

# Deferred Compensation Plan 2024 Plan Highlights



The enrollment window for the 2024 Plan year is  
November 29th – December 13th, 2023.

## ENROLLMENT

Enroll online at [www.newportgroup.com](http://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.**



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