

Perk	Perk Details	Eligibility Group	Waiting Period
1. COMPLIMENTARY DOG DAY CAMP	<ul style="list-style-type: none"> Bring your dog(s) to work with you! See policy for rules and limitations 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After new hire training checklist is complete
2. COMPLIMENTARY PET BOARDING	<ul style="list-style-type: none"> Up to 30 nights of boarding on non-holidays each calendar year and 50% off additional nights; See policy for rules and limitations Up to 15 nights of boarding on non-holidays each calendar year and 50% off additional nights; See policy for rules and limitations 	<ul style="list-style-type: none"> Full-time employees Part-time employees working at least 1 day/week 	<ul style="list-style-type: none"> After new hire training checklist is complete
3. PET ADOPTION ASSISTANCE	<ul style="list-style-type: none"> Up to \$65 per calendar year for a dog or cat adopted or rescued from a rescue shelter or group, with proof of payment sent to hrteam@petparadise.com 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After 6 months
4. DISCOUNTED VETERINARY CARE	<ul style="list-style-type: none"> 20% off all veterinary services and wellness plans for personal pets, as well as 20% off veterinary products \$10 each for core vaccinations (Dogs: Rabies, Distemper, Bordetella; Cats: Rabies*, FVRCP) <i>*Excludes Purevax Feline Rabies Vaccine</i> \$10 for Leptospirosis vaccine, \$20 for Canine Influenza vaccine Pets must be in healthy condition; physical exam fee is waived if in conjunction with healthy pet vaccine visit Appointments required during normal business hours and payment is due in full at time of service 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After 90 days
	<ul style="list-style-type: none"> Two free wellness plans after \$48 membership fee per plan 	<ul style="list-style-type: none"> Full-time veterinary paraprofessionals 	
	<ul style="list-style-type: none"> One free wellness plan after \$48 membership fee 	<ul style="list-style-type: none"> Part-time veterinary paraprofessionals 	
5. DISCOUNTED GROOMING	<ul style="list-style-type: none"> 40% off grooming services 	<ul style="list-style-type: none"> Employees working 20+ hours/week 	<ul style="list-style-type: none"> After 90 days
6. PAWTERNITY LEAVE	<ul style="list-style-type: none"> Two paid days off per year to bond with a newly adopted furbaby, or grieve the loss of a personal family pet 	<ul style="list-style-type: none"> Full-time employees 	<ul style="list-style-type: none"> After 90 days
7. DISCOUNTED PET INSURANCE	<ul style="list-style-type: none"> Up to 10% off policies through PawlicyAdvisor's pet insurance marketplace 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> No waiting period
	<ul style="list-style-type: none"> 10% discount on Spot pet insurance, +10% discount on multiple pets 	<ul style="list-style-type: none"> All employees outside TN 	
	<ul style="list-style-type: none"> 10% discount on Fetch pet insurance 	<ul style="list-style-type: none"> All employees outside FL & TN 	
8. ON-DEMAND PAY	<ul style="list-style-type: none"> Access your earnings 24/7/365 and make instant or next-business day transfers through DailyPay Track your daily income with updates after every worked shift; option to automatically save a portion of each paycheck 	<ul style="list-style-type: none"> All employees, with the exception of Groomers and HQ Director-level and above 	<ul style="list-style-type: none"> 48 hours after 1st shift ends
9. REFERRAL BONUS	<ul style="list-style-type: none"> \$200 employee "referral" bonus when you send candidate details directly to your manager and a hire is made Up to \$10,000 "referral" bonus for referring a part-time or full-time veterinarian, send details directly to hrteam@petparadise.com 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After referred employee has been in role 90 days
10. FITNESS REIMBURSEMENT	<ul style="list-style-type: none"> \$30 fitness/workout facility reimbursement each quarter (proof of payments due to hrteam@petparadise.com for April, July, October & January payrolls) 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After 90 days
11. PTO: PART-TIME AND FULL-TIME EMPLOYEES	<ul style="list-style-type: none"> Paid Time Off (PTO) earned each pay period Administered on a calendar year basis, with up to 40 hours able to be carried over into the next calendar year See policy for accrual rates, rules, and limitations 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After 90 days
12. ANNUAL PTO CASH-OUT	<ul style="list-style-type: none"> Employees may "sell" up to 16 hours of their earned and available PTO Requested and processed annually through UKG in November payrolls 	<ul style="list-style-type: none"> All employees, with the exception of HQ, Regional Managers, and Veterinarians 	<ul style="list-style-type: none"> After 90 days
13. HOLIDAY PAY FOR HOURLY EMPLOYEES	<ul style="list-style-type: none"> Paid at 1.5 times the employee's regular hourly rate for any hours worked on Christmas Day, Thanksgiving Day, Memorial Day and Independence Day 	<ul style="list-style-type: none"> All hourly employees 	<ul style="list-style-type: none"> No waiting period
14. 401(K) PLAN WITH COMPANY MATCH	<ul style="list-style-type: none"> Safe Harbor 401(k) Plan offered through Principal, with up to a 4% company match on eligible pay 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> After 12 months of service and 1,000 hours
15. MEDICAL/DENTAL/ VISION INSURANCE	<ul style="list-style-type: none"> Medical (PPO and HDHP options) through Aetna, Dental and Vision through Sun Life, as well as FSA and HSA plans New hire enrollment begins on day 30 and lasts for 14 days Open Enrollment is held annually in November 	<ul style="list-style-type: none"> All full-time employees 	<ul style="list-style-type: none"> Elected coverage starts 1st of the month following 60 days
16. COMPLIMENTARY BASIC LIFE/AD&D INSURANCE	<ul style="list-style-type: none"> \$20,000 or \$50,000 in coverage through Sun Life, depending on role Option to purchase additional Voluntary Life Insurance for employee, spouse, and children 	<ul style="list-style-type: none"> All full-time employees 	<ul style="list-style-type: none"> Coverage starts 1st of the month following 60 days
17. EMPLOYEE ASSISTANCE PROGRAM (EAP)	<ul style="list-style-type: none"> Free and confidential mental health, emotional well-being, and work/life support offered through Aetna Resources for Living 6 free counseling sessions with a licensed therapist through Talkspace 	<ul style="list-style-type: none"> All employees and their families 	<ul style="list-style-type: none"> No waiting period
18. PET FOOD DISCOUNT	<ul style="list-style-type: none"> Up to 50% off Hill's Science Diet food delivered directly to a Pet Paradise resort through Hill's Pro Staff Feeding Visit hillsprofeeding.com to create an account and request access 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> No waiting period
19. COMMUNITY PERKS	<ul style="list-style-type: none"> Access to 1,000+ discounts on travel, electronics, entertainment, and more through our partnership with Beneplace and Working Advantage 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> No waiting period
20. TRAVEL ASSISTANCE & IDENTITY PROTECTION	<ul style="list-style-type: none"> 24/7 support for medical and non-medical emergencies while traveling, as well as identity theft protection and internet fraud monitoring through Assist America 	<ul style="list-style-type: none"> All employees 	<ul style="list-style-type: none"> No waiting period

For a complete description of the terms and conditions of our benefit programs, please see the plan documents and summary descriptions regarding those programs. In the event of any conflict between this Benefit Brief and the terms and conditions of the actual plan documents, the plan documents will control. The Company reserves the right to modify, amend or terminate any of its benefit programs, including, without limitation, the right to modify the eligibility requirements or the amount of any required employee contributions regarding any benefit programs. UPDATED JAN 2025.