

# Deferred Compensation Plan 2023 Enrollment Checklist



## Visit [NewportGroup.com](https://NewportGroup.com)

Enroll online

- Click login & type in your User ID & password
- New User? Your initial ID is your SSN and default password is last 4 digits of SSN

Please note, if you do not enroll during this window, you will not be able to enroll until November, 2024.

## Setup your contributions to the Plan

You can contribute on a pre-tax basis up to:

- 85% of your base salary
- 100% of any 401(k) refund offset
- 100% of your 2023 fiscal year bonus

Petco offers an annual matching contribution to your account.

## Choose your Distribution Options

You must specify a date in the future when your contributions will be paid to you. Also, make sure to choose your form of payment. You can choose between a lump sum or annual installments.

## Select your Investment Strategy

Choose your investments for each account and setup a strategy that aligns with your long term goals. Detailed investment descriptions and performance information are available online at Newport Group.

## Elect a Beneficiary for the Plan

Don't forget to designate a primary and secondary beneficiary during the process. You can change or update your beneficiaries at any point during the year.

## Complete the Insurance Consent

Petco uses COLI to informally fund the Deferred Compensation Plan. Your willingness to complete the consent is appreciated, but not a requirement for you to participate in the Plan.

## Provide Your Electronic Signature

Your electronic signature is required to confirm your deferred compensation elections.

Questions? Contact the Petco Benefits Team below.

 [Benefits@Petco.com](mailto:Benefits@Petco.com)