



part time benefits overview

You will initially start as a part time partner. As a part time Petco partner, you are eligible to enroll in a competitive benefits package. Benefits include: FlexWork Bridge Plan, Employee Assistance Program, participation in the Petco 401(k) retirement savings plan and/or the Employee Stock Purchase Program, paid time off, and Petco merchandise and services discounts.

FULL TIME ELIGIBILITY MEASUREMENT



After one year of work, if you average more than 30+ hours per week, your status may be updated to full-time and you will be eligible to enroll in Petco's company subsidized medical plan along with other comprehensive benefit offerings.

Hours are audited annually in November to determine if part time partners meet full time requirements.

petco RESOURCES



MYPETCOBENEFITS.COM

Learn about the variety of benefit offerings available on Petco's benefits website.

WORKDAY HELP

You can submit a help ticket and we can research your issue/answer your questions!

BENEFITS@PETCO.COM

Send your questions directly to the Benefits team.

faq's FREQUENTLY ASKED QUESTIONS

WHO DOES THIS IMPACT?

Partners in specific roles hired as part time.

HOW DO I LEARN MORE ABOUT BENEFITS?

Visit MyPetcoBenefits.com to learn about any benefits you might be eligible for. Refer to the back of this flyer for information on the medical plan for part time partners.

WHEN ARE BENEFITS EFFECTIVE?

Partners become eligible for different benefits at different times. Visit mypetcobenefits.com for more details.

WHEN WILL PARTNERS BE ELIGIBLE TO USE PTO?

Partners are eligible to accrue PTO when paid at least 40 hours in the pay period. Partners can request accrued time off after 4 months of continuous service.

WHEN DO PARTNERS BECOME ELIGIBLE TO PARTICIPATE IN THE 401(K) PLAN?

You become eligible to participate in the 401(k) Plan on the first of the month following 30 days from your hire date. You must be at least 21 years old to participate.

WHAT IF PARTNERS ARE PROMOTED INTO A FULL TIME ROLE IN THE FIRST YEAR?

Coverage under then FlexWork Bridge Plan will end at the end of the period based on your status change date. You will become eligible for benefits 1st of the month following 30 days after the status change date.

CAN PARTNERS SEE AVERAGE HOURS MEASUREMENTS IN WORKDAY?

Yes. When logged into Workday, go to Pay > PET - Average Hours.

your UnitedHealthcare **FLEXWORK®** **BRIDGE PLAN**



The UnitedHealthcare FlexWork Bridge Plan is designed to provide affordable coverage options. The FlexWork Bridge plan combines 3 BENEFITS into a single election.

1

MEDICAL AND PHARMACY PLAN

Covers preventive services* at no additional cost to you, as well as many of the most frequently utilized health care services at fixed copayments.

2

ENHANCED HOSPITAL INDEMNITY PROTECTION PLAN (E-HIPP)

Offers fixed benefit amounts for wellness, invasive diagnostic testing, hospital services, outpatient surgery, emergency room services and more.

3

ACCIDENT PLAN

Covers injuries or conditions like fractures and dislocations, accidental death or dismemberment.

enrollment DETAILS



HOW TO ENROLL

Call BenefitHarbor at 1-888-534-1593 or visit memberbenefitlogin.com/petco

LEARN ABOUT YOUR BENEFITS

Visit mypetcobenefits.com

FIND PROVIDERS

Visit flexwork.uhc.com



questions?

**CALL FLEXWORK
PRE-MEMBER SERVICES
AT 855-892-2401**