



DSG LEAVES OF ABSENCE SALARIED/FULL-TIME TEAMMATES



Dear Teammate:

As you begin to plan for your upcoming leave of absence, we wanted you to know that DICK'S Sporting Goods has you covered!

We sincerely hope that the enclosed packet of information will help you fully understand the leave of absence (LOA) process and the impact LOA has on your pay and benefits. By providing you with step-by-step guidance of what you need to do and provide, you can then focus on more important things!

If you have any questions during your leave, please don't hesitate to contact the Leaves of Absence Team at 1-800-690-7655, ext. 3012 option 3 (Monday through Friday, 7:00 a.m. - 4:00 p.m. ET), or via email at loa@dcsg.com.

We wish you all the best while you're away from work and look forward to you being "back in the game" soon!

The DICK'S Sporting Goods Benefits Team

Short-term Disability

Up to:

*Weeks 2 thru 26 Short-term disability
70% of average weekly wages (\$2,500 maximum benefit)

*Week 1 unpaid Short-term disability leave/FMLA- 7-day elimination period
Optional: You can use vacation days to cover the unpaid portions of your leave.

If medically necessary and approved by Lincoln Financial

Family Medical Leave Act (FMLA)

Up to 12 weeks unpaid
Runs concurrent with most other leaves of absence

If eligible and approved by Lincoln Financial

Absences Reportable to Lincoln Financial

- Short-term disability
- Family Medical Leave (FMLA)
- Critical Caregiver Leave
- Military
- Unpaid medical
- Unpaid personal
- Parental
- Intermittent FMLA

Before Your Leave Begins

If you have a scheduled leave of absence:

Report your upcoming claim to Lincoln Financial

- Call 1-888-729-1047 or
- Register and file your claim online at www.mylincolnportal.com
 - You will need to create a username and password
 - Company Code - DSGTM

Lincoln Financial will send a packet of information

- Complete and return the Authorization to Disclose Information about Me
- Your physician will complete the Certification of Health Care Provider for Employee's Serious Health Condition.
- Return the form to Lincoln Financial

Teammates working in **California, Colorado, Connecticut, Minnesota, Rhode Island, Oregon, or Washington** are required to file for Temporary Disability Income through their respective state.

Teammates working in **Delaware, Maine (beginning May 1, 2026), Massachusetts, New Jersey and New York** will receive disability payments from Lincoln Financial.

Lincoln Financial's Leave Process



Claim Intake & Data

- Lincoln Financial will evaluate your claim submission within 5 business days from the date you file your claim



Initial Review

- Lincoln Financial will contact you and your doctor to obtain information about your medical condition (you must give your doctor permission to discuss your condition with Lincoln Financial).



Initial Decision

- Lincoln Financial will make a claim decision based on the information they gather.
- Lincoln Financial will contact you on the approval or denial of your claim.



Ongoing Evaluation

- Lincoln Financial will do a periodic medical review of your claim. They will work with you and your doctor on a continued basis to evaluate your status, treatment and functional abilities for your return to work.

Return to Work

You will work with your doctor on a return-to-work date and send a copy of your release to the Leave of Absence team

Contact your manager when you are released from your doctor to return to work

Contact the Leaves of Absence Team the day you come back to work

- 724-273-4331
- loa@dcsg.com

QUESTIONS?

Contact Lincoln Financial

1-888-729-1047

Or

DICK'S Leaves of Absence Department

724-273-4331

loa@dcsg.com