

2026 Team Member Benefits Guide

Medical | Dental | Vision | HSA | FSA
Life and AD&D | Life with Long Term Care
Disability | EAP | Accident
Critical Illness | Hospital Indemnity
401(k) Retirement | RxManage
Tria Health | Norton LifeLock
HealthAdvocate

Scan the QR code
or visit www.holleybenefits.com
to view your benefits

At Holley, we know how important it is to fuel your life both on and off the road. That's why we're committed to providing our team members and their families with top-quality benefits as part of your overall compensation package. We've put together a benefits lineup that delivers both quality and value, tailored to meet the diverse needs of our crew. Here's a snapshot of the benefits available to you from January 1, 2026 through December 31, 2026.

Eligibility

Full-time team members working at least 30 hours per week, are eligible for the benefits outlined in this guide on your date of hire unless otherwise noted. Eligible team members may elect to cover a spouse* or a dependent up to the age limitations specified by the insurance carrier.

Medical Benefits

AmeriBen

In-Network: Blue Access			
Network Benefits	**Buy-Up**	**Core**	**HSA**
Deductible	$1,500 - Single $3,000 - Family	$2,500 - Single $5,000 - Family	$3,500 - Single $7,000 - Family
Employer Contribution	N/A	N/A	$500 - Single $1,000 - Family
Out-of-Pocket Max	$4,000 - Single $8,000 - Family	$5,000 - Single $10,000 - Family	$6,000 - Single $12,000 - Family
Coinsurance	20%	20%	20%
Office Visit Copay Primary Care Specialist Preventive Care Urgent Care Emergency Room	 $35 $55 100% Covered $75 $200 plus 20%, no deductible	 $35 $55 100% Covered $75 $250 plus 20%, no deductible	 Ded + Coins* Ded + Coins* 100% Covered Ded + Coins* Ded + Coins*
Inpatient Services	20% after deductible	20% after deductible	Ded + Coins*
Outpatient Services	20% after deductible	20% after deductible	Ded + Coins*
Retail - 30 day Tier 1 Tier 2 Tier 3 Tier 4	(No Deductible) $15 $50 $80 $150 + 20%	(No Deductible) $15 $50 $80 $150 + 20%	 Ded + Coins* Ded + Coins* Ded + Coins* Ded + Coins*
Mail Order - 90 day Tier 1 Tier 2 Tier 3 Tier 4	 $30 $100 $160 $150 + 20%	 $30 $100 $160 $150 + 20%	 Ded + Coins* Ded + Coins* Ded + Coins* Ded + Coins*
Cost per pay period	**Buy-UP**	**Core**	**HSA**
Team Member TM + Spouse TM + Child(ren) Family	$94.30 $179.64 $154.18 $289.11	$55.75 $121.82 $104.61 $213.36	$32.99 $71.73 $68.52 $111.13

***Coins = Coinsurance**

***Depending on your location, you may be eligible for High Performance Network plan options at discounted premium rates. If eligible, these plans will be available to elect in ADP during your enrollment process.**

***If your spouse is offered medical coverage through their employer, they will not be eligible to enroll in Holley's health plans.**

Dental Benefits

DELTA DENTAL

Network Benefits	Dental PPO	Dental Premier
Annual Deductible	$50 - Single $150 - Family	$50 - Single $150 - Family
Annual Maximum	$1,500 per person	$1,500 per person
Ortho Lifetime Max	Not Covered	$1,000
Preventive Services	100% Covered	100% Covered
Basic Services	Ded + 10%	Ded + 10%
Major Services	Ded + 40%	Ded + 40%
Orthodontia (to age 19)	Not Covered	50%
Implants	Not Covered	Ded + 40%
Implant Maintenance	Not Covered	Ded + 40%
Cost per pay period	**Dental PPO**	**Dental Premier**
Team Member TM + Spouse TM + Child(ren) Family	$9.36 $18.74 $22.80 $35.52	$10.58 $21.17 $29.15 $44.73

***12 month waiting period for major services, unless you have had coverage for the prior 12 months. Please contact your HR Representative if you have any questions.**

