

IMPORTANT ENROLLMENT DATES



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

Annual Enrollment is November 3 through November 17, 2025

If you don't enroll, your current benefit elections will continue in 2026, 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.



Important: Our identity theft protection partner is changing to Aura beginning January 1, 2026. If you are currently enrolled in identity theft protection through Norton LifeLock and would like to continue coverage through Aura in 2026, you **must enroll** with Aura during Annual Enrollment. If you don't, your current identity theft election will not carry over and you will default to no coverage in 2026.



Enrollment Instructions for New Hires and Qualifying Life Events

Between November 3 and December 31, 2025

You must complete two separate enrollments — one to be enrolled in coverage for 2025 and another for 2026.

- Go to TennecoUSBenefits.com, click *Enroll/Make Changes*
- Be sure you complete and submit two enrollment events for 2025 and 2026 elections
- Print and save the confirmation statements for both 2025 and 2026 elections; It's recommended to retain a record of your confirmation statement 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 2026

If hired as of January 1, 2026

- Go to TennecoUSBenefits.com, click *Enroll/Make Changes*
- Be sure you complete and submit your elections
- **Print and save the confirmation statement;** It's 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. Save it for your records, and if there are any errors, contact the Tenneco U.S. Benefits Center at **877-436-3409**. *Select prompt 1 during Annual Enrollment. New Hires and ongoing team members, select prompt 8.*

