



HERE FOR *life* WITH PETS WE *love.*

OUR PROMISE / MISSION

To provide an exceptional customer experience by loving all pets like our own and delivering a curated assortment of quality products, expert services, and trusted advice from friendly Team Members in our hometowns.

OUR CUSTOMERS

We support pets and pet parents to live a happy, healthy life together.

OUR TEAM

We value a safe, respectful, and Inclusive work environment. We are focused on investing in the Team Member experience and building a diverse and high-performing Team with the critical skills and capabilities to support our growth.

OUR HOMETOWNS

We are committed to being a reliable and sustainable community partner by fostering meaningful connections through pet adoptions, rescue partnerships, and hometown events.

OUR STAKEHOLDERS

We are a company focused on delivering growth for our partners, vendors, and Tractor Supply Co. shareholders.



OUR VALUES

ETHICS

Do the "right thing" and always encourage others to do the right, honest, and ethical things.

DEVELOPMENT

Learn from each other. Teach, coach, and listen. Create an environment where everyone can be a "star."

RESPECT

Treat others with the same consideration we expect for ourselves. Be a champion for diversity & inclusion.

TEAMWORK

Value different viewpoints. Execute the agreed upon plans. Together, everyone achieves more!

BALANCE

Manage your time for both business and personal success.

CHANGE

Accept it. Embrace it. Initiate it. Do everything better, faster, and cheaper.

WINNING ATTITUDE

Have a "can-do" attitude. Be positive, upbeat, and focused. We are winners!

INITIATIVE

Seek opportunities. Use good judgement. Take intelligent risks. Drive speed to market. Champion Ideas.

COMMUNICATION

Share Information, ask questions, listen effectively, speak thoughtfully, and let Ideas live.

ACCOUNTABILITY

Know your responsibilities. Live up to your commitments.

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