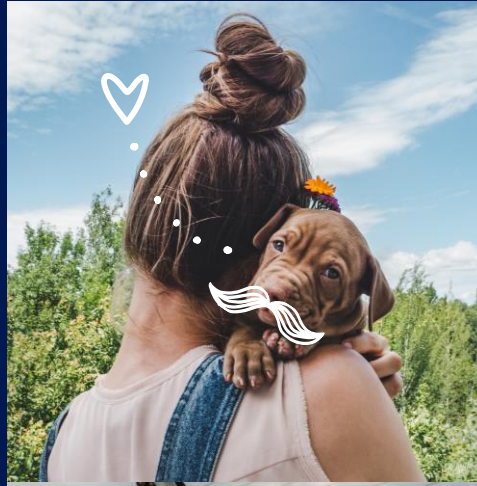


petco
THE HEALTH +
WELLNESS CO.



BENEFITS Open Enrollment

2023 Plan Year





Agenda

1. Open Enrollment Overview
2. Plan Overviews
3. Mental Health
4. Petco Pet Insurance
5. 401(k) Plan Overview
6. Wrap-Up
7. Questions

OPEN ENROLLMENT OVERVIEW





Providing a Wide Range of Benefits Accessible to You

MEDICAL PLANS



DENTAL PLANS



VISION PLANS



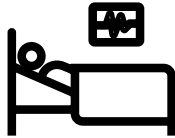
TELEMEDICINE



HOSPITAL INDEMNITY



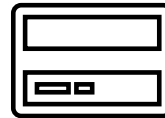
CRITICAL ILLNESS



LIFE & DISABILITY



FSA ACCOUNTS



HSA ACCOUNTS



RETIREMENT



Digital Muscle Skeletal Solution



LEGAL SERVICES



COMMUTER BENEFITS



PET INSURANCE



EMPLOYEE ASSISTANCE PROGRAM



We support your health and wellness in a variety of offerings



What's Changing for 2023

Health Plan Upgrades	Addition Coverage & Improvements
<p>NEW medical carrier UMR-United Healthcare for 2023 providing more in-network doctors and an improved healthcare experience.</p>	<p>NEW Voluntary life and accidental death and dismemberment (AD&D) insurance available for hourly partners.</p>
<p>FLAT medical, dental and vision premiums (no increase to you)</p>	<p>NEW Voluntary Accident, Critical Illness and Hospital Indemnity carrier with Voya.</p>
<p>DECREASED plan deductibles and out-of-pocket maximums for some medical plans.</p>	<p>Existing travel coverage extended to more procedures under medical plans.</p>
<p>INCREASED CONTRIBUTIONS to those who have Health Savings Accounts.</p>	<p>NEW enrollment platform, Alight, that will make enrollments easier.</p>
<p>NEW fertility benefits for all medical plans</p> <p>NEW child adoption benefits.</p>	<p>NEW access to an expert team of care coordinators through MyQHealth for partners enrolled in the UMR-UHC plans.</p>



When is Open Enrollment?

October 24th –
November 11th 2022



Elected Plan Changes will take effect February 1st, 2023



What do I need to do for open enrollment?

Two things to **participate** in open enrollment:

- 1** Visit the partner benefits website to **learn** about each plan you may be interested in.
- 2** Once you are ready to **review** your current plan selections and make any **changes**, log into **Alight** to complete your enrollment.

LEARN- Partner Benefits Website
www.mypetcobenefits.com



ENROLL- Alight
www.mypetcobenefits.com
Alight Customer Service 855-722-0241

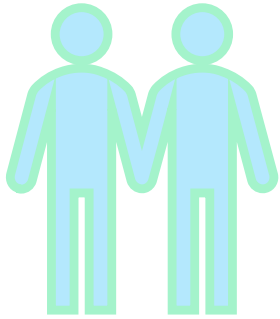


Open enrollment is **Passive**. If you do not participate in open enrollment, you'll be automatically re-enrolled in the coverage you have today; except if you participate in any spending accounts or are enrolled in Voluntary Hospital Indemnity, Accident, and Critical Illness coverage. You will need to re-enroll in these benefits.

