

Qualified Essential Coverage

DISCOUNT[®]

AMERICA'S[®]
TIRE

TIRE

DISCOUNT[®]
TIRE DIRECT

2022 Benefits Guide for Newly Eligible Employees

IN THIS GUIDE



Find money saving opportunities wherever you see this symbol

What You Need To Do	3
Discover what needs to be completed to enroll in benefits.	
Eligibility & Benefit Changes	4
Review eligibility and allowable mid-year benefit changes.	
Employee Assistance Program	4
Learn more about this FREE support for you and your family.	
Medical Rates and Coverage	5 - 6
View contribution rates, coverage details and pharmacy benefits for the medical plan.	
Health Savings Account (HSA)	7
Learn about Company contributions, your contributions, and the advantages of HSAs.	
Additional Benefits	8
Explore additional benefits available to you and your family, which are not elected in Workday, including 401(k), Educational Assistance, Discounts, and more.	
Frequently Asked Questions (FAQ)	9 - 10
Read through the FAQ to learn more about the benefit options available to you and your family.	
Contact Information	11
Find contact information for the Discount Tire Benefits team and the phone number and website for each benefit available to you.	

Notice Concerning State Mandated Health Insurance

Some states have their own individual health insurance mandate, requiring you to have qualifying health coverage or pay a fee with your state taxes for the 2022 plan year. If you live in a state that requires you to have health coverage and you don't have coverage (or an exemption):

- You may be charged a fee when you file your 2022 state taxes.
- You won't owe a fee on your federal tax return.

Check with your state or tax preparer to find out if there is a fee for not having health coverage.

WHAT YOU NEED TO DO

Use this guide and the information at discounttirefamily.com to help you make informed decisions about benefits for you and your family.

1. REVIEW THIS GUIDE CAREFULLY

- Learn about each benefit to see which benefits are right for you and your family.

2. LOG IN TO WORKDAY

- Use your Employee ID and Okta password to log in.
- Forgot your password? Follow the on screen instructions.

3. OPEN AND REVIEW INBOX NOTIFICATION

- In Workday, you will see an Inbox notification to start your enrollment process.
- Refer to the [Workday QEC Benefits Enrollment Quick Reference Guide](#) for instructions on completing your Open Enrollment.

4. ELECT YOUR BENEFITS

- Declare you are tobacco free to qualify for wellness rates, which lower the cost of your medical contribution. Keep in mind that you must declare you are tobacco free every year to qualify for Wellness Rates.
- Elect or waive the Health Savings Plan.
- If you elect in the Health Savings Plan, be sure to elect the Health Savings Account. You may only enroll in the Health Savings Account if you are enrolled in the Health Savings Plan.
- You will be automatically enrolled in the Company's Employee Assistance Program, at no cost to you.

5. WHILE IN WORKDAY, REVIEW YOUR INFORMATION

- Dependent(s): ex-spouses and dependent children age 26 and older are not eligible for coverage. For help adding dependents, refer to the [QEC Adding dependents Quick Reference Guide](#).
- Contact information including: email, phone number and current mailing address.
- Emergency contacts: preferably reliable adults who can be easily contacted and can act fast in an emergency.

6. SUBMIT YOUR BENEFIT ELECTIONS

- You will electronically sign that you accept the benefits you elect.
- After making your benefit choices, please be sure to review your elections carefully!
- Once your elections are submitted, you may view your Benefits Statement, which offers an option to print a copy for your records.

ELIGIBILITY & BENEFIT CHANGES

BENEFITS ELIGIBILITY

Qualified Essential Coverage (QEC) Employees

Currently, federal guidelines for the Affordable Care Act (ACA) state that part-time employees averaging 30 or more hours per workweek, within the 12-month look back period, are eligible for medical benefits through their employer.

You are receiving this *Qualified Essential Coverage 2022 Benefit Guide* because you qualify for this plan based on the hours you worked over the last 12 months. Each year, your eligibility for this plan will be reevaluated based on ACA guidelines and the average amount of hours you worked for the Company.

