

Benefit Enrollment for Newly Eligible Full-Time Employees

Workday Quick Reference Guide

Logging in at a store or shared company computer
Click the Workday icon on your desktop to get started:



Logging in anywhere else
Point your web browser to: <https://discounttire.okta.com/>

Use your Employee ID and Okta password to log in.
Forgot your password? Follow on-screen instructions if you need help signing in.

NEWLY ELIGIBLE EMPLOYEES

To enroll in Full Time Benefits, click on the “Benefit Change” task in the Awaiting Your Action section of the Workday Home page.

Awaiting Your Action

Benefit Change

Tobacco Free Affidavit

If you qualify, attest to being **Tobacco Free** by clicking **Yes**. You will then be eligible for the discounted Wellness Rate for your medical benefit.

Question

TOBACCO FREE AFFIDAVIT

By selecting **YES** below, I hereby attest and agree that I **do not** use nicotine bacco products, I will enroll in a tobacco cessation coaching program.

I agree to notify Corporate Human Resources promptly if at any time I begin

Answer

Yes

No

Navigating Workday Enrollment

Tiles for the benefits you are eligible to elect will populate on the page. Each benefit will be represented on its own tile, so be sure to scroll down the page and review each tile to ensure you have enrolled in each benefit you choose to elect.

Each tile will show one of two options to click to review the benefit information:

Enroll	Will display on benefit tiles you are not currently enrolled in.
Manage	Will display on benefit tiles once you are enrolled in the benefit.
REVIEWED	Will display on benefit tiles once you after you review the information in that tile.

At the bottom of each Workday screen, there are navigation buttons. Buttons visible will depend on the page you are currently viewing.

	Click when you are finished electing your benefits.
	Click to save your changes and exit the Benefit Change task (the task will remain in your Inbox).
	Click to confirm your election and proceed to the next step.
	Click to cancel changes and return to the previous screen.
	Click to save changes and return to the main benefit screen.

Health Care Elections

- For each type of health care benefit – **Medical, Dental and Vision** – click **Select** to elect a Benefit Plan, or click **Waive** to waive coverage.
- Click **Confirm and Continue**.
- If you elect a plan, you will be taken to the add/remove dependents page. Dependents already entered in Workday will be listed, or you may add a new dependent by clicking the **Add New Dependent** button. Required fields for new dependents will be marked with *.

NOTE: Before saving your changes, check that all dependents you would like covered by your plan have a blue checkbox next to their name.

For additional help, see the **Adding Dependents and Beneficiaries QRG** from [Workday Help on the Discount Tire Family Website](#).

*Selection	Benefit Plan
<input checked="" type="radio"/> Select <input type="radio"/> Waive	United Healthcare Choice Plus Plan
<input type="radio"/> Select <input checked="" type="radio"/> Waive	United Healthcare Health Savings Plan

Add New Dependent

4 items

Select	Dependent
<input checked="" type="checkbox"/>	Kyle Busch
<input checked="" type="checkbox"/>	Kurt Busch

Health Savings Account (HSA) Elections

If you enrolled in the Health Savings Plan, elect the Health Savings Account (HSA). Even if you do not plan to contribute to the HSA, you must elect the HSA to receive the Company's contribution.

- Click **Select**, then **Confirm and Continue**.
- You may choose to enter the amount per paycheck you would like to contribute, or enter the total amount you would like to contribute for the plan year. If you would only like to receive the company contribution and would not like to contribute more, **enter 0**.

Contribute

Per Paycheck Annual

Remaining Paychecks 27

NOTE: Electing the Health Savings Account (HSA) is only available if you selected the Health Savings Plan for medical. Choosing any other plan will display an inactive ("grayed out") view of this screen. If you enroll in the Health Savings Plan, you must reset your Health Savings Account **contribution amount** each year during Open Enrollment.

