



September 24, 2025

Hello Discount Tire Family,

Full-time open enrollment for benefits for the 2026 plan year will be held **Monday, October 6 – Friday, October 24**. Please be sure to thoroughly review the information below so you understand what is changing and how to access this year's open enrollment resources.

What's NEW for 2026

- We've Gone **DIGITAL**
 - Our annual Full-Time Benefits guide and enrollment resources are now available online from the Discount Tire Family website.
 - Eligible Full-time employees will **no longer** receive a printed guide by mail.
 - Instead, a postcard will be sent to the address on file in Workday with the website (included below) and a QR code to access the resources online.
- NEW Vision Insurance Carrier
 - EyeMed offers an enhanced benefit, see the Benefits Guide for details about this new plan.
 - Those enrolled in Vision Insurance for 2026 will receive a new benefit card by mail for the January 1 effective date.
 - If you are currently enrolled in company Vision Insurance, your coverage will automatically roll over to EyeMed on January 1, unless you drop or make changes during open enrollment.
- NEW Opt In for Electronic Consent
 - Employees will have the option to opt in to receive employee benefit plan documents electronically instead of by mail, see the Benefits Guide for details.

Preparing for open enrollment

- Review the following resources on the [Discount Tire Family Open Enrollment](#) page so you are ready when open enrollment starts October 6.
 - **Open Enrollment Checklist:** Everything you need to know to complete your open enrollment.
 - **2026 Benefits Guide:** Detailed information about the benefits available to you and your family. Core Benefits and electronic consent are elected in Workday during open enrollment; Additional Benefits are accessed through carrier websites/portals, see guide for details.

NOTE: For benefits elected in Workday, benefit costs will be available within your Open Enrollment Change event in Workday **once open enrollment starts**.

- **Open Enrollment Video:** Join the benefits team on a quick road trip adventure to learn the basics for this year's open enrollment.
- Be sure you can log into Workday. If you have trouble logging in, follow the instructions on the login screen.



- From your shared work computer (stores), use the Workday icon on the desktop.
- From home or office locations, access Workday through your [Okta dashboard](#).
- While you're there, be sure to review/update your contact information (home address, email, phone), if needed.

REMINDER: The following benefits DO NOT automatically renew and need to be elected in Workday each year during open enrollment.

- Elect you are tobacco free to qualify for Wellness Rates
- Healthcare and Dependent Care Flexible Spending Accounts
- Health Savings Account
- Legal Insurance
- Identity Theft Protection

Our ask of you

- Start preparing now by reviewing the resources on the [Discount Tire Family Open Enrollment](#) page.
- Watch your email for an announcement that open enrollment has launched and for your postcard to arrive in the mail.
- Log into Workday between **Monday, October 6 and Friday, October 24**, to select your benefits for 2026 and complete the electronic consent.
- **Store and Warehouse Managers:** Please share this information with all of your full-time people.

If you have any questions about open enrollment, please contact benefits@discounttire.com.

Thank you for striving to be the BEST!