Vision Benefits

vsp

Network: VSP Choice	Benefits
Annual Exam (12 months)	$20 Copay
Contact Lenses (12 months) Conventional Disposable Medically Necessary	 $130 allowance $130 allowance Covered in full
Lenses (12 months) Single, lined bifocal & lined trifocal	$20 Copay
Frames (24 months)	$130 allowance + 20% discount
Cost per pay period	**Benefits**
Team Member TM + Spouse TM + Child(ren) Family	$2.68 $4.28 $4.37 $7.05

Life Benefits

Group Life and AD&D Insurance

Life insurance can help provide for your loved ones if something were to happen to you. Holley provides all full-time team members with 1x earnings, up to $300,000 in group life insurance and half your base salary, up to $33,000 in accidental death and dismemberment insurance at **no cost to you.**

Voluntary Term Life Insurance and AD&D Insurance

In addition to the life insurance provided by Holley, you may consider purchasing supplemental coverage based on your needs. Voluntary Accidental Death & Dismemberment can be purchased in $10,000 increments not to exceed the lesser of 10x the team member's base annual salary or $1,000,000.

Voluntary Life	Team Member	Spouse	Child(ren)
Minimum Amount	$10,000	$5,000	$5,000
Maximum Amount	5x salary, up to $1,000,000 in $10,000 increments	Up to $500,000 in $5,000 increments, not to exceed 100% of Team Member coverage	$5,000 or $10,000, live birth to 26 years
Guarantee Issue (new hires only)	5x salary or $500,000	$75,000	$10,000

Monthly cost per $1,000 of Team Member and Spouse Life and AD&D			
	Team Member Rate	**Spouse Rate**	**Child(ren) Rate**
Under 35 35 - 39 40 - 44 45 - 49 50 - 54 55- 59 60 +	$0.06 $0.09 $0.14 $0.25 $0.37 $0.54 $0.89	$0.06 $0.09 $0.14 $0.25 $0.37 $0.54 $0.89	$0.20 per $1,000 regardless of the number of children and age (up to 26 years) covered on the plan
AD&D - $0.039 per $1,000 of benefit			

Spouse's rate is based on the team member's age.
See benefit summary for assistance calculating premiums

Life with Long Term Care

You work hard to provide a good life for your family. However, what if something happens to you? This provides money to your family at death, and while you are living too. You can access your death benefit if you need home health care, assisted living, or nursing care.

This is a guaranteed permanent term life insurance policy, allowing you to secure fixed premiums. Unlike regular term life, the rates stay the same from the age you purchase the policy. This policy includes a restoration of benefits, and will pay up to a maximum of three times the face value of the policy you purchase. This policy can be layered on top of life insurance you may already have.

Team Member Guarantee Issue up to $200,000
Spouse Guarantee Issue up to $50,000
Child Guarantee Issue up to $10,000

Short Term Disability

Holley provides short-term disability (STD) benefits to team members after 12 months of employment at **no cost to you.**

Benefits	Coverage
Benefits Begin	Day 1 - Hospital & Accident After 5 working days - all other disabilities
Benefits Duration	26 weeks
Benefit Amount	**Hourly Team Members:** $65 per day, up to $350 **Salary Team Members:** 66.67% of base salary, up to $2,500

In the event you become disabled due to a non-work related injury or illness, disability income benefits provide a partial replacement of lost income. Please note, that you are not eligible to receive short-term disability benefits if you are receiving workers' compensation benefits.

Long Term Disability

In addition to the company paid STD benefit provided by Holley, team members have the option to purchase voluntary long-term disability (VLTD) income benefits. Without coverage, you and your family may struggle to get by if you miss work due to an injury or illness.

Benefits	Coverage
Benefits Begin	180 day elimination period
Benefit Amount	**Hourly Team Members:** 60% of monthly earnings, up to $6,000 **Salary Team Members:** 60% of monthly earnings, up to $10,000

Cost per $100 of monthly covered payroll	
Under 40 40 - 44 45 - 49 50 - 54 55 - 59 60+	$0.24 $0.51 $0.51 $1.01 $1.01 $1.45

Care Navigation

HealthAdvocate helps team members navigate the complexities of the healthcare space. At **no cost to you**, you have access to a care concierge who is there to support you, and your family, in finding the highest quality providers, schedule appointments, assist with claims and billing issues, and more.

Work-Life Balance EAP

The Work-Life Balance EAP helps keep employees productive at work while helping them deal effectively with personal or professional goals or challenges. It is designed to help you lead a happier and more productive life at home and at work.

