

## DICK'S SPORTING GOODS, INC. HEALTH AND WELFARE PLAN

### Domestic Partner Benefits

DICK'S Sporting Goods, Inc. offers certain benefits to the eligible domestic partners of associates, as well as to children of such domestic partners. Benefits to be offered include medical/prescription drug, vision, dental and life insurance benefits.

#### **Definition of Domestic Partner:**

An eligible associate may elect to cover the associate's same or opposite sex domestic partner as long as the associate and the domestic partner meet the requirements below and sign a Domestic Partner Affidavit.

The associate and the domestic partner must satisfy all of the following requirements:

- Are at least 19 years of age
- Are not married to anyone else or related by blood
- Are in a mutually exclusive and enduring relationship similar to marriage
- Have shared a common residence for at least 12 months and intend to do so indefinitely
- Consider themselves life partners
- Share joint responsibility for each other's common welfare and are financially interdependent
- Are both capable of consenting to the domestic partnership
- Are registered as domestic partners with the state domestic partner registry (if any) of the state in which they reside

#### **Children of Domestic Partners:**

Children of domestic partners are eligible for coverage only if the domestic partner is enrolled for coverage. A domestic partner's child shall be eligible until the end of the month in which the child reaches age 26.

#### **Making Changes in Domestic Partner Coverage:**

You may only enroll your domestic partner and the domestic partner's children when you are a new hire or during the annual enrollment period each year – you may not enroll a domestic partner or a domestic partner's children mid-year. Please refer to your SPD for a list of change in status events, which will apply to let you drop coverage for a domestic partner or the domestic partner's children. A change in status will include dissolving a domestic partnership or the death of the domestic partner or domestic partner's child. As with other change in status events, you must report a change in status event within 31 days of the event in order to make coverage changes for the current year.

**COBRA:**

The rules relating to COBRA continuation coverage are different in the case of domestic partners and domestic partner's child(ren). Because a domestic partner is not a spouse under federal law, a domestic partner (or child) is not a qualified beneficiary upon the occurrence of a COBRA qualifying event. If an associate in a domestic partnership experiences a COBRA qualifying event that is the termination of employment or a reduction in hours, the associate may elect COBRA coverage, including coverage for the domestic partner (or child). However, in the event that the domestic partnership dissolves or the associate dies, the domestic partner (or child) does not have the ability to continue coverage, and coverage will terminate at the end of the month in which the partnership dissolved or the associate died.

**Flexible Spending Accounts:**

You may not use your Flexible Spending Accounts to be reimbursed for health care or day care expenses for your domestic partner and his or her children.