Eligible Dependents

Eligible dependents include your legal spouse and children up to age 26. The definition of “child” includes any of the following:

- Your child / stepchild
- A child placed with you for adoption
- Your legally adopted child
- A child for whom you have legal guardianship
- Your child for whom health coverage is required through a Qualified Medical Child Support Order (QMCSO)

MID-YEAR BENEFIT CHANGES

If you experience a qualifying life event, such as marriage, birth or adoption, divorce, gain or loss of other coverage, and/or death of a spouse or dependent, you will be eligible for a special enrollment period where you can make changes to your benefit elections.

NOTE: You will have **31 days from the date of the qualifying event** to log in to Workday and submit the changes. **These changes will require specific supporting documentation** and will become effective the date of the qualifying event. Visit discounttirefamily.com/mid-year-benefit-changes/ for specific documentation requirements for each type of event.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Employee Assistance Program (EAP), provided through **GuidanceResources**, is a confidential, FREE, 24/7 support resource. You are **automatically enrolled** in the Company’s EAP, with no premium contributions deducted from your weekly paycheck.

This benefit includes unlimited phone consultations with EAP experts about family, financial, or legal matters. You may also schedule six in-person or virtual sessions with a counselor, per support need, such as:

- Stress, anxiety, depression
- Substance use and addiction
- Personal and marital relationships
- Help navigating the new normal

To register, call 1-844-285-1067 or visit guidanceresources.com and use our Organization Web ID to register today, so help is there when you need it! Ask your Manager or the Benefits team for the Organization Web ID.




MEDICAL RATES AND COVERAGE DETAILS

HEALTH SAVINGS PLAN RATES

You will pay your portion of the cost for the Health Savings Plan through weekly payroll deductions. Rates will depend on whether you are covering:

- Employee Only
- Employee + Child(ren)
- Employee + Spouse
- Family

To qualify for Wellness Rates,  you must declare you are tobacco free in Workday. You will need to renew this declaration EVERY YEAR during Open Enrollment to continue to receive the Wellness Rates.

Weekly premium rate information is available when you login to Workday to review and complete your enrollment.

HEALTH SAVINGS PLAN DETAILS

Coverage under the Health Savings Plan begins after the deductible has been met (\$2,000 individual / \$4,000 family). Any expenses incurred prior to the deductible being met will be your responsibility to pay out-of-pocket. *See more about how deductibles work on page 9 in the Frequently Asked Questions section.*


Once the deductible has been met, the plan begins coverage at 80% for in-network expenses. This means after your deductible is met, you will be responsible for 20% coinsurance for in-network expenses up to the out-of-pocket yearly maximum (\$3,500 individual / \$6,850 family). If you reach your yearly out-of-pocket maximum, you will then be covered 100% for in-network expenses for the rest of the plan year.

The Health Savings Plan is a medical plan with a Health Savings Account (HSA). Your HSA funds may be used to pay qualified out-of-pocket expenses. The Company contributes to your HSA (\$500 for individual / \$1,000 for family) and the Company contribution is deposited into your HSA when your benefits go into effect. You may also contribute additional funds to your HSA, tax free, through weekly payroll deductions.

Learn more about the Health Savings Plan and Health Savings Account on pages 6-7 and find other important information to help you make your benefit decisions in the Frequently Asked Questions section on pages 9-10.

MAIL ORDER PHARMACY BENEFIT

OptumRx manages the home delivery pharmacy benefit for UnitedHealthcare. Home delivery is a great option for maintenance medications, those needed long-term, for which your doctor can provide a 90-day prescription. You should still use a retail pharmacy for medications you take on a short-term basis, such as antibiotics.

-  **Cost savings:** With free standard shipping, average savings are 50% or more when compared to retail pharmacy pricing.
- **By fax / ePrescribe:** Ask your doctor to call 1-800-791-7658 for instructions on how to fax your 90-day prescription or send an electronic prescription to OptumRx Mail Service Pharmacy.
- **Online:** Log in or register at myuhc.com and select Manage My Prescriptions.
- **By phone:** Call the Advocate4Me phone number on the back of your plan ID card to talk with a customer service representative. It's helpful to have your plan ID card and medication bottle available. The representative can also contact your doctor directly if you need a new prescription.

