

Deferred Compensation Plan 2024 Enrollment Checklist



Visit NewportGroup.com

Enroll online

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

Please note, if you do not enroll during this window, you will not be able to enroll until November 2025.

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 2024 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.

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