

**GROOMING ACADEMY TRAINING: AGREEMENT AND  
AUTHORIZATION FOR DEDUCTION FROM WAGES**

FOR VALUE RECEIVED through PetSmart, Inc.'s Grooming Academy Training, I, \_\_\_\_\_, promise to pay PetSmart, Inc. ("PetSmart"), the sum of (\$ ) [INSERT \$5,500 IF RECEIVED TOOLS OR \$5,000 IF DECLINED TOOLS] upon voluntary or involuntary termination of my employment with PetSmart before the second anniversary of the start date of my Grooming Academy Training, with such sum being reduced by one half (\$.....) [INSERT \$2,750 IF RECEIVED TOOLS OR \$2,500 IF DECLINED TOOLS] upon voluntary or involuntary termination of my employment with PetSmart after the first anniversary of the start date of my Grooming Academy Training. I acknowledge that this training is voluntary, for my personal benefit, and is transferrable to grooming positions with other employers.

I do hereby authorize PetSmart, to the fullest amount permitted by applicable state and federal law, upon voluntary or involuntary termination of my employment with PetSmart to withhold from my wages, salaries, vacation, or expense reimbursement due to me from PetSmart, the amounts necessary to satisfy my obligation to pay under this Agreement as stated above. I acknowledge that such withholding(s) will have the effect of reducing my wages.

I further acknowledge that if, for any reason, any or all such withholding(s)/deduction(s) are not made, are not made in full, or otherwise do not fulfill all of my obligations under this Agreement, I still remain responsible and liable to fulfill these obligations. To fulfill my obligations, I will be required to submit any amount still owed to PetSmart within 30 days of my voluntary or involuntary termination of my employment. Payment shall be submitted to:

PetSmart Home Office  
19601 N. 27<sup>th</sup> Ave.  
Phoenix, AZ 85027

If I fail to pay any amount when due, PetSmart may file a civil court action against me for monetary damages, which may include all costs and charges of collection and reasonable attorney's fees, if allowed by law. If PetSmart files a civil action against me, interest on the full balance will be charged at the highest rate permitted by law of the State in which this Agreement was executed.

If any portion of this Agreement is determined to be void for any reason, the determination shall not affect the remaining provisions of this Agreement.