MEDICAL PLAN COVERAGE



		Health Savings Plan	
Company Contribution to Your HSA		\$500 / \$1,000 Σ	
Individual / Family		In-Network	Out-of-Network Δ
Annual Deductible			
Individual / Family		\$2,000 / \$4,000 Ω	\$4,000 / \$8,000 Ω
Maximums			
Out-of-Pocket: Individual / Family		\$3,500 / \$6,850	\$7,000 / \$14,000
Lifetime Maximum		Unlimited	Unlimited
Coverage (*after deductible is met)			
Preventive Care			
Routine physicals, immunizations, and more! See discounttirefamily.com for more info.		100%	Not Covered
Physician's Services: Sickness and Injury			
Virtual Visit Medical - via myuhc.com		80%*	N/A
Physician Office Visit		80%*	60%*
Specialist Office Visit		80%*	60%*
Behavioral / Substance			
Virtual Visit Telemental Health - via myuhc.com		80%*	60%*
Inpatient		80%*	60%*
Outpatient		80%*	60%*
Emergency Care			
Urgent Care		80%*	60%*
Emergency Room		80%*	80%*
Tests			
Lab, X-Ray and Major Diagnostics (CT, PET, MRI, MRA and Nuclear Medicine) – Outpatient		80%*	60%*
Hospital Care			
Inpatient / Outpatient Care and Surgery		80%*	60%*
Maternity Care			
Prenatal Visit		80%*	60%*
Postnatal Visits/Surgery		80%*	60%*
Specialty Care			
Acupuncture (max 20 visits per year)		80%*	60%*
Pharmacy		Retail Pharmacy 30-day supply	Mail Order 90-day supply
Prescription Copays			
Tier 1		80%*	80%*
Tier 2		80%*	80%*
Tier 3		80%*	80%*
Tier 4		80%*	80%*

* = After deductible

Σ = The Company funds your HSA on the day Medical Benefits go into effect.

Ω = The Health Savings Plan requires the FULL family deductible (e.g. \$4,000 for in network) be met if you have enrolled any dependents.

Δ = When you receive out-of-network care, the plan covers its percentage up to the Reasonable and Customary (R&C) limit after you satisfy the Annual Deductible. You pay the remaining percentage up to the R&C limit plus any amount above the R&C limit.

HEALTH SAVINGS ACCOUNT (HSA)

You must be enrolled in the Health Savings Plan to enroll in the Health Savings Account (HSA). The Company's HSA is offered through **Optum Bank** and new enrollees will receive a debit card to pay for qualified out-of-pocket expenses. **Documentation will be required for verification of qualified medical expenses.**

NOTE: You must elect this benefit and set your weekly contribution amounts when you enroll, but you may increase or decrease your weekly contribution amounts in Workday any time throughout the year.

CONTRIBUTIONS

You must elect the HSA to receive Company contributions (\$500 for individual / \$1,000 for family). The Company makes their contribution once your benefits go into effect and the funds may be used immediately. You receive the family contribution amount if you have one or more dependents (spouse and/or children) enrolled in the Health Savings Plan with you.

The money you choose to contribute through weekly payroll deductions will not be available for use until it is deposited into your account each week.

For today: Use it for health expenses	For tomorrow: Build a safety net	For the future: Prepare for retirement
You and the Company contribute to your HSA and as you have doctor's visits, prescriptions, and other health care costs, you can use your HSA to pay for those qualified expenses tax-free.	Even if you don't use health care often, save money in your HSA to prepare for expected and unexpected expenses. You'll rest easy knowing the money is there when you need it.	The average retired couple today will need about \$250,000 for healthcare expenses! Prepare for those expenses by investing the money in your HSA and growing your balance for retirement.

HOW YOUR HSA WORKS

HSAs can save you money by allowing you to pay for qualified medical expenses with pre-taxed funds. Money goes into your account pre-tax, grows tax-free and can be withdrawn tax-free to pay for qualified medical expenses.

Your unused HSA balance will roll over each year and there is no required time frame for using these funds. The money in your HSA is yours, the funds never expire, and the account stays with you even if you change jobs or health plans.

For information about HSAs, read through our Frequently Asked Questions section on pages 9 and 10, visit discounttirefamily.com and/or contact Optum Bank's customer service at 1-844-326-7967 or optumbank.com.



Ty Mansfield and Family
COD 03

ADDITIONAL BENEFITS

EMPOWER RETIREMENT 401(k)



Empower Retirement is the record keeper for the Company's 401(k) plan. **Employees age 21 or older are automatically enrolled** in the plan at a pretax contribution rate of 6% after completing 1,000 hours of service. You may choose a different contribution amount, choose to make Roth 401(k) contributions, or opt out at any time.

