

# 2025 HEALTH CARE PREMIUMS

## Medical (costs shown per pay period)

Option	Employee only	Employee + spouse/DP <sup>1</sup>	Employee + child(ren)	Family
UMR-UHC Enhanced PPO Plan	\$110.87	\$310.50	\$229.62	\$394.01
UMR-UHC HSA Plan	\$64.68	\$205.36	\$149.94	\$274.11
UMR-UHC Value PPO Plan	\$43.78	\$144.69	\$103.45	\$211.45
Kaiser Enhanced Plan <sup>2</sup>	\$83.04	\$236.68	\$174.27	\$351.33
Kaiser HSA Plan <sup>2</sup>	\$49.69	\$150.76	\$107.07	\$209.85
Kaiser Value Plan <sup>2</sup>	\$38.85	\$121.34	\$87.01	\$176.80

1. Domestic partner

2. You must live in a Kaiser Permanente service area in CA, CO, DC, GA, MD, OR, VA or WA to enroll.

### Spouse/domestic partner surcharge

A \$50 surcharge is added to your medical contribution each pay period if you cover a spouse or domestic partner on a Petco medical plan and they are eligible for medical coverage outside of Petco's plan (other than through Medicare or Medicaid).

### Nicotine surcharge

A \$15 surcharge per pay period is added if you and/or your covered dependent use nicotine and are not participating in a tobacco-cessation program (max surcharge of \$30 per pay period).

## Vision (costs shown per pay period)

Option	Employee only	Employee + spouse/DP <sup>1</sup>	Employee + child(ren)	Family
VSP Enhanced Vision	\$3.39	\$6.76	\$7.19	\$11.50
VSP Standard Vision	\$2.14	\$4.24	\$4.52	\$7.22

1. Domestic partner

## Dental (costs shown per pay period)

Option	Employee only	Employee + spouse/DP <sup>1</sup>	Employee + child(ren)	Family
Enhanced Dental Plan	\$16.20	\$32.41	\$35.64	\$51.85
Standard Dental Plan	\$12.73	\$25.46	\$28.49	\$40.01
Delta Dental HMO	\$7.68	\$14.07	\$15.35	\$20.47

1. Domestic partner

## Legally required notices disclosure

Each year, Petco (or our insurance carriers) is required to provide legal notices and disclosures to participants in the benefit plans, including the Medicare Part D Notice of Credible Coverage. This notice along with other annual legal notices are in the 2025 Petco Compliance Notices Booklet on [MyPetcoBenefits.com](https://www.petco.com/benefits). Click "Documents" at the top right of the website, then find Legal Notices in the left column.

To request a printed copy of the 2025 Petco Compliance Notices Booklet at no cost, email [benefits@petco.com](mailto:benefits@petco.com).