Services include:

- 3 in-person visits with a Licensed Professional Counselor.
- Telephonic assistance is available by calling 800-854-1446 to assist with legal, financial, health, and other concerns you may have.
- Online assistance is available at unum.com/lifebalance.

Critical Illness, Accident, Hospital Indemnity Plans

Holley gives team members the chance to purchase supplemental products pre-tax through payroll deduction. These plans provide a financial safety net if you or your family face a critical illness, accident, or hospital stay, so you can focus on what's most important - getting back to full speed.

- Critical Illness
- Accident
- Hospital

Please see summaries for detailed benefits and costs.

Additional Benefits Offered

Details available on the Benefits website, HolleyBenefits.com

$0 Cost Prescriptions

- RxManage offers a prescription program of International Mail Order taking advantage of lower prices.
- Same brand names available in the U.S.
- $0 Co-pay on RxManage Formulary List.

Chronic Conditions Management

- Program to help manage diabetes, hypertension, weight management and more!
- Qualified participants will have access to a health & fitness app and be assigned a designated health coach and clinical pharmacist.
- Apply at: www.triahealth.com/ctl-holley
- Living healthier at no cost to you!

Identity Theft Protection

- All-in-one protection against threats to team members' identity, devices, and privacy from a leading brand in identity theft protection and cybersecurity.

401(k) Retirement

- Full-time team members will be automatically enrolled with a 3% contribution on the first pay period of the month following completion of two consecutive months of employment.
- With this plan, you may save up to 60% of your pay (in accordance with IRS limitations) on a pre-tax basis.
- You may receive matching payroll contributions up to 3.5% from the company and 1.5% discretionary match provided the company achieves its annual financial targets.
- Match by the company: 100% on the 1st 1%, plus 50% of the elected deferral contributions between 1% and 6% for a total of 3.5%.
- You vest, or gain ownership, in matching contributions based on years of service:
  - 0 to 1 year: 50% vested
  - 2 plus years: 100% vested

Tax Advantage Accounts

Health Care FSA allows you to pay for certain IRS approved medical care expenses that are not covered by insurance with pre-tax dollars such as deductibles, copays, prescription drugs, eyeglasses, dental services and more. The annual maximum to contribute for 2026 is $3,400 with a $660 rollover maximum from your 2025 balance.

Dependent Care FSA allows you to use pre-tax dollars towards dependent care expenses to pay for the care of children under 13 or for dependent adults who can't take care of themselves. The annual maximum for 2026 is $7,500 or $3,750 if married and filing separately. Prior year elections do not carry forward each year and you will be required to make a new election in order to participate for the 2026 plan year.

Health Savings Account (HSA) - Team Members enrolled in the Anthem HSA Plan are eligible to contribute to a Health Savings Account. This is a savings account, funded through pre-tax payroll deductions, used for eligible medical expenses.

- Withdrawals for non-medical expenses are subject to income taxes, and an additional penalty if age 65 and under.
- Holley will contribute $500 for team member only and $1,000 for family to your HSA account.
- For 2026, the annual limitation on contributions is $4,400 single and $8,750 for family.

Balances carry over from one year to the next, and the account belongs to you as a team member.

Please Note: This is a brief summary, actual policy provisions govern all benefits and costs

Questions? Contact Us!

AmeriBen **Customer Service** 1-855-655-6265 www.engage.ameriben.com	Optum Rx® **Customer Service** 1-800-765-6830 www.optumrx.com	DELTA DENTAL® **Customer Service** 800-955-2030 www.deltadentalky.com
vsp VISION **Customer Service** 800-877-7195 www.vsp.com	unum® **Customer Service** 866-868-6737 www.unum.com	RxManage **Customer Service** 800-883-841 www.rxmanage.com
PNC BANK **Customer Service** 844-356-9993 pnc.com/pncbenefitplus	ADP® **Customer Service** 866-695-7526 www.mykplan.com	tria HEALTH® **Customer Service** 913-322-8456 triahealth.com/schedule
TRANSAMERICA® **Customer Service** 888-763-7474 www.transamerica.com	HealthAdvocate℠ **Customer Service** 866-695-8622	NortonLifeLock™ **Customer Service** 888-650-4047
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