

TEAMMATE RELIEF FUND

Application Information & Frequently Asked Questions

Updated July 2026

Quick Navigation

You are not alone. Many teammates face a sudden, non-recurring financial hardship at some point.

The DICK'S Sporting Goods Teammate Relief Fund (TRF) may be able to help. Read more to learn about the Fund and how to apply.

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About TRF

At DICK'S, we recognize that teammates may face challenges outside of work that can impact their well-being. Events like a natural disaster or the loss of a loved one can create unexpected financial strain.



To support teammates during these difficult times, we established the Teammate Relief Fund in 2021, a 501(c)3 public charity.

The TRF is funded primarily through teammate donations, reflecting our shared commitment to supporting one another.

Supporting TRF

Teammates can support the TRF through payroll deduction or by making a one-time donation.

Click here to get started!

Am I Eligible To Apply?

You are eligible if you can answer **YES** to all the following:

- I am a regular full-time or regular part-time DSG teammate.
- I've been employed with DSG for at least 90 consecutive days.
- My hardship occurred within the last 4 months of application date and while employed by DSG.

Can I Apply If...

- I am a temporary, contractor, or seasonal teammate?
  - No, TRF is only open regular full-time or regular part-time DSG teammates.
- Someone else applies for me?
  - No, only you can submit your application.

How Do You Define...

- Immediate Family
  - The TRF defines immediate family as a legal spouse, domestic partner, and/or children/stepchildren.
- Household Income
  - Income from people living in your household.

Additional Eligibility Information

The information below addresses situations that may not apply to every teammate but may be helpful to understand before applying. If your situation falls into one of these categories, please review the guidance provided.

Future Qualifying Event

TRF provides assistance for qualifying events that have already occurred. Applications for future events cannot be reviewed until the event has taken place and supporting documentation is available.

Example: I have a dental procedure scheduled in two months. Can I apply for support now to help pay medical costs?
No, you are welcome to apply once the procedure has occurred and we will consider the application within all other TRF guidelines.

Wage Replacement or Income Continuation Benefits

Teammates receiving wage replacement or income continuation benefits may still apply. However, TRF assistance will not be provided for expenses or lost income that are already covered through continued pay from the company, **short-term or long-term disability benefits, workers' compensation wage replacement, or similar income replacement from another source**. This includes situations where you continue to receive all or part of your regular paycheck while unable to work due to illness, injury, or another qualifying leave/absence. Eligibility for assistance related to a separate, non-related qualifying hardship may still be considered under TRF guidelines.

Work Authorization

The Teammate Relief Fund does not provide grants for hardships that result from the expiration, suspension, revocation, or loss of a teammate's required work authorization or employment eligibility.

Qualifying Events

A qualifying event is a sudden, one-time financial hardship that occurs as a result of an unexpected and unavoidable situation.

- When you apply, you must select the qualifying event that best matches your situation.

-Crime
-Death of Immediate Family Member
-Essential Needs
  - Food Insecurity
  - Home Displacement
  - Loss of Household Income
  - Imminent Utilities Disconnection
-Fire
-Illness or Injury
-Natural Disaster (wildfires, floods, hurricanes, tornadoes, earthquakes)
-Repairs (non-routine auto or home repairs)

Rules

Reminder
Applying does not guarantee approval.

All TRF applications must meet the following:

- Qualifying event happened within the last 4 months of your application date.
- Qualifying event must have occurred while the teammate was employed by DICK'S Sporting Goods.
- The teammate must be actively employed by the company on the date the TRF assistance payment is issued.
- Event has already occurred (future events are not eligible).
- Event cannot be due to teammate or immediate family negligence or fault.
- Teammates may only receive 1 grant per qualifying event each year.
- Teammates must have been directly affected by the event.

Before I Apply

CHECK THE TRF EXCLUSIONS LIST

Review the TRF Exclusions List on page **6** to confirm your situation does not fall within any exclusions.
Applications involving excluded situations are generally not eligible for assistance. Additional resources that may be helpful are listed on page **12**.

GATHER YOUR DOCUMENTS

Use the tips on the next few pages to help you find the documents you will need. You may be asked to provide more information while your application is in progress.

APPLY ONLINE

Eligible teammates can apply by visiting TeammateReliefFund.org
You can also find instructions in MyLocker on how to access the application.

