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 teammates, as well as to children of such domestic partners. Benefits offered include medical/prescription drug, vision, dental and life insurance benefits.

Definition of Domestic Partner:

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

The teammate 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.

Cost of Domestic Partner Coverage:

Unless the domestic partner and the domestic partner's children qualify as tax dependents of the teammate under the Internal Revenue Code, a teammate may not use pre-tax dollars to pay for the coverage of the domestic partner and the domestic partner's children. In addition, the portion of the cost paid by DICK'S for coverage of the domestic partner and the domestic partner's children is subject to federal income tax and will be included in the teammate's Form W-2. State and local taxes will vary depending on the tax code in your area.

Flexible Spending Accounts and Health Savings Accounts:

You may not use your Flexible Spending Accounts (FSAs) to be pay for or be reimbursed for health care or day care expenses for your domestic partner and the domestic partner's children. You are also not permitted to use Health Savings Account (HSA) funds for costs for your domestic partner.