

Deferred Compensation Plan 2023 Plan Highlights



The enrollment window for the 2023 Plan year is
November 14th – December 2nd, 2022.

ENROLLMENT

Enroll online at www.newportgroup.com
and start the process.

- Setup your deferrals
- Choose your investments
- Designate your beneficiary
- Confirm your elections

New User? Your user ID will be your SSN,
and your default password will be the last
4 digits of your SSN.

DISTRIBUTIONS

The Petco Deferred Compensation Plan
offers retirement & scheduled in-service
distributions:

- Paid in a lump sum in January of the year
you select
- a percentage of your deferred income paid
annually

PETCO MATCH

Don't leave money on the table! On an annual
basis, Petco makes a discretionary company
contribution to your account at Newport. The
match is based on the amount of compensation
you defer throughout the year.

If you are eligible to participate in the Petco
401(k) Plan, the match follows this formula:

- 50% on the first 3% of base salary deferrals
- 50% on the first 6% of bonus deferrals

CONTRIBUTIONS

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

You are 100% vested in your contributions
and any related earnings.

Questions? Contact the Petco Benefits Team below.



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