

October 20, 2025

Hello Discount Tire Family,

Full-time benefits open enrollment ends **Friday, October 24!** Review the checklist below so you understand everything you need to do to complete your open enrollment in Workday:

- From your shared work computer (stores/warehouses), use the Workday icon on the desktop.
- From home (or office locations), access Workday through your [Okta dashboard](#).

REMINDER: This checklist, your DIGITAL 2026 Benefits Guide, and support resources are available on the [Discount Tire Family Open Enrollment](#) page, which is accessible from work or home.

Open Enrollment Checklist

Everything you need to know to complete your Open Enrollment

Benefit Enrollment Checklist

During open enrollment you can enroll in coverage, change plans, add/drop dependents, or drop coverage.

- » Review the 2026 Benefits Guide.
- » Log into [Workday](#) to review your 2026 benefit options and costs, and make any changes.
- » **Complete and submit your enrollment in Workday: Monday, October 6 - Friday, October 24.**

ACTION NEEDED FOR THE FOLLOWING

- » **Benefit Renewal:** The following benefits do NOT renew automatically and must be elected each year during open enrollment.
 - › Wellness Rates
 - › Health Savings Account (HSA)*
 - › Flexible Spending Accounts (FSA)*
 - › Legal Insurance
 - › Identity Theft Protection

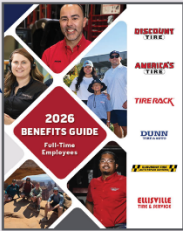
* If electing an HSA/FSA, be sure to specify your payroll deduction amounts.
- » **Opt In for Electronic Consent:** Refer to the Benefits Guide, and review the Electronic Consent for Benefit Plan Documents page. If you would like your benefit documents electronically, you must opt in for electronic during open enrollment.
- » **While in Workday:** Update your personal information.

What's New

NEW DIGITAL BENEFITS GUIDE
To help you get the most out of your benefits, our annual Benefits Guide is now available online.

Printed copies will no longer be mailed — instead, you can access the guide anytime, on any device, from [discounttirefamily.com](#).

Click



or

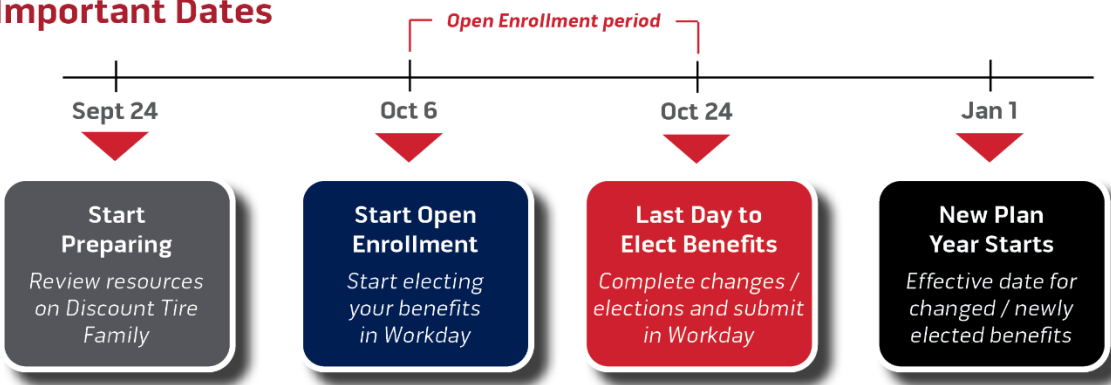


Scan

NEW VISION INSURANCE
EyeMed offers an enhanced benefit, see guide details. Those enrolled in Vision Insurance for 2026 will receive a new benefit card by mail for the January 1 start date.

NEW ELECTRONIC CONSENT
Opt in to receive employee benefit plan documents electronically. See guide details.

Important Dates



Date	Event
Sept 24	Start Preparing <i>Review resources on Discount Tire Family</i>
Oct 6	Start Open Enrollment <i>Start electing your benefits in Workday</i>
Oct 24	Last Day to Elect Benefits <i>Complete changes / elections and submit in Workday</i>
Jan 1	New Plan Year Starts <i>Effective date for changed / newly elected benefits</i>

Our ask of you

- **Store Managers:** Please share this information with your full-time people.

If you forgot your Okta/Workday password, follow the instructions on the login screen. If you have any other issues logging in, please contact the Service Desk.

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

Thank you for striving to be the BEST!