

## BENEFITS

### I. HEALTH & WELFARE

#### MEDICAL / DENTAL / VISION COVERAGE

Coverage expires the end of the month in which your employment terminates.

For example, for Team Members terminated on June 17, benefits will be active through Thursday, June 30. You will receive a packet of information about how to continue coverage and the team member monthly cost from CONEXIS, our COBRA administrator, within 14 days following the end of the month in which your coverage ends. **Contact CONEXIS directly if you have questions at 877-722-2667.**

#### COBRA

Your termination of employment is a qualifying event that makes you eligible to elect COBRA coverage. COBRA allows you to continue your current coverage under the same carrier and at the same coverage elections you had while employed. Under COBRA, however, you pay the entire cost. Your COBRA notification arrives within 14 days from your departure and you have 60 days to elect COBRA coverage. If you elect COBRA the coverage will be retroactive to the day following your loss of active coverage.

It's also important to note that by law you can only elect to be on COBRA only as long as the Company's current active plan is in place. After we finish the store closing sales there is a good chance that the plan will no longer exist due to personnel reduction. AON, our third party administrator, has the right to terminate the plan on 90 days notice.

**Contact CONEXIS directly if you have questions at 877-722-2667.**

#### OTHER OPTIONS

Your second option would be to enroll in a spouse's plan. The loss of a job is a qualifying life event that allows for enrollment outside of open enrollment periods.

Your third option for medical coverage would be to shop for an individual or family medical insurance plan. You will be provided information that AON has put together to enable you to look at options, but we also encourage you to do your own research as this is your individual choice and the Company is not advocating any particular route.

**To learn more about this option, visit [www.healthcoverageresources.com/sportsauthority/home](http://www.healthcoverageresources.com/sportsauthority/home).**

### II. NON- HEALTH & WELFARE

#### BASIC LIFE INSURANCE / ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) COVERAGE

Coverage expires the date on which your employment terminates. Within 31 days of your coverage ending, you may elect to convert any portion of your Basic Life Insurance coverage to an individual policy by contacting **MetLife Life Insurance Company at 800-858-6506**.

#### VOLUNTARY LIFE INSURANCE / ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) COVERAGE

This coverage (for yourself, your spouse, and your child(ren)) expires the date on which your employment terminates. You may elect to convert any portion of the Supplement Life Insurance coverage to an individual policy by contacting **MetLife at 800-858-6506** for the appropriate forms and rate information.

## SHORT-TERM & LONG-TERM DISABILITY

STD and LTD coverage ends on your last day of active employment with Sports Authority. If you are currently on STD or LTD, you will continue receiving payments through your approval date. **Contact MetLife for additional details at 800-929-1492.**

## FLEXIBLE SPENDING ACCOUNT (FSA) - HEALTHCARE & DEPENDENT CARE

Healthcare FSA spending account deductions will end with your last paycheck. Healthcare claims can only be submitted for expenses incurred up to your termination date, unless COBRA continuation is elected.

Your Healthcare FSA may be continued through COBRA, if available, on an after-tax basis. To continue your Healthcare FSA through COBRA you must contact YSA directly - this continuation option will not come to you automatically. **If you have any questions please contact YSA directly at 844-730-8909.**

Dependent Care spending account deductions will end with your last paycheck. Dependent Care claims can only be submitted against your account balance for expenses incurred up to your termination date. **If you have any questions please contact YSA directly at 844-730-8909.**

## HEALTH SAVINGS ACCOUNT (HSA)

Health Savings Account deductions will end with your last paycheck. The health savings account is your money and stays with you after you leave Sports Authority.

**If you have any questions please contact YSA directly at 844-730-8909.**

## HEALTH REIMBURSEMENT ACCOUNT (HRA)

Medical and Rx claims can only be submitted for expenses incurred up to your termination date. Any unused HRA dollars after your termination date will not be paid out to you upon termination.

**If you have any questions please contact YSA directly at 844-730-8909.**

## EDUCATION ASSISTANCE

Per your previously signed agreement with the Company, the benefit under this policy ends on the day in which you terminate and no further reimbursement will be paid.

