish a recurring loan payment, the outstanding loan will default and be declared a taxable distribution in the year of the default.**

*If any portion of your 401(k) distribution or loan is taxable, Fidelity will send you a 1099 Tax Form by January 31 of the year following the year of your distribution. You will use this form to determine if you need to pay taxes and/or penalties on your defaulted loan.*

## Other Voluntary Plans

*Pet Nationwide Insurance Plans*

Coverage under the pet preventive plan ends midnight the date of your separation. The pet preventive plan is not eligible for continuation however you may continue your pet insurance plan by contacting the carrier directly.

**Petco Wellness**
877-738-7874
https://petinsurance.custhelp.com/app/knowledge/ask

## Address Changes

Please contact the HR Service Center to notify Petco of any address changes as soon as possible to ensure you receive your W2 tax information, 401(k) statements and distribution information to the correct address.

HR Service Center
1-888-583-6044, Option 3

**Employee Assistance Plan (EAP)***

Petco's Employee Assistance Program (EAP) is available to all partners and their family members for **30 days** following termination. The EAP provides access to in-person or telephonic counseling for a variety of issues. Administered by Supportlinc and paid by Petco, the EAP offers up to five (5) 50-minute confidential counseling sessions and referrals, per issue each plan year.

**Supportlinc**
800-792-4454
www.supportlinc.com To register, use petco for the organization web ID

*If you and eligible dependents are enrolled in a FlexWork Bridge plan and choose to enroll in COBRA you will have access to unlimited EAP resources administered through the health plan.