

# Comparing Benefits:

## Current Mud Bay vs. the Downtown Dog Lounge UFCW Contract

Every workplace offers a different mix of wages, benefits, workplace protections, and employee programs.

To help Muddies understand what is available today, below is a comparison of key benefits currently offered at Mud Bay — without having to pay UFCW dues — with the benefits negotiated by the UFCW 3000 in its collective bargaining agreement with the Downtown Dog Lounge in Seattle.<sup>1</sup>

The comparison below is intended to help Muddies understand and evaluate both the monetary value and workplace protections associated with each approach:

| Benefit                                                          | Mud Bay                                                                                                                                     | Downtown Dog UFCW Contract                                                                                                                                                  |
|------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee Discount                                                | 40% discount on all products                                                                                                                | 20% retail discount                                                                                                                                                         |
| Employee Ownership                                               | Eligible for company ownership vesting after 2 years                                                                                        | No ownership or profit-sharing provision                                                                                                                                    |
| 401(k) Match                                                     | Mud Bay matches 100% of the first 1% of wages & 50% of the next 5% of wages                                                                 | No retirement matching provision                                                                                                                                            |
| Paid Time Off and Sick Leave                                     | No restrictions on earned PTO usage, unlimited earned PTO carryover, and more relaxed notice requirements for sick time, with no forfeiture | Employees must wait 90 days to use PTO and 30 days to use sick time, PTO carryover limits (56hrs/yr), requires 1 hr minimum sick time notice, or they will forfeit the day. |
| Employee Assistance Program                                      | Free counseling, financial, legal, & family support services                                                                                | No comparable benefit                                                                                                                                                       |
| Telehealth                                                       | Free virtual visits with doctors & therapists                                                                                               | No comparable benefit                                                                                                                                                       |
| Vetster Veterinary Telehealth                                    | Unlimited virtual veterinary appointments & chats                                                                                           | No comparable benefit                                                                                                                                                       |
| Pet Insurance & Bereavement                                      | Discounted pet insurance available and bereavement for all pets                                                                             | No comparable pet insurance benefit and pet bereavement limited to dogs                                                                                                     |
| Health Insurance, Including Medical, Dental, and Vision Coverage | Medical coverage valued at over \$6,000 a year for full time Muddies, plus contributions toward dental and vision insurance                 | Subsidies for health coverage capped at \$3,780 a year                                                                                                                      |
| Comprehensive Pet Education                                      | Training covering animal handling, nutrition, physiology, & pet wellness                                                                    | Dog handling and safety training provisions only                                                                                                                            |

<sup>1</sup> Agreement by and between UFCW 3000 and Downtown Dog Lounge, LLC, effective: 4/26/24 - 5/1/2026

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Based on Mud Bay's valuation estimates, the current Mud Bay benefits package provides annual value of approximately \$6,617 for part-time Muddies and \$16,602 for full-time Muddies, and that's excluding each Muddy's ESOP ownership value.

Mud Bay already pays wages competitive with or better than those secured in the Downtown Dog Lounge UFCW contract. For example, in May 2026 a Handler or Concierge working in Seattle under the Downtown Dog Lounge UFCW contract was making up to \$22.87 per hour. At Mud Bay, a Staff Member in King County can make more, up to \$24.50 per hour.

A Pack Leader in Seattle under the Downtown Dog Lounge UFCW contract tops out at \$25.75 per hour. At Mud Bay, a Lead in King County can earn up to \$26.94 per hour.

At Mud Bay, you enjoy all these benefits and wages now, without having to pay dues to the UFCW. Employees of Downtown Dog Lounge are required to pay dues to the UFCW 3000 as a condition of retaining their employment.

Remember, with collective bargaining, nothing is guaranteed. You may end up with the same, more, or less benefits than you already have.

**YOUR VOICE MATTERS.** The decision to join, or not join, the UFCW should be your decision.



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