The Company makes contributing to the 401(k) Retirement Plan a win/win benefit. We encourage you to save by matching your contributions \$1.00 for every \$1.00 you contribute up to 6% of your compensation. By deferring 6% of your eligible compensation you maximize your match. The Company's matching contributions are deposited in your account quarterly and you are 100% vested in the employer matching contributions after 3 years of service (with a minimum of 1,000 hours each calendar year).

Visit empowermyretirement.com or download the Empower Retirement app to access account balances, contributions, transaction history, statements and more.

EDUCATIONAL ASSISTANCE



The company offers a variety of Educational Assistance Programs, including:

Tuition Assistance Program - Eligible part-time employees may be reimbursed up to \$1,000 per year for eligible education expenses.

ASU Online Scholarship Program - All employees and their dependents are eligible to receive a 20% scholarship toward undergraduate and graduate programs through ASU Online.

Visit discounttirefamily.com/educational-assistance for information on eligibility and restrictions that may apply to these programs.

HEALTH AND WELLNESS

Refer to the [Health and Wellness](#) flyer for information about additional features included in the Company medical plan.

HELP FOR EMPLOYEES AND THEIR FAMILIES



Bruce T. Halle Assistance Fund - Provides basic assistance to employees who incur extraordinary expenses as a result of disasters or other emergency hardships. For more information or to apply for assistance, visit discounttirefamily.com/bruce-t-halle-assistance-fund.

PERKSPOT DISCOUNTS



Perkspot is a FREE discount program for all employees. Use Perkspot to find exclusive discounts at national and local merchants. Get discounts on dining, travel, apparel, electronics, cell phones, and more. Register for Perkspot at discounttire.perkspot.com.

NATIONWIDE PET INSURANCE



Pet Protection plans are offered through **Nationwide Pet Insurance**. You may enroll in this benefit at any time and premiums are paid directly to Nationwide Pet Insurance. Choose basic protection or opt to include preventive care, such as wellness exams and shots. Visit petinsurance.com/discounttire to view plan details and pricing for your state.

FREQUENTLY ASKED QUESTIONS (FAQ)

HOW DO I FIND AN IN-NETWORK DOCTOR?

Log into your account at myuhc.com to search for in-network doctors, clinics and facilities. If you haven't registered and set up your account, you may search by choosing your plan type:

- **Choice Plus** for employees with the Company's United Healthcare plan in all states except Wisconsin
- **Options PPO** for employees with the Company's United Healthcare plan in Wisconsin

Out-of-network doctors/services may cost more or may not be covered. See *coverage summary on page 6*.

HOW DO INDIVIDUAL/FAMILY DEDUCTIBLES WORK?

The individual deductible amount is the amount each person on the plan may be required to pay out-of-pocket prior to plan coverage starting. The family deductible amount is the total deductible that must be met before coverage starts if you have yourself plus one or more dependents (spouse or children) on your plan. The family amount may be met by the full individual amount being met by you and one other dependent, or the combination of partial deductibles being met by more than two dependents, which added together meet the full family amount.

DOES THE HSA HAVE ELIGIBILITY REQUIREMENTS OR RESTRICTIONS?

To be eligible to contribute to the HSA, you cannot have other non-HSA compatible coverage (i.e. Traditional PPO, HMO, or HRA plans, including non-HSA compatible coverage through a spouse's employer, your spouse enrolled in a non-limited FSA, Medicare, Medicaid, or Tricare), or have someone claim you as a dependent for tax purposes. If this is the case, you can still elect the Health Savings Plan but you may not receive the employer contributions or make your own pre-tax contributions to the HSA.

HOW DO I USE MY HSA FUNDS TO PAY FOR QUALIFIED MEDICAL EXPENSES?

You may use your Optum Bank debit card to pay at the time of the medical service or for paying the bill online; pay through the Optum Bank Mobile app; or reimburse yourself if you forgot to use your HSA funds when paying for a qualified medical expense. If you would like an additional HSA debit card for your spouse or eligible dependents, sign into your account at optumbank.com and in the *I Want To* section choose *Manage Debit Cards*.

You may also download the Optum Bank Mobile app to manage your HSA by tracking your balance, submitting receipts, paying bills, reimbursing yourself, searching for qualified expenses, and more.

