

EMPLOYEE ASSISTANCE PROGRAM (EAP) OVERVIEW

It is inevitable that all individuals will experience personal problems throughout the course of their life. The Sports Authority recognizes that personal and work challenges can impact the well-being of valued associates. It can also be expected that problems left unattended can impact an individual's effectiveness at work. The Sports Authority is committed to offering associates a resource to address and resolve personal and work concerns.

The Employee Assistance Program (EAP) is a confidential professional program that allows you and your family members to seek assistance for personal concerns. The EAP also is available to provide resources in balancing the everyday challenges we all face in work and home responsibilities.

Program Overview

The EAP is a program that provides counseling and consultation for a wide range of personal, family and work related concerns. This is a benefit provided by the Sports Authority; therefore, there is no cost to you or your family members for any of the serviced provided by the EAP.

The EAP can help with:

- Marital/Relationship issues
- Family problems
- Child concerns
- Alcohol and/or Drug abuse
- Job stress
- Depression
- Emotional problems
- Childcare and parenting
- Eldercare
- Financial and legal issues
- Retirement planning

This is not an exclusive list. The EAP is available to assist with any type of issue that is of concern to you.

Eligibility

Full-time associates, their spouses and dependent children who are enrolled in one of Sports Authority's medical plans are eligible to contact the EAP for services. Just like associates themselves, family members can contact the EAP directly in order to maintain confidentiality.

Confidentiality

The EAP is completely confidential. No information regarding who accesses services and for what reasons is shared with the Sports Authority. At no time, except where mandated by law, will information discussed between you and the EAP counselor be released to any other party without a written consent. Your concerns, its source, treatment, and resolution will always be afforded the maximum confidentiality permitted by law.

VMC BEHAVIORAL HEALTHCARE SERVICES has a national network of mental health providers, so appointments can be arranged with a counselor who is conveniently located to where you love or work.

Professional Credentials

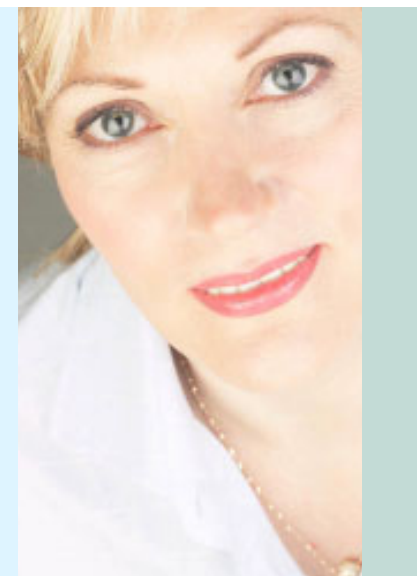
All EAP Counselors have a Doctorate or Master's degree in the field of behavioral health and are licensed at the highest discipline level within the state that they practice. These specialists included licensed psychologists, clinical social workers, marriage and family therapists and certified alcohol and drug counselors.

How to Access the EAP

To access EAP services just call the toll free number, **1-800-843-1327**. The EAP is available 24 hours a day, 7 days a week.

At the time of the of the initial call the EAP Case Manager will gather some preliminary information and discuss with you the concerns you are experiencing. The Case Manager will then coordinate an appointment for you to meet with a counselor for a face-to-face assessment. The counselor will provide an initial assessment to determine the nature of the problem and provide treatment recommendations. Short-term counseling can be provided by the counselor to assist in resolving the problem (up to three sessions total). If long term or specialized care is indicated a referral will be made to a resource or facility that best meets your needs. The EAP will coordinate with your health benefit plan and make every effort to provide referrals to treatment providers covered under your medical plan. The goal is to recommend the best and most appropriate service at the lowest cost to you.

EAP benefits cannot be accessed without the coordination of VMC Behavioral Healthcare Services.



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Web-based Services

As part of the EAP services, you and your family members also have access to the VMC Connect website (www.vmceap.com), which offers an array of state of the art information and services. The log-in name to the site is “**Sports Authority**” and the password is the EAP 800# (**8008431327**). The site provides:

- A full Resource Library with an assortment of articles on a range of personal, mental health and work related concerns.
- An Ask the Expert forum whereby you can pose a question directly on the website and our Clinical Director will respond with 24 hours via email.
- Self Improvement Programs that allow you to complete self assessments for stress, depression, anxiety and personality type.
- Healthcare Links to behavioral healthcare and general healthcare organizations.
- Childcare and Eldercare Search Engines that allow you to access resources in any community throughout the United States.
- A Legal and Financial Resource Center that contains hundreds of professionally written articles, sample legal documents as well as financial calculators.

If you have questions regarding the program services or would like to obtain additional information, you can contact the EAP directly at 1-800-843-1327 or you can contact the Benefits Department at the Sports Authority.

Additional Covered Services

The EAP can also provide expanded Work Life services, which include legal and financial consultation, childcare and eldercare resources and referral-based convenience services. To accommodate your needs in these areas VMC's network also includes attorneys and consultants specializing in financial services, childcare, eldercare, academic, adoption, and personal care. You can access all these services through the same toll-free number (1-800-843-1327).

Legal Consultation — The EAP can assist with a range of legal matters including family/domestic law, wills and estate planning, civil or criminal matters, motor vehicle and elder law*. If you are dealing with a legal matter you can call the EAP toll-free number and you will be referred to a participating attorney for an in-person appointment. You are eligible for a 30 minute consultation at no cost to you. If you choose to retain the attorney for additional services you are eligible to receive a reduced hourly rate.

** Employee-Employer Legal Matters are excluded.*

Financial Consultation — You and your family members can receive a no-cost consultation with a CPA or financial planner for a range of issues, such as debt consolidation, personal budgeting, retirement planning, mortgage and refinancing, and tax planning. By calling the EAP toll-free number you will be referred to a financial specialist for a 30 minute consultation at no cost to you. If you choose to continue services with the specialist you are eligible to receive a reduced hourly rate.

Childcare — Finding affordable, quality childcare required consideration time and energy. The EAP can assist in locating a range of childcare resources that can include day care centers, nanny agencies, nursery schools, before/after school programs and recreational/summer camp programs. By calling the EAP toll-free number you will be connected to a child care specialist who will help to assess your specific needs. The EAP will research resources in the community you are seeking services.

Eldercare — There is an increasing number of individuals who are the primary caretaker of an elderly parent. By contacting the EAP you will be referred to an Eldercare Specialist who will help identify your specific needs for those of your elderly parent. The type of referrals and resources the EAP can assist in locating include Adult Day Care, Emergency and Respite Care, Home Based Services, Nursing Homes, Meal Delivery Programs, Transportation, and Caregiver Support Groups.

For your convenience there are Childcare and Eldercare search engines on the EAP website (www.vmceap.com) if you prefer to conduct your own search. By using the search engine you will be able to access a listing of childcare and eldercare resources in any community throughout the United States.

Every effort has been made to assure that the information provided in this overview is accurate. In all cases however, the benefit plans will be administered in accordance with the governing plan documents, insurance contracts, or company policies. These documents are available to participate upon request, as described in this overview.

Plan participants should rely only on this written summary of the plan and not on any oral statements made about the plan.

This benefit description is not a contract of employment, nor does it give any rights to a job or continued employment.