



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.

2024 Monthly* COBRA Rates				
MEDICAL & PHARMACY				
Plan Name	Partner Only	Partner + Spouse	Partner + Children	Family
UMR/UHC Enhanced Plan	\$713.71	\$1,424.04	\$1,281.74	\$2,141.46
UMR/UHC Value Plan	\$513.28	\$1,030.07	\$923.80	\$1,538.58
UMR/UHC HSA Plan	\$582.14	\$1,162.40	\$1,046.31	\$1,730.45
Kaiser Enhanced Plan	\$587.24	\$1,174.49	\$1,057.04	\$1,761.73
Kaiser Value Plan	\$486.38	\$972.75	\$875.48	\$1,459.13
Kaiser HSA Plan	\$494.91	\$989.83	\$890.85	\$1,484.74
Hawaii HMSA Plan	\$731.01	\$1,535.12	\$1,388.93	\$2,046.85
Kaiser Hawaii Plan	\$636.27	\$1,272.53	\$1,145.28	\$1,908.80
DENTAL				
Plan Name	Partner Only	Partner + Spouse	Partner + Children	Family
Delta Enhanced Plan	\$37.98	\$75.96	\$83.54	\$121.52
Delta Standard Plan	\$31.61	\$63.23	\$69.54	\$101.15
Delta HMO	18.22	\$32.8	\$36.44	\$54.68
VISION				
Plan Name	Partner Only	Partner + Spouse	Partner + Children	Family
VSP Enhanced Plan	\$7.50	\$14.93	\$15.89	\$25.42
VSP Standard Plan	\$4.72	\$9.36	\$9.99	\$15.96

* Rates are reviewed periodically and are subject to change.





Medical, Dental, Vision (Health Benefits)

If you are enrolled in health benefits 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

Spending and Savings Accounts

You may elect to continue your health care spending account under COBRA however, other spending or savings accounts are not eligible for COBRA. Please review the details below to determine which plans are available after separation and if any have upcoming claims deadlines.

HealthEquity | WageWorks– Account Services

844-341-4934

Health Care Flexible Spending Account (FSA)

Participation in the FSA ends the date your employment ends; this means you can only submit claims incurred prior to your separation date. You may also elect to continue making contributions and submitting claims to your FSA under COBRA for a monthly administration fee of \$3.95. Additional details will be included with the information you receive from our COBRA administrator. ***If you do not elect COBRA for your FSA, then you have until 90-days from your termination date to submit claims that incurred prior to your separation date.***

Dependent Care Flexible Spending Account (DCFSA)

You may continue to submit claims for dependent care expenses incurred during the plan year however the DCFSA does NOT qualify for COBRA. Participation in the DCFSA ends the date your employment ends; this means you can only submit claims incurred prior to your separation date. Your COBRA materials will contain details and deadlines for submitting claims for dependent care.

Health Savings Accounts (HSA)

When you separate employment, your HSA will be converted to a HealthEquity retail account. You may continue to submit claims against the balance you have contributed. You may choose to transfer your account to another bank or maintain your account with HealthEquity for a monthly administration fee of \$2.50.

Commuter/Transit Savings Account

You can continue to submit claims for expenses incurred during the plan year however the commuter/transit plans are NOT eligible for COBRA. Card access is immediately suspended however you have 90 days following the date of your separation to submit claims incurred prior to your separation date.





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.

Deferred Compensation Plan (Directors and Above)

If you participated in the Deferred Compensation Plan (DCP) and have an account balance (reflected on the first page), upon termination your distributions will be based off your retirement eligibility and your role as of termination. Account Balances are based as of the date on the first page. These balances are subject to change based off market performance and possible additional partner deferrals.

Retirement Accounts prior to 2024 plan year:

You are eligible for Retirement distribution if you experience a termination and your total years of service is a minimum of 6 years and your age at separation equals or is greater than 55, or your age at separation is 65 or older (regardless of years of service). If you are not retirement eligible you will receive a lump sum distribution based on your role as of termination.

Retirement Accounts effective on or after January 1, 2024:

If your account balances are below \$50,000 then you will receive a lump sum distribution based on your role as of termination. If your account balances are above \$50,000 then your distributions will be processed according to your elected schedule of distribution payments.

- **Sr. Vice President (SVP) or Above:**
 - You will receive payment 6 months after termination date in accordance with retirement provisions of the plan.
- **Director or Above, but below SVP:**
 - You will receive payment within 60-days after termination date in accordance with retirement provisions of the plan.





Life & Disability

Your group Life, Accidental Death & Dismemberment (AD&D) and Disability coverage will end on midnight the date of your separation. AD&D is not eligible for portability however you may be able to continue your life insurance and/or disability plan, if you qualify.

Lincoln Financial Group

Life and AD&D: 888-787-2129

Disability: 800-320-7585

www.mylincolnportal.com

Life Insurance

Your group life insurance (basic life and/or supplemental life for yourself, spouse, and/or children) may be continued by way of portability. If you wish to port (or buy) an individual policy, at an increased premium rate, contact Lincoln within 31 days of your separation to receive a quote. You will be billed directly by the insurance company.

Disability

Your disability coverage (employer-paid, buy-up, and/or voluntary) will end on midnight the date of your separation. However, if you separate while on disability, within your elimination period, or while on waiver of premium, you may be eligible to continue your coverage. Contact the insurance company for additional details.

Other Voluntary Plans

If you enrolled in a supplemental medical, pet insurance or other voluntary plan, you may be eligible to enroll in an individual plan and make payments directly to the carrier.

Supplemental Policies

You may be eligible to continue to participate in a Critical Illness, Hospital Indemnity, and/or Accident insurance plan by contacting Voya for coverage continuation options.

Voya

877-236-7564

Petco Pet 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

833-898-7387

support.wellness@petco.com

Employee Assistance Plan (EAP)

Petco's Employee Assistance Program (EAP) is available to all partners and their family members. 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





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