WHAT ARE THE ADVANTAGES OF AN HSA?

HSAs allow you to contribute money through tax free weekly payroll deductions. The balance in your HSA rolls over each year and there is no time limit to use your funds. Use the funds today towards qualified medical expenses or grow your funds for future expected or unexpected medical expenses.



1. *Your contributions are made pre-tax, decreasing your overall taxable income.*
2. *Your account grows tax free through investments or interest payments.*
3. *Money is withdrawn tax free when you pay for qualified health care expenses.*

FREQUENTLY ASKED QUESTIONS (FAQ)

WHAT ARE QUALIFIED HEALTHCARE EXPENSES?

Qualified healthcare expenses are designated by the IRS and may include the following:

- Medical expenses you incur prior to meeting your deductible
- The 20% in-network coinsurance once your deductible is met
- Qualified dental expenses
- Qualified vision expenses

Learn more about qualified medical expenses at optumbank.com/resources/medical-expenses.


HOW MUCH SHOULD I CONTRIBUTE TO MY HSA?

All medical expenses incurred under the Health Savings Plan are your responsibility up to the deductible amount (\$2,000 individual / \$4,000 family). After the deductible is satisfied, the plan begins coverage at 80% for in-network expenses. Keep this in mind when you set your payroll deduction amounts.

A variety of factors should be considered when choosing your weekly payroll deduction amount, including:

- Your deductible must be met before your plan covers medical expenses
- You and your family's typical medical expenses and regular prescriptions
- Future medical, dental and vision expenses
- Total contributions by you and the Company may not exceed the combined annual IRS limit (see table)

For more details about HSAs or help choosing your payroll deduction amount, visit Optum's Health Accounts Education website at openenrollment123.com. Click Online Tools  to access Optum's HSA calculator.

 OPTUM Bank[®]	Health Savings Plan
Contribution	individual / family
Company Contribution	\$500 / \$1000
Contribution Annual Maximum <i>(includes Company contribution)</i>	\$3,650 / \$7,300
55 or older - catch up contribution	\$1,000 (individual)

WILL MID-YEAR BENEFIT CHANGES AFFECT MY HSA?

If you change your Health Savings Plan enrollment from individual to family or family to individual due to a qualifying event mid-year, the Company's contribution to your HSA will remain the same as which you initially enrolled. This means, once the Company contribution is deposited into your HSA, additional funds will not be added mid-year if you add family to your plan, and funds will not be taken away if family is removed.

Although the Company contribution will not change, you may change your weekly payroll deduction in Workday at any time. You may choose to raise or lower your contribution rate if you add or remove dependents from your Health Savings Plan, become aware of new health care needs, or any other reason that may arise.

BENEFITS CONTACT LIST

Benefit/Provider	Contact
Medical United Healthcare: Advocate4Me, Maternity Support Program	1-855-837-1612 myuhc.com
Substance Use Treatment Helpline Optum Confidential Licensed Clinician	1-855-780-5955 liveandworkwell.com/recovery
Prescriptions Optum Rx	1-855-837-1612 myuhc.com
Health Savings Account Optum Bank	1-844-326-7967 optumbank.com
Employee Assistance Program (EAP) GuidanceResources Ask your Manager or the benefits team for the Organization Web ID	1-844-285-1067 guidanceresources.com
401(k) Retirement Plan Empower Retirement	1-844-372-8473 empowermyretirement.com
Pet Insurance Nationwide Reference group "DISCOUNT TIRE"	1-877-738-7874 petinsurance.com/discounttire
Employee Perks PerkSpot	1-866-606-6057 discounttire.perkspot.com
COBRA Participant Services WEX	1-866-451-3399 customerservice@wexhealth.com wexinc.com

Questions? Contact the Human Resources Benefits Team at benefits@discounttire.com or 1-800-347-4348.

DISCOUNT TIRE FAMILY

For additional information on the benefits listed in this guide or to learn about other benefits available to you and your family, please visit the Discount Tire Family website at discounttirefamily.com. You and their family may visit the website to access benefit information at any time, on any device, from work or home.

We continue to grow the Discount Tire Family website and encourage you to visit!

"Treat customers and fellow employees with respect and fairness, care for those in need, always do what is right, work hard, be responsible, and have fun."

Bruce T. Hilde