Application materials and supporting documentation are stored on a secure server and are only shared with the TRF Team and the Review Committee.

Reminder
Clear documentation can help avoid delays in the review process.

TRF Exclusions List

The following situations and expenses are not covered by TRF and do not qualify for financial support. The list includes common examples, but is not a complete list.

Most Common Exclusions

- Education costs (tuition, student loans, books, housing)
- Elective medical procedures
- Insurance premiums
- Legal or court fees
- Living beyond one's means
- Long-term financial hardships or debt
- Lost wages as a result of missed time at work
- Reduction in DSG work hours or position status (FT/PT)
- Routine car and home repairs/maintenance
- Vehicle replacement costs (purchase, down payment, vehicle loan)
- Situations involving negligence or preventable actions

Other Exclusions

- Adoption costs (refer to DSG handbook for assistance)
- Animal care or veterinary expenses
- Bail or bail bonds
- Donations to organizations or individuals
- Gaming or competition fees
- Money owed to individuals, regardless of relationship
- Payday or title loans
- Reinstatement fees for lapsed insurance coverage
- Situations that occur due to illegal activity
- Supplemental income requests
- Wage garnishments

Helpful Tips

Review each qualifying event to find the one that best matches your situation. Each section includes examples to help you understand what may qualify.

The most common documents are included to help you prepare **before** applying. Providing clear and complete documents can help prevent delays. Additional information may be requested during the review process.

Crime - Damage resulting from acts of criminal activity.

Example: Theft, vandalism

Documentation: Police or incident report, itemized repair bill, insurance claims, demonstration of out-of-pocket expenses

Note: TRF does not provide support for lost/stolen personal property.

Death of Immediate Family Member - Expenses caused by the passing of an immediate family member.

Example: Funeral or burial expenses when teammate is financially responsible

Documentation: Obituary/notice/death certificate AND funeral home burial/cremation expenses, payment receipt

Fire - Damage and expenses caused by a fire, not covered by home/renter's insurance or apartment management company.

Example: Home damage caused by a fire

Documentation: Official police and/or fire report, insurance claims, receipts for goods purchased, documentation of out-of-pocket expenses, hotel receipts

Helpful Tips

Reminder
Teammates may only receive 1 grant per qualifying event each year.

Essential Needs Events - Urgent situations that affect a teammate's ability to meet basic living needs, such as food, housing, income, or utilities

Food Insecurity - Not having enough money to afford food because of a recent hardship.

Example: Difficulty affording groceries

Documentation: SNAP benefits approval/denial, hardship documentation

Home Displacement - Being forced to leave your home due to unsafe or unlivable conditions.

Example: The property you rent is sold, and you are required to move unexpectedly.

Documentation: Eviction or foreclosure notice, new lease agreement, police report, restraining order/PFA, letter from homeless shelter

Loss of Household Income - A sudden loss of income through no fault of the teammate or their family member.

Example: Legal spouse / domestic partner loses job

Documentation: Separation letter from employer, severance documentation, proof of income loss (pay stubs) from previous job

Imminent Utility Disconnection - Imminent shut off of utilities.

Example: You receive a shut-off notice for your electric bill.

Documentation: Shut-off notice with balance due, past bills showing use of a budget/payment plan

Note: Internet, home/cell phone, and streaming/TV services are excluded.

Helpful Tips

Illness or Injury - Unexpected medical costs from a sudden illness or injury.

Example: You have a medical emergency and receive a large bill.

Documentation: Medical insurance Explanation of Benefits (EOB), provider/hospital bills showing out-of-pocket expenses owed

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Natural Disaster - Damage or loss caused by events like floods, hurricanes, or wildfires.

Example: A storm damages your home and requires repairs.

Documentation: Itemized repair bill, insurance claim, receipts for food, clothing, shelter, transportation, etc.

Repairs (Non-Routine) Events- Major repairs caused by a sudden and unavoidable incident where teammate is not negligent or at fault.

Example: Car- Your engine fails suddenly due to a mechanical issue.

Documentation: Itemized repair bill or estimate (with mileage, vehicle make, model, and year), full police report, insurance claim.

Example: Home - A pipe bursts and causes sudden damage to your home.

Documentation: Itemized repair bill or estimate, insurance claim

Note: Routine maintenance and normal wear and tear are not covered. The TRF is designed to help with sudden, unexpected hardships. Costs that occur over time as part of regular vehicle or home ownership are not eligible, even if the repair is urgent when it occurs. Examples include tires, brakes, batteries, oil changes, appliance replacement, and HVAC upgrades.