### III. 401(k)

Your individual contributions (personal investments) and vested employer contributions (match) in the 401(k) are unaffected by the Chapter 11 filing. In fact, they are administered by a third party and protected by Federal law. Any unvested employer contributions will be forfeited.

While we cannot tell you what to do with your funds, we recommend you consult with a financial advisor about your best course of action to rollover your funds.

**If you have questions please contact Aon Hewitt directly at 844-730-8909.**

### IV. 401(k) LOANS

If you have a 401(k) loan, deductions for the loan will stop on your termination date. You will be receiving payment continuation information from AON Hewitt shortly after your termination date.

**If you have questions please contact Aon Hewitt directly at 844-730-8909.**

## V. TEAM MEMBER DISCOUNT CARD

The Team Member Discount was discontinued on May 24, 2016.

## VI. VACATION/PDOs

### PER POLICY:

- #1: You may only take TWO (2) PDOs in the last two weeks of your employment, and they cannot be your final two days.
- #2: You may take as much vacation as you have accrued before your termination date, with the approval of your manager.
- #3: Any accrued and unused vacation time, as of your termination date, will not be paid out. Any unused PDO or sick time will also not be paid out.

**NOTE: VACATION TIME IS NOT AND HAS NEVER BEEN ACCRUED DURING LOA.**

### PROOF OF CLAIM

A proof of claim had to be filed by current or departing Team Members to proactively secure your rights under Sports Authority's Chapter 11 process for any accrued but unused vacation hours as of March 2, 2016.

**IMPORTANT: The deadline (bar date) for submitting your claim was June 3, 2016 at 2:00 p.m. MDT.**

### Q&A Guide:

- **What is the website for future claim reference?**  
Go to: [www.kccllc.net/sportsauthority](http://www.kccllc.net/sportsauthority)
- **Do I have to re-file every time I took a vacation day between now and my termination date?**  
No, you can amend your timely filed claim after June 3, 2016 (the bar date). We would recommend you monitor the proceedings and complete any appropriate amendments in a couple of months or by September, 2016.
- **What happens to vacation I accrue between March 4, 2016 and now? Do I file a separate claim or is it just lost if I leave or the company closes?**  
Those claims are part of a separate process that will be worked out over the next couple of months. Vacation that is accrued after March 4, 2016 and remains unpaid has a priority over general unsecured claims.

For additional information, please contact the Sports Authority toll-free information line at (866) 967-0490.

**NOTE THAT THERE ARE LEGAL CONSEQUENCES TO FILING OR NOT FILING SUCH A PROOF OF CLAIM. SPORTS AUTHORITY IS NOT IN A POSITION TO OFFER YOU LEGAL ADVICE, EXCEPT TO SAY THAT IF YOU DO NOT FILE A PROOF OF CLAIM YOU MAY NOT RECEIVE ANY DISTRIBUTIONS ON ACCOUNT OF UNUSED VACATION PAY.**

## VII. VERIFICATION OF EMPLOYMENT

Give the person needing proof of your employment the following information:

- Your Social Security Number
- The Sports Authority Employer Code: **53015**
- The Work Number Access Options:
  - [www.worknumber.com](http://www.worknumber.com)
  - 1-800-367-5690

If you need to provide proof of income, follow these steps:

1. Access The Work Number to create a “Salary Key” that grants one-time access to your income data.
  - a. The Work Number Options for Employees:
    - i. [www.worknumber.com](http://www.worknumber.com)
    - ii. 1-800-367-2884
2. Enter the following information to obtain a Salary Key:
  - a. The Sports Authority Employer Code: **53015**
  - b. Your Social Security Number
  - c. Your PIN: (last **six** digits of your Social Security Number)
3. Select the “Create a Salary Key” option and prepare to write down the six-digit number.
4. Provide the person needing proof of employment plus income with all of the following information:
  - a. Your Social Security Number
  - b. The Sports Authority Employer Code: **53015**
  - c. Your Salary Key (from Step 3)
  - d. The Work Number Access Options for Verifiers:
    - i. [www.worknumber.com](http://www.worknumber.com)
    - ii. 1-800-367-5690

