IMPORTANT ENROLLMENT DATES



What Happens If You Don't Enroll During Annual Enrollment?

Annual Enrollment is November 11 through November 24, 2026

If you don't enroll, your current benefit elections will continue in 2027, with the exception of your HSA and/or FSA contributions, which will be reset to $0.

Reminder: The HSA and/or FSA selections require re-enrollment during Annual Enrollment.



Enrollment Instructions for New Hires and Qualifying Life Events

Between November 11 and December 31, 2026

You must complete two separate enrollments — one to be enrolled in coverage for 2026 and another for 2027.

- Go to **TennecoUSBenefits.com**, select the arrow for Tenneco team members to access your enrollment site
- Be sure you complete and submit two enrollment events for 2026 and 2027 elections
- Be certain to save, accept and submit your elections to complete your enrollment; it's also recommended to retain a record of your confirmation statements for both 2026 and 2027 elections in the event any questions arise
- Submit documents to verify covered dependents
- Reminder, the deadline (as determined by the IRS) is **30 days** from the date of hire or the effective date of the qualifying life event



Enrollment Instructions for New Hires in 2027

If hired as of January 1, 2027

- Go to **TennecoUSBenefits.com**, select the arrow on the home page for Tenneco team members to access your enrollment site
- Be sure you complete and submit your elections
- Be certain to save, accept and submit your elections to complete your enrollment; it's also recommended to retain a record of your confirmation statement in the event any questions arise
- Submit documents to verify covered dependents
- Deadline to complete the enrollment and verify dependents is **30 days** from the date of hire

After you enroll...

- A confirmation statement will be mailed to your home address after you submit your enrollment elections. Review it! Save it for your records, and if there are any errors, contact the Tenneco U.S. Benefits Center at **877-436-3409**.