Writing Your Hardship Description

The information you provide helps the Review Committee understand your hardship and how it has affected you. Be sure to answer each question and include:

- ☑ What happened - What caused this situation?
- ☑ What financial expenses or challenges happened as a result?
- ☑ Please share how you have tried to address your situation.
- ☑ What impact would a grant make on your hardship?
- ☑ When it happened - the date the financial hardship occurred.

This example below shows the type of information that may be helpful to include. Every hardship is unique, and teammates should describe their situation in their own words.

❌ Less helpful

My car broke down and I need help paying for it.

☑ More helpful

On June 12, my vehicle experienced an unexpected transmission failure. I received a repair estimate for $3,100. Because of this expense, I am struggling to pay for the repair while also keeping up with my rent and other monthly bills. I have contacted family members and explored payment plan options with the repair shop, but I am still unable to cover the full cost. Assistance from the TRF would help me complete the repair so I can continue commuting to work.

After I Apply

Reminder
Check your email during the review process.

APPLICATION REVIEW

TRF's goal is to process all applications within 10 business days of the application date. Watch your email for updates, including messages from noreply@yourcause.com. You may be asked to provide additional information, which could extend processing time.

POSSIBLE OUTCOMES

Review the TRF Exclusions List on page **6** to confirm your situation does not fall within any exclusions.

- Approved – Your request meets TRF guidelines.
- Declined – Your request does not meet TRF guidelines.
- Revision Request – We need more details to review your request. Your application is on hold for 30 days until you respond.

DECISION NOTIFICATION

You will receive an email update once a decision is made.

PAYMENT PROCESS

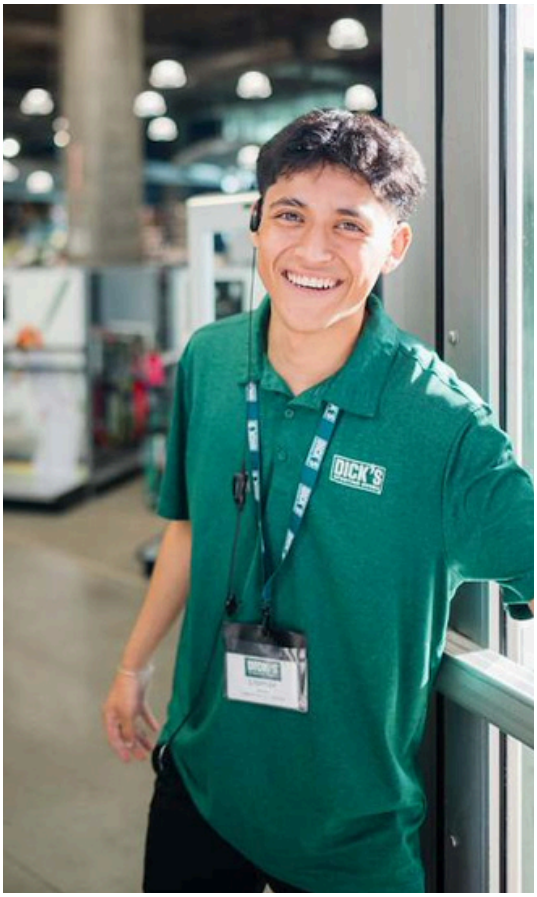
Grants are paid by direct deposit. If a teammate does not have direct deposit, a check will be mailed.

Where Can I Go For Help?

724-273-2300

teammatereliefffund.org

TRF@DCSG.com



You may also explore other recommended resources:

The **Employee & Family Assistance Program (EFAP)** is available to all teammates and anyone who resides in your home. Call 1-877-999-4374, and then choose the “Confide” prompt.

Team Wellbeing - Get stronger every season with tools and resources designed to enhance your mental, physical and financial wellbeing.

Findhelp.org - Findhelp has resources for support near your location.

NOTE: These FAQ’s are intended to assist with answering common questions regarding the DICK'S Sporting Goods Teammate Relief Fund. The provisions of the Grant Policies and Procedures of the DICK'S Sporting Goods Teammate Relief Fund, including the Eligibility and Selection Criteria provided for thereunder, control over any answer provided herein, wherever there may be a difference.