



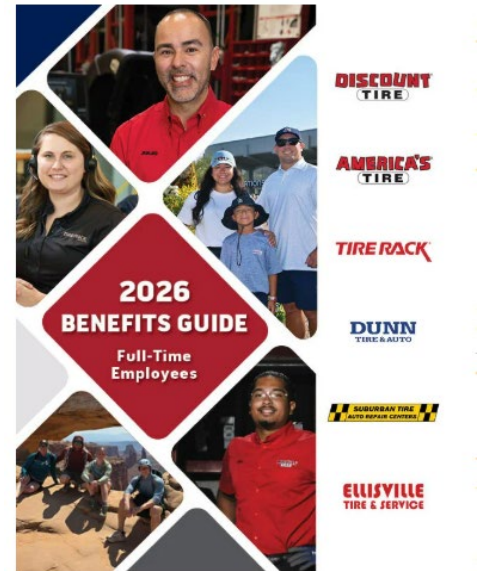
October 6, 2025

Hello Discount Tire Family,

Full-Time Benefits open enrollment is here! Elect your 2026 benefits in Workday by **Friday, October 24**.

### Completing your open enrollment

- Visit the **Helpful Links** section of the [Discount Tire Family Open Enrollment](#) page to review your:
  - 1 Open Enrollment Checklist
  - 2 2026 Benefits Guide
  - 3 QRGs and other support resources
- Full-time employees will see an Open Enrollment Change Task in the Awaiting Your Action section of the Workday home page. 2026 benefit rates are reflected within the Open Enrollment Change task.
- Employees that would like to receive employee benefit plan documents electronically instead of by mail should follow instructions within the Consent benefit tile when completing their open enrollment.



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

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

#### Helpful Links

- [Open Enrollment Checklist](#) ← **1**
- [2026 Benefits Guide - Discount Tire \(except Michigan\), Suburban Tire, Ellisville](#) → **2**
- [2026 Benefits Guide - Discount Tire \(Michigan\), Tire Rack, Dunn Tire & Auto](#)
- Workday Quick Reference Guides (QRGs)** ← **3**
- [Open Enrollment Workday QRG](#)
- [Adding Dependents and Beneficiaries in Workday QRG](#)

### What's new in 2026

- We've Gone **DIGITAL**! Printed Benefits Guides will no longer be mailed, instead our annual full-time Benefits Guide will be accessed from the Helpful Links section of the [Discount Tire Family Open Enrollment](#) page.
- EyeMed is our new vision insurance carrier and offers an enhanced benefit; see the Benefits Guide for details.
  - 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.
- Employees have the option to opt in to receive employee benefit plan documents electronically instead of by mail; see the Benefits Guide for details.

### Our ask of you

- Review the resources on the [Discount Tire Family Open Enrollment](#) page to help you select the right benefits for you and your family.
- Log in to Workday to select your benefits for 2026 and complete the electronic consent by **Friday, October 24**.
  - From your shared work computer (stores/warehouses only), use the Workday icon on the desktop.
  - From home (or office locations), access Workday through your [Okta dashboard](#).
- **Store and Warehouse Managers:** Please share this information with all of your full-time people.

If you have trouble logging in, follow the instructions on the login screen.

If you have any questions regarding your open enrollment, please contact [Benefits@discounttire.com](mailto:Benefits@discounttire.com).