



October New Hires

Annual Benefits Open Enrollment Informational Page

RaceTrac **New Hires** who begin their employment in the month of **October** must complete two benefits enrollments; one for 2025 (new hire open enrollment) and one for the 2026 plan year (annual benefits open enrollment). Failing to complete both enrollments will mean you will not have coverage for that period.

Please review this document outlining the differences between **New Hire Benefits & Annual Benefits Open Enrollment** to ensure current and future coverage.

Selecting coverage for 2025

- New Hire Benefits
 - New Hires will receive a **Task** titled **Benefit Change – New Hire** in Workday to complete on their first day of employment at RaceTrac.
 - You have **30 days** to complete your New Hire Open Enrollment Task to ensure coverage for **2025**.
 - New Hire Benefits **go into effect the first of the** month after you have completed 30 days with RaceTrac.
 - *For example: if you are hired on 10/1 or 10/2, benefits go into effect 11/1. If you are hired 10/3, benefits go into effect 12/1.*
 - **Please review the New Hire Open Enrollment Guide for 2025 rates & premiums.**

Selecting coverage for 2026

- Annual Benefits Open Enrollment
 - The Workday **Task** to enroll is available starting **Monday, October 27, at 8 a.m. ET.**
 - *You must complete your 2025 new hire open enrollment task **prior** to completing your 2026 annual benefits open enrollment task.*
 - The Workday **Task** to enroll closes **Monday, November 10, at 11:59 p.m. ET.**
 - *You must take action to secure your benefits for 2026 by Monday, November 10, 2025.*
 - **Annual Benefits Open Enrollment** is your once-yearly opportunity to review and update your benefits for the upcoming year. You must log in to Workday and actively **select or waive** benefits for 2026. Your current benefits will not automatically carry over.
 - **If you do not enroll by November 10, you will not have benefits for 2026.**
 - 2026 Benefits are effective starting **1/1/26.**
 - **Please review the Annual Benefits Open Enrollment Guide for 2026 rates & premiums.**

Questions?

Contact hrsupport@racetrac.com.