



## Adoption Assistance Policy

Fanatics has established an Adoption Assistance Program (the “Program”) for the benefit of our employees. We are pleased to be able to offer financial support to these employees who are adopting a child.

### Eligibility

Regular non-union represented full-time and part-time Fanatics employees are eligible to participate in our Program after completing 3 months of service with the Company.

### Qualified Adoption Expenses

Fanatics will reimburse up to \$2,500 for the adoption of each eligible child (a child who has not attained the age 18 or who is physically or mentally incapable of self-care and who is not the child of the employee’s spouse or domestic partner) for any of the following qualified expenses that are supported by documentation (receipts, legal documentation, etc.) as follows:

- Adoption Agency fees, Court costs, Attorney's fees, and other expenses directly related to, and whose principal purpose is for, the legal adoption of an eligible child.

The following expenses **are not** eligible for reimbursement under the Plan:

- Expenses incurred in violation of state or federal law, expenses incurred in carrying out any surrogate parenting arrangement, traveling expenses, including the amount spent for lodging and meals, while away from home or expenses incurred in connection with the adoption of a child of the employee's spouse or domestic partner.

### Reimbursement Procedure

To obtain reimbursement through payroll, an eligible employee must submit a completed Adoption Assistance Reimbursement form, along with appropriate supporting documentation, ***within six (6) months of finalizing the adoption to our Benefits group.***

For additional details, including plan documentation or reimbursement forms, contact the Fanatics Benefit Department at [healthandwelfare@fanatics.com](mailto:healthandwelfare@fanatics.com) or:

8100 Nations Way  
Jacksonville, FL 3225

As always, Fanatics maintains the right to change this plan at any time.