BENEFITS UPDATE

DECEMBER 2025



WHAT'S NEXT?

IN THIS ISSUE:

- **Open Enrollment Wrap-Up:** Shifting Gears for What's Next
- **Winter Wellness:** How to Stay Balanced and Positive
- **Stay in the Driver's Seat:** Don't Miss Your Flu shot
- **FAQ of the Month:** Your Top Benefits Questions, Answered

YOU'RE ENROLLED: WHAT'S NEXT?

Open Enrollment is complete. If you made your selections, your benefits are set for the year ahead, and any changes will take effect January 1.

Here's your quick guide to what you need to know:

BENEFITS PLAN CHANGES AND COMMUNICATION

Several important updates take effect January 1. Select plans will transition to a high-performance network designed to enhance provider access and improve care quality. To keep everyone informed, we'll continue sharing updates through FAQs and direct messaging so you have the resources you need to confidently navigate these changes.

NETWORK GUIDANCE

If you selected the high-performance network plan, it's important to confirm your providers are in-network. Visit https://www.anthem.com/find-care/ to verify your current providers or search for new ones. This step helps you avoid unexpected costs and ensures you receive care within your plan's coverage.

OPTUM TO PNC TRANSITION

Your FSA and HSA accounts are moving from Optum to PNC. New PNC debit cards will arrive in January, giving you easy access to your funds. Communications about transferring HSA balances will be sent in December or early January, so keep an eye out for these updates to ensure a smooth transition.

PHARMACY NETWORK VERIFICATION

To make sure your prescriptions are covered, visit https://www.optumrx.com/ and confirm your pharmacy network status. This quick check helps you avoid surprises at the pharmacy and ensures you're getting the most out of your benefits.

FAQ OF THE MONTH

We know benefits can come with lots of questions. In each edition of the newsletter, we'll spotlight one of the most frequently asked questions to keep you informed and empowered.

Q: Who is my insurance carrier now?

A: Your network remains Anthem, but Ameriben provides customer service. Your new ID cards will consolidate all information on one card. It is important to continue to tell providers your insurance is with Anthem.

FINDING LIGHT IN SHORTER DAYS: WELLNESS TIPS FOR YOU

The holiday season can bring added stress, and shorter days often impact mood and energy. Here are a few ways to help you stay balanced:

- **Get Outside Daily:** Even short walks in daylight can boost your mood
- **Stay Active:** Exercise releases endorphins that fight winter blues
- **Connect with Others:** Social interaction helps maintain emotional balance
- **Light Therapy:** Consider a light box for extra brightness indoors
- **Prioritize Sleep:** Consistent rest supports mental and physical health

Need Support & Resources?

See the attached flyer for more information on collaborative and self-guided tools available through your benefits.

DID YOU GET YOUR FLU SHOT?

Flu season is here, and getting vaccinated is one of the best ways to protect yourself and those around you. Your flu shot is covered under preventive care benefits, so schedule an appointment with your provider or stop by a local pharmacy today.





HOLIDAY EXTRAS: TEAM STORE & GIFT IDEAS

Looking for last-minute holiday gifts or new apparel for 2026?

Visit the **Team Store** to purchase branded items.

Take advantage of **Holley product discounts** for holiday shopping on the Holley Benefit website under the tab, "*Additional Benefits & Discounts.*"



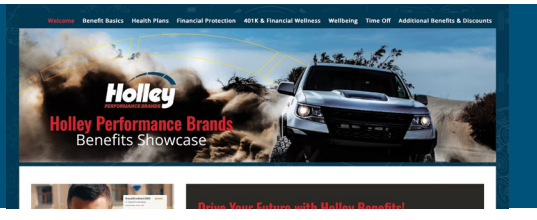
THANK YOU, TEAM.

A quick note to say thank you to our entire team. We had the opportunity to bring several activations with on-site preventative care options in 2025 and look forward to continuing this effort in 2026. Be on the lookout for additional opportunities in the year to come.



Visit www.HolleyBenefits.com_
to learn all about your benefits as a Holley Performance Brands team member.

Scan the QR code to visit the website.



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Help, when you need it most

With your Employee Assistance Program and work-life balance services, confidential assistance is as close as your phone or computer.



Employee Assistance Program (EAP)

Your EAP is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor* who can help you.

A Licensed Professional Counselor can help you with:

- Stress, depression, anxiety
- Relationship issues, divorce
- Anger, grief, loss
- Job stress, work conflicts
- Family, parenting problems
- And more

Work-life balance

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our work-life Specialists can answer your questions and help you find resources in your community.

Ask our work-life Specialists about:

- Child care
- Elder care
- Financial services, debt management, credit report issues
- Identity theft
- Legal questions**
- Even reducing your medical/dental bills
- And more

Who is covered?

EAP services are available to all eligible partners and employees, their spouses or domestic partners, dependent children, parents and parents-in-law.

Always by your side

- Expert support 24/7
- Convenient website
- Short-term help
- Referrals for additional care
- Monthly webinars
- Medical Bill Saver® — helps you save on medical bills

Help is easy to access:

Phone support: 1-800-854-1446

Online support: unum.com/lifebalance

In-person: You can get up to three visits available at no additional cost to you with a Licensed Professional Counselor. Your counselor may refer you to resources in your community for ongoing support.

Better benefits at work.™

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* The counselors must abide by federal regulations regarding duty to warn of harm to self or others. In these instances, the consultant may be mandated to report a situation to the appropriate authority.
**State mandated restrictions for legal services in WA apply.
Work-life balance employee assistance programs may not be available in New York.
Other state-specific restrictions may apply based on the product offering.

The Unum Employee Assistance Program and Work/Life Balance services, provided by HealthAdvocate, are available with select Unum insurance offerings. Terms and availability of service are subject to change. Service provider does not provide legal advice; please consult your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details.
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