Open enrollment is your annual opportunity you make changes to your benefits



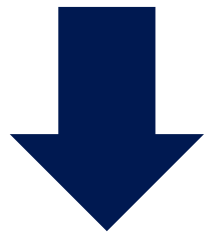
We Insure Your Eligible Dependents (Family)



Legally married
spouse or qualified
domestic partner

You and/or spouse's/domestic partner's children up to age 26
Natural children, stepchildren/legally adopted, foster children, or
children for whom you are a legal guardian

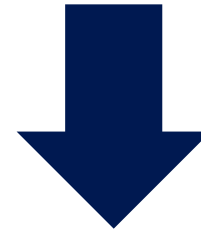
New Partners in 2023-2024



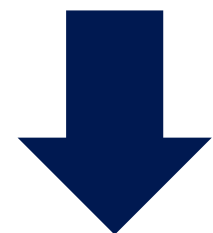
Claims Processor



Provider Network



Member &
Provider Advocacy



Enrollment
Platform

Approach allows for best-in-class services to provide more support for employees to partners while managing healthcare costs



2023 PLAN OVERVIEWS





How the Medical Plan Works

Copay

Fixed dollar (\$) amount you pay for certain services that are not subject to the deductible.

Deductible

Amount you pay for medical services before Petco begins to share the cost of care.

Coinsurance

The percentage of costs you are responsible for on certain services after you have met your plan year deductible.

In-network providers

Providers who have a contract with the network agreeing to provide services at pre-negotiated reduced rates. It is advised to always use an in-network provider to get the best rate.

Out-of-pocket maximum

Deductible + coinsurance

Once you reach the out-of-pocket maximum, Petco pays 100% of in-network covered expenses for the remainder of the plan year.



Medical Plan Comparison- Kaiser & UMR-United Healthcare

Kaiser Permanente service areas include CA, CO, DC, GA, MD, OR, VA and WA

Benefits in **RED** are for California ONLY

Benefits in **GREEN** are enhancement for 2023

Category	Enhanced PPO Plan	HSA Plan	Value PPO
Petco Contribution to HSA	n/a	Employee \$350* Family \$700*	n/a
Deductible	Employee \$750 Family \$1,500	Employee \$2,000 Family \$4,000** (\$3,000)	Employee \$3,750 Family \$7,500
Co-pay • Flat \$ amount paid for services	PCP \$25 Specialist \$50 Urgent Care \$100 (\$25) Generic Rx \$10/\$20	N/A	PCP \$40 Specialist \$80 (\$50) Urgent Care \$100 (\$40) Generic Rx \$10/\$20
Co-insurance • % paid for services once deductible met	20% Emergency Room/Inpatient/ Outpatient/Labs/Rx	Emergency Room/Inpatient/ Outpatient/Labs 20% PCP 20%/ Specialist 20% Urgent Care 20% Rx 20%	30% Emergency Room/Inpatient/ Outpatient/Labs/Rx
Out of Pocket Max • Expenses for covered services per plan year	Employee \$5,000 Family \$10,000	Employee \$4,000 Family \$8,000***	Employee \$5,000 Family \$10,000

*HSA contributions are paid per pay period.

**The family deductible must be met before any person receives benefits.

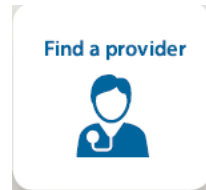
***The family out of pocket max must be met before benefits are paid at 100% for any family member

All medical plans cover preventative care at 100%. For complete plan details visit the partner benefits site mypetcobenefits.com

UMR-UHC Getting Care

California Partners

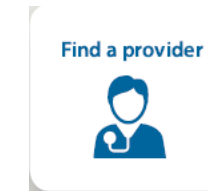
1. Go to umr.com and select “Find a provider”



2. Search for **UnitedHealthcare Select Plus Network** using the alphabet navigation or type in the search box

Partners Outside of California

1. Go to umr.com and select “Find a provider”



2. Search for **UnitedHealthcare Choice Plus Network** using the alphabet navigation or type in the search box

Transition of Care

Collective Health members undergoing long-term medical care treatment whose doctors do not accept UMR-United Healthcare can apply for continuity of care to continue seeing their provider at in-network rates.

MyQHealth- Quantum



For those partners enrolled in a UMR-United Healthcare medical plan, MyQHealth Care Coordinators will be your personal team of benefit experts, claims specialists and nurse professionals dedicated to making your healthcare experience simpler and more affordable.