Flexible Spending Account (FSA) Elections

For each type of Flexible Spending Account – **Healthcare** or **Dependent Care** – you want to elect,

- Click **Select**, then **Confirm and Continue**.
- You may choose to enter the amount per paycheck you would like to contribute, or enter the total amount you would like to contribute for the plan year.

Contribute

Per Paycheck Annual

Remaining Paychecks 27

NOTE: FSA funds contain a "Use It or Lose It" provision, so please plan carefully! FSAs do not carry over; you must enroll in the Flexible Spending Account(s) each year during Open Enrollment.

Insurance Elections (Life & Disability)

For each type of insurance – **Life, Short and Long Term Disability** – you want to elect,

- Click **Select** or **Waive**.
- Click **Confirm and Continue**. (Confirming Basic Life will allow you to enter your beneficiary.)



IMPORTANT: You are required to name a beneficiary for basic life insurance.



Insurance Elections (Life & Disability) Continued


Beneficiaries

To add a beneficiary:

1. Click , then click .
2. Click **Add New beneficiary or Trust**, then enter the details of your beneficiary in all required fields (marked with *), then click **OK**.
3. Click in the **Percentage** field and enter the percentage for that beneficiary. Total percentage must equal 100%.

For additional help adding beneficiaries, follow the instructions in the **Adding Dependents and Beneficiaries QRG** from [Workday Help on the Discount Tire Family Website](#).

Additional, Spouse, and Child Life

1. Click **Select** or **Waive**.
2. If elected, you will be taken to another page to select an amount. Click  and select from available coverage levels.

Calculated Coverage \$100,000.00
Coverage *
Plan cost per paycheck \$2.42

NOTE: Beneficiaries named for Basic Life will also apply to Additional Life. The beneficiary for Spouse and Child Life is automatically the employee. Employees must be enrolled in Basic Life to enroll in Additional Life. Spouse and Child Life are only available to employees enrolled in Additional Life.

Additional Benefits

For each Additional Benefit– **Legal Insurance** and **Identity Theft Protection** – click the benefit tile.

1. Click **Select** or **Waive**.
2. Click **Confirm and Continue**.
3. For **Identity Theft Protection**, you will have the option to choose an **Individual** or **Family** plan. See guide for details. Only one plan option is offered for **Legal Insurance**.

Select the coverage that you would like for this plan.

Coverage *
Plan cost per paycheck ☐ Individual
☐ Family

NOTE: These additional benefits do not carry over; you must enroll each year during Open Enrollment.

You are automatically enrolled in the **Employee Assistance Program** and **Care@Work** benefits. These benefits do not need to be elected in Workday and are provided by the Company with no premium contribution required by you. To learn more about these and other benefits available to you that are not elected in Workday, such as the Pet Insurance, 401(k), Employee Discount Program, and more, visit [Full-Time Benefits page of the Discount Tire Family website](#).

Review and Sign

Review your elections, waived coverages, and any beneficiary designations carefully.

If ...	Then ...
You need to make changes	Click Save for Later to exit the benefit event without submitting your elections. Your elections will be saved and you can reopen the Benefit Event to make changes by clicking the task in your Workday Inbox.
You are ready to submit your elections	Click the I Accept checkbox, then click Submit . IMPORTANT: Click the Print button to print out your elections and save for future reference.
You need to make a change to your elections after you have submitted them	Discount Tire: Contact benefits@discounttire.com or (800) 347-4348. Tire Rack: Contact your HR Team at HumanResources@tirerack.com .
If there are any issues with the information submitted	Your Benefits Team will contact you and may send the task back to you to make changes. The task will appear in your Workday Inbox if this is required.

Questions?

Discount Tire, Suburban Tire, Dunn Tire, Ellisville: Please contact your HR Benefits Team at Benefits@discounttire.com or (800) 347-4348 with any Benefits Enrollment questions or concerns.

Tire Rack: Please contact your HR Team at HumanResources@tirerack.com.

