



Gender Affirming Therapy Expense Reimbursement Policy

The purpose of Fanatics' Gender Affirming Therapy Expense Reimbursement Policy is to provide financial support to eligible employees who are receiving gender affirming therapies that are not otherwise covered by health insurance.

Eligibility

All Fanatics benefits-eligible employees have an opportunity to receive reimbursement under this Policy after completing their first year of employment. Time as a temporary, part-time, or seasonal employee is counted toward this one year of employment requirement. If an employee is covered by a collective bargaining agreement, the employee will be eligible for reimbursement under this Policy only to the extent provided in the provisions of the applicable collective bargaining agreement.

Description of Benefit

Fanatics provides a reimbursement of up to \$10,000 (lifetime cap) for fees associated with the cost of gender affirming therapies and associated services, and employees may receive reimbursement as follows:

- The maximum reimbursement per employee is \$10,000.
- This benefit covers costs that are not otherwise covered by health insurance (employees are advised to contact their health insurance providers to review coverage).
- Employees must request reimbursement using the Request for Gender Affirming Therapy Expense Reimbursement form and provide appropriate supplementary documentation (e.g., must include both invoices and corresponding proof of payment).
- Reimbursement will be made in the employee's paycheck and can be paid in either a lump sum or in smaller amounts as expenses are incurred.
- The employee does not have to be enrolled in a health insurance plan through Fanatics in order to request reimbursement for this benefit.
- Reimbursements made under this program are currently considered taxable income by the Internal Revenue Service.

Application Procedures for Reimbursement

To obtain reimbursement, an eligible employee must submit all of the following:

- A completed Request for Gender Affirming Therapy Expense Reimbursement form.
- Documentation of all fees, costs and other expenses incurred in connection with the treatments. You must provide receipts, canceled checks, credit card statements, and/or paid stamped invoices confirming payment.
- Reimbursement requests must be submitted within one year of the date on which the expense is incurred.

The reimbursement request form and substantiating documents should be sent as follows:

Fanatics Benefits Department

8100 Nations Way

Jacksonville, FL 32256

Healthandwelfare@fanatics.com