Supplemental Programs – UMR-United Healthcare



Save money on prescription medications by using the Rx Savings Solutions tool to compare Rx prices and find pharmacies near you with the lowest cost. No cost to participate.



TELADOC™

A virtual doctor service available 24 hours a day, seven days a week. Schedule a general medicine or behavioral health visit today. Cost per visit is \$0 on most plans unless you are enrolled in the UMR-UHC HAS, then you will pay \$50 per visit until you've met your annual deductible.



Provides highly effective, personalized care for muscle and joint pain through convenient virtual care solutions. Cost per visit is \$0 on UMR-UHC PPO plans. UMR-UHC HSA plans have a \$0 copay after plan deductible has been met.



Delta Dental Plans

Delta Dental Plans

Benefit Features	Standard Dental PPO	Enhanced Dental PPO	Dental HMO
Plan Year Deducible	\$50 per person \$150 per family	\$50 per person \$150 per family	None
Plan Year Maximum Benefit	\$1,500	\$2,000	No max benefit
Diagnostic/Preventative Services <ul style="list-style-type: none"> Preventative care Oral exams, X-rays 	100% covered	100% covered	100% covered
Basic Services <ul style="list-style-type: none"> Oral surgery Restorative (fillings) Endodontics (root canal) 	20% after deductible 20% after deductible 20% after deductible	20% after deductible 20% after deductible 20% after deductible	\$12-\$125 copay \$0-\$115 copay Up to \$430 copay
Major Services <ul style="list-style-type: none"> Crowns Dentures 	50% after deductible 50% after deductible	50% after deductible 50% after deductible	Up to \$500 per unit \$525 -\$715 copay
Orthodontia <ul style="list-style-type: none"> Adolescents (up to age 19) Adult benefit 	Not covered Not covered	50% after deductible up to \$1,500 lifetime max Not covered	\$1,530-\$2,505 \$1,730-\$2705



Vision Plan – VSP

VSP Vision Care

Benefit Feature	VSP Standard Vision	VSP Enhanced Vision
Eye Exam (1 each plan year)	\$10 copay	\$10 copay
Frames	Once every other plan year Covered at up to \$130; plus 20% off any out-of-pocket costs	Once every other plan year Covered at up to \$175; plus 20% off any out-of-pocket costs
Lenses (1 each plan year) • Single vision, lined bifocal, lined trifocal	\$25 copay	\$10 copay
Lens Option • Scratch resistant coating, ultraviolet coating, tint, standard polycarbonate	20% to 25% off retail cost	20% to 25% off retail cost
Contact lenses (1 each year in lieu of frames) • Contact lens exam • Contact lenses	Covered in full with copay, not to exceed \$60 Covered up to \$130 allowance	Covered in full with copay, not to exceed \$60 Covered up to \$175 allowance



Additional plan details available on [MyPetcoBenefits.com](https://www.mypetcobenefits.com)



Health Savings Account (HSA)

If you are newly participating in the HSA medical plan through Collective Health or Kaiser, you will receive a Health Savings Account (HSA) debit card from HealthEquity.

You can contribute:

- **Up to \$3,500** for employee only coverage
- **\$7,050** if you cover one or more dependents
- Additional \$1,000 if you are *age 55* or older in 2021

Petco contributes to your HSA:

- **\$350** for **employee** only coverage
- **\$700** if you cover **one or more dependents**
- Contributions are made **per pay period**

Use an HSA to help pay for certain health expenses now or in the future:

- Medical, dental, vision, pharmacy, copays, coinsurance, deductibles

Visit [HealthEquity.com](https://www.healthequity.com) for a list of eligible Health Saving Account (HSA) expenses.



Spending Accounts

Healthcare FSA



Annual max contribution up to \$3,050

Eligible expenses:



- Copays and coinsurance for medical, dental, vision and prescription
- Durable medical equipment
- Contact lenses and supplies



Pairs with Enhanced or Value PPO Plan



Any unused funds greater than \$570 **will not rollover** per IRS regulations

Dependent Care FSA



Annual max contribution up to \$5,000



- Care for dependent under the age of 13
- Dependent child who is physically/mentally incapable of self-care.
- Adult day care for senior dependents who live with you.