**For more information contact The Work Number Client Service Center at 1-800-996-7566 or 1-800-424-0253 (TTY - Deaf).**

## VIII. UNEMPLOYMENT

Unemployment benefits vary by state. For the best source of information, visit the following websites:

**Colorado Unemployment Guide:** <https://www.colorado.gov/cdle>

**Other Federal & State Unemployment Information:** <http://workforcesecurity.doleta.gov/unemploy/uifactsheet.asp>

### UNEMPLOYMENT FILING DATE

If you are unemployed you may file a claim for unemployment, and we recommend that *you begin filing for benefits anytime after your last day worked (termination date)*. If you file a claim while still employed your claim will likely be denied. If you file a claim Sunday through Wednesday, your claim will be effective the week you file. If you file a claim on Thursday through Saturday, your claim will be effective the following week. You cannot be paid unemployment benefits for any period of time before the date you actually file.

Please have your social security number available and be prepared to supply information on any employer you have worked for over the past 18 months, including dates worked, rate of pay, and reasons you are no longer working. They may request the Employers Telephone Number, please use 303-200-5050

### STATE SPECIFIC UNEMPLOYMENT INFORMATION

Access the Federal Unemployment Information link to find state-specific unemployment information:  
<http://www.workforcesecurity.doleta.gov/unemploy/uifactsheet.asp>

## IX. JOB REFERENCES

Sports Authority's process is to confirm employment through The Work Number (dates of employment, income verification). If your supervisor is willing to provide a reference for you, feel free to make those arrangements between you and your supervisor.

## X. YEAR-END

### I. W2

ADP will mail hardcopy 2016 W-2s, on behalf of Sports Authority, postmarked by the Federal deadline of January 31, 2017.

You can also view and download your 2016 W-2 online. The website, securely provided by ADP, will give you convenient access to your personal W-2 information: <https://w2.adp.com>.

### II. PAYSTUBS

You can access your paystubs by visiting, <http://www.epaystubaccess.com>.

You will need your birthday and social security number. If you have not already logged on and changed your password, your initial password is the last four (4) digits of your social security number.

### III. ADDRESS CHANGES

You can make update your mailing address by visiting [myhr.sportsauthority.com](http://myhr.sportsauthority.com). You will need your employee number and the last four (4) digits of your social security number.

## XI. MISCELLANEOUS

### I. FINAL PAYCHECK

#### PAY DATE

For team members being terminated, you will receive your final check as soon as a systematically available. We will communicate your final check date at the time of your separation.

### II. EXPENSE REPORTS

The last day you can submit expense reports is your date of termination. We recommend you include a contact phone number and personal email in the event of questions. As long as your expense report is within policy, you should expect to receive payment the following Friday. You will receive a separate deposit from your final paycheck.

#### P CARDS

Please destroy your card upon your termination date.

#### COMPANY ISSUED AMEX CARDS

Please destroy your card upon your termination date.

## III. SEVERANCES

Due to Chapter 11 status, Sports Authority cannot provide severance to terminated Team Members.

## IV. TRANSFER TO STORES

Sports Authority is not in a position to transfer Team Members to in-store positions. It is up to the Liquidators to determine staffing levels at the stores as well as rate of pay.

## V. GO-FORWARD CONTACTS

- Benefits: [SA.BenefitsNow.com](http://SA.BenefitsNow.com) or 844-730-8909
  - Also includes FSA, HRA, HSA, 401(k)
- W-2: <https://w2.adp.com>
- Paystubs: <http://www.epaystubaccess.com>
- Employee Verification (The Work Number):
  - [www.worknumber.com](http://www.worknumber.com)
  - 1-800-367-5690
- Colorado Unemployment Guide: <https://www.colorado.gov/cdle>
- Other Federal & State Unemployment Information:  
<http://workforcesecurity.doleta.gov/unemploy/uifactsheet.asp>
- For a *limited time*, these mailboxes will be live and monitored:
  - Benefits: [benefits@sportsauthority.com](mailto:benefits@sportsauthority.com)
  - HRIS: [hris@sportsauthority.com](mailto:hris@sportsauthority.com)
  - Payroll: [payroll@sportsauthority.com](mailto:payroll@sportsauthority.com)