



Spousal/Domestic Partner Surcharge FAQs

If your spouse or domestic partner has coverage available through their employer and chooses to enroll in a Dick's medical plan, you will pay an additional \$100 per month spouse/domestic partner cost share. Teammate acknowledgement is required during the enrollment process.

1. Why do I have to pay more to cover my spouse/domestic partner if they have other coverage offered?

On average, spouses and domestic partners cost about one and half times more to cover on medical insurance than teammates. DICK'S Sporting Goods has implemented a cost share for spouses and domestic partners that have other coverage available to them to help control costs for all teammates.

2. My spouse's/domestic partner's employer does not offer medical coverage, do I have to pay the cost share?

No, you can continue to cover them at the employee plus spouse/domestic partner or family rate.

3. My spouse/domestic partner does not work outside the home, do I have to pay the cost share?

No, you can continue to cover them at the employee plus spouse or domestic partner or family rate.

4. How do I certify if my spouse/domestic partner has other coverage offered?

When you enroll in medical coverage and you check the box that you want to cover your spouse or domestic partner, you will see a pop up window asking if your spouse/domestic partner has other medical coverage offered to them. If you answer "yes" you will see the cost share included in your total costs.

5. Do I have to pay the spousal/domestic partner cost share for dental and vision coverage too?

No, the cost share only applies to medical coverage.

6. Will the cost share be charged before or after tax?

For a spouse, the cost share will be charged before tax. For a domestic partner, the cost share will be charged after tax.

7. My spouse/domestic partner is 65 or older and eligible for Medicare coverage? Do I have to pay the cost share?

If your spouse or domestic partner is eligible for Medicare and you enroll them in the DSG medical plan, then you will not have to pay the cost share. You should answer "no" to the acknowledgement when you complete your enrollment in self-service.

8. What if my spouse/domestic partner gets a job that offers medical coverage during the year?

If your spouse/domestic partner chooses to enroll in medical coverage at their new employer, notify the Benefits team for instructions on how to remove them from DSG's plan. Once they are removed, you will no longer pay the cost share.

You can keep them on medical coverage, but you will need to notify the Benefits Department that they gained coverage and start paying the cost share.

9. What if I have other questions?

Contact the Benefits Department at 1-800-690-7655, ext. 3012 option 5 or Benefits@dcsg.com