- Use It or Lose It account

Limited Purpose FSA



Same benefits as the healthcare FSA EXCEPT:

- Must be paired with **HSA plan**
- Eligible expenses are limited to dental/vision



Basic Life and AD&D Insurance

Petco Paid Benefits

- Life insurance provides a cash benefit to you or your loved ones in the event of a death or serious accidental injury
- If you die from an accidental injury, a claim will be processed for both the life and AD&D benefit
- Basic life and AD&D decreases to 65% of the original coverage amount at age 65 and 50% at age 70



Salaried Partners

Basic life and AD&D¹ coverage:
1X annual earnings up to \$500,000

Hourly Partners

Basic Life and AD&D¹ coverage:
\$25,000

Designate a beneficiary for your life and AD&D coverage during enrollment.



Voluntary Life– Salaried Partners

Coverage (Partner Paid)	Coverage Amount	Maximum	Guaranteed Issue
Voluntary Employee Life <ul style="list-style-type: none"> Salaried partners & Directors Officers 	1x to 5x annual earning	\$750,000 \$1,000,000	Lesser of 3x annual earnings or \$750,000
Voluntary Spouse/Domestic Partner <ul style="list-style-type: none"> Must elect voluntary employee life in order to elect coverage for spouse/domestic partner 	\$10,000 to \$250,000	Lesser of \$250,000 or 100% of your voluntary employee life amount	\$30,000
Voluntary Child Life	\$5,000 to \$20,000	\$20,000	\$20,000

Voluntary AD&D– Salaried Partners

Coverage (Partner Paid)	Coverage Amount
Partner coverage	\$10,000 to \$500,000 (in increments of \$10,000)
Eligible dependents <ul style="list-style-type: none"> Spouse/domestic partner Child(ren) Spouse/domestic partner and chil(ren) 	50% of your coverage amount 15% of your coverage amount Spouse/domestic partner: 40% of coverage amount Child(ren) 10% of coverage amount

If you are newly electing or increasing voluntary life coverage, evidence of insurability (EOI) is required.



Voluntary Life– Hourly Partners

Coverage (Partner Paid)	Coverage Amount	Maximum	Guaranteed Issue
Voluntary Employee Life <ul style="list-style-type: none"> Hourly partners working 30hrs/wk 	\$10,000 to \$150,000	\$150,000	\$150,000

Voluntary AD&D– Hourly Partners

Coverage (Partner Paid)	Coverage Amount	Maximum	Guaranteed Issue
Voluntary Employee AD&D <ul style="list-style-type: none"> Hourly partners working 30hrs/wk 	\$10,000 to \$150,000	\$150,000	\$150,000

Only during this open enrollment period can you elect this NEW benefit without needing to complete evidence of insurability (EOI).



Disability Insurance– Salaried Partners

- Petco covers the cost of short and long-term disability insurance.
 - Salaried partners can purchase buy-up coverage for additional protection.

Coverage	Waiting Period	Coverage Amount	Paid By
Basic short-term disability	7 days	60% of weekly earnings up to: <ul style="list-style-type: none"> • Salaried partners: \$500 • Directors: \$2,000 • Officers: \$3,500 	Petco
Buy up short-term disability	7 days	67% of weekly earnings up to: <ul style="list-style-type: none"> • Salaried partners: \$1,500 	You

Coverage	Waiting Period	Coverage Amount	Paid By
Basic long-term disability	180 days	60% of monthly earnings up to: <ul style="list-style-type: none"> • Salaried partners & Directors \$11,500 • Officers: \$22,000 	Petco
Buy up long-term disability	180 days	67% of monthly earnings up to: <ul style="list-style-type: none"> • Salaried partners: \$11,500 	You

If you are newly electing or increasing disability insurance , evidence of insurability (EOI) is required.



Disability Insurance— Hourly Partners

Short-term disability insurance

- Short-term disability pays a portion of your earnings while you are temporarily disabled.
- Short-term disability is not offered to partners in California, Hawaii, New Jersey, New York and Rhode Island are covered under a state disability plan. Equivalent coverage is already provided by the State through the State Disability Insurance program.

Coverage (Partner Paid)	Waiting Period	Coverage Amount	Paid By
Voluntary short-term disability	7 days	60% of eligible weekly earnings up to \$500 per week	You

Long-term disability insurance

Coverage (Partner Paid)	Waiting Period	Coverage Amount	Paid By
Voluntary long-term disability	180 days	60% of eligible monthly earnings up to \$2,000 per month	You

If you are newly electing or increasing disability insurance , evidence of insurability (EOI) is required




Voluntary Benefits – Voya

Voluntary plans through Voya pay a cash benefit if you or a covered family member experience certain covered events, illnesses or injuries.



Critical Illness



Accident



Hospital Indemnity

Evidence of Insurability (EOI) is NOT required if you are enrolling these benefits.



MetLaw Hyatt Legal



Legal Assistance Plan

The legal assistance plan through Hyatt legal plans, offers you and your family coverage for a wide range of personal legal matters from a network of professional attorneys.

- No limit on use
- No dollar limits for covered services
- Coverage for all dependents included

- Wills and estate planning
- Personal bankruptcy
- Traffic ticket defense
- Juvenile court proceedings
- Power of Attorney
- Purchase or sale of home
- Consumer Protection
- IRS audit



MENTAL HEALTH BENEFITS

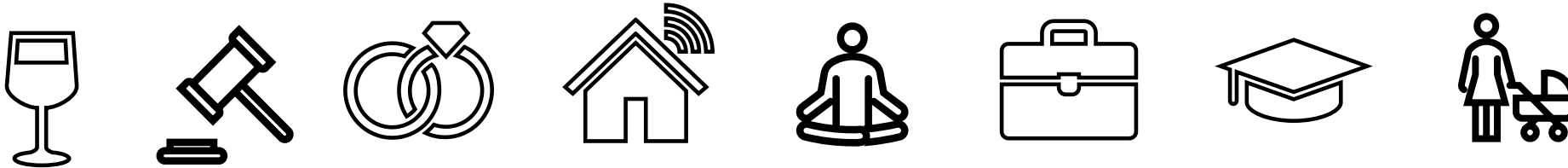




Employee Assistance Program (EAP) –ComPsych

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 ComPsych and **paid by Petco**, the EAP offers up to five 50-minute confidential counseling sessions per issue per plan year as well as referrals.



Get help with drug or alcohol dependency, emotional problems, stress, relationship issues, legal or financial concerns and more. Other services include health and wellness articles and resources, and child and elder care referrals.

**Access EAP services by calling 877-327-4738 (TDD: 800-697-0353), or by visiting [guidanceresources.com](https://www.guidanceresources.com).
To register on the website, use EAP4PET for the organization web ID.**



Mental Health Benefits

Kaiser and UMR United Healthcare

- Medical plan-based mental health support includes:



Virtual behavioral health visits available 7 days a week. Cost per visit is \$0 on most plans unless you are enrolled in the UMR-UHC HSA, then you pay \$50 per visit until you've met your annual deductible.



A personalized program provided at no cost that helps improve awareness and change behaviors. Partners can access health trackers, coping tools and more.



Behavioral health virtual visits available at a \$0 copay on Kp.org.



App for meditation and sleep. Available to partners at no cost. Provides meditations, sleep aids, and mental health programs.



PETCO PET PREVENTATIVE CARE & PET INSURANCE





Petco Preventative Care and Insurance

The Petco **preventive care** plan pays you back for routine exams, tests, vaccination and basic treatments.



What's Covered*?

- Vet checkups
- Blood tests
- Microchipping
- Flea, tick & heartworm care
- Behavioral care

* Copays apply to services

Petco insurance provides protection for dogs and cats against unexpected and often expensive pet medical bills.



What's Covered?

- Accidents
- Illnesses
- Dental disease
- Hereditary Conditions
- Behavioral issues

Additional plan details available on [MyPetcoBenefits.com](https://www.mypetcobenefits.com)

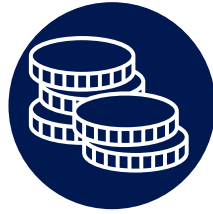


PETCO 401(k) RETIREMENT PLAN





Petco 401(k) Retirement Plan



Company Match

Below Directors

- 100% of the first 1% contributed and 50% of the next 5%
 - if you contribute 6% the company matches 3.5%

Directors and above

- 100% of the first 1% contributed and 50% of the next 2%



Tax Advantage

- Fund grows tax-free until withdrawn
- Annual contributions subject to IRS limits
 - Up to \$20,500
- Catch-up contributions for partners age 50 or older
 - Up to \$6,500

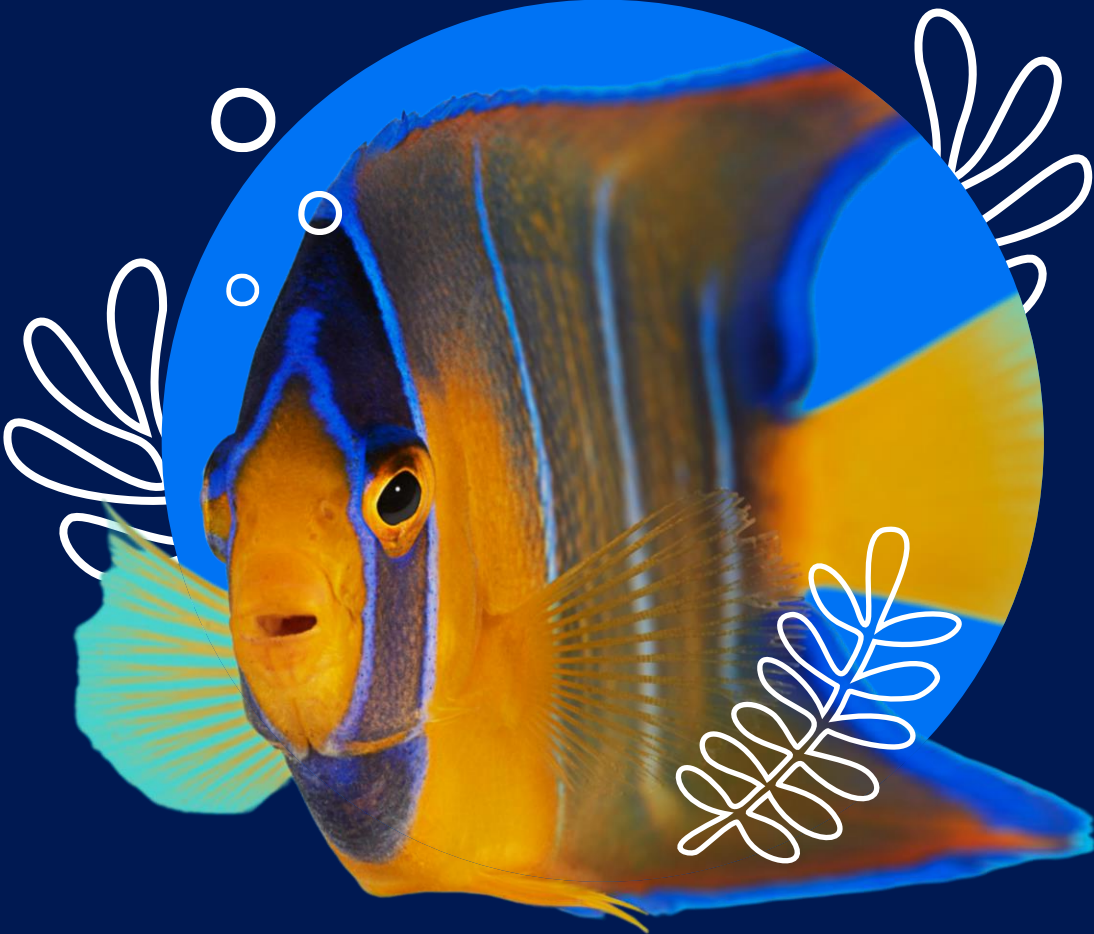


Eligibility

- Must be at least 21 y/o
- First of the month following 6 months with at least 500 hours completed.



WRAP-UP





Learn about all plan offerings on the Petco partner benefits website www.MyPetcoBenefits.com.

Login to Alight and review your current elections or call Alight at **855-722-0241**.

- No changes/action required unless you want to participate in a spending account and/or accident insurance, critical illness and hospital indemnity.
 - You must enroll in these plans to participate in 2023.

Don't miss the deadline. If you don't take action **by November 11th**, you'll need to wait until the next open enrollment to make changes, unless you have a qualifying life event.



Thank You

petco.
THE HEALTH +
WELLNESS CO.