

What happens to your benefits if you retire from HPE

For purposes of this chart, you're generally considered to be "retiring" either if you leave HPE at age 55 or older with at least 10 years of qualifying service or if you leave HPE at any age with combined age-plus-service "points" equal to 80 or more. On the other hand, for HPE equity grants, you're generally considered to be "retiring" if you are age 55 or older with at least 70 combined age-plus-qualifying-service "points." The definition of retirement (including what, if any, service at acquired companies counts as qualifying service) varies by program, and the applicable program provisions govern regardless of any alternative provisions or early retirement programs that may have been offered in the past.

Once you retire, you can also refer to the [U.S. Benefits Summary Plan Descriptions](#) applicable to you as a retiree, or call the HPE Benefits Center at 1-844-537-5304.

If you're leaving under a severance or workforce reduction program, or a divestiture, special considerations may apply.

Benefit	How coverage is affected
Medical Dental Vision Employee Assistance Program	<p>Medical coverage for you and your dependents ends at midnight on your termination date, including prescription drug and mental health benefits and benefits under the Employee Assistance Program. However, you can elect to continue coverage under COBRA* for up to 18 months (unless you're already eligible for Medicare) and thereafter under the HPE Retiree Medical Program.</p> <p>There are instances in which you may not qualify for the HPE Retiree Medical Program even if you meet the eligibility requirements. This includes if you left HPE as part of the Enterprise Services spin-off.</p> <p>Please note that if you qualify for the Pre-2003 HP Retiree Medical Program or the former Digital Retiree Health Program, you will participate in retiree medical coverage through HP Inc. instead of Hewlett Packard Enterprise. For more information, call the HP Benefits Center at 1-800-890-3100.</p> <p>Keep in mind that if you are eligible and you don't enroll in HPE retiree medical coverage, you and your eligible dependents will only be eligible to enroll in the future if you do so within 60 days of losing group medical coverage through another employer or coverage through a public health exchange. Dental and vision coverage ends at midnight on your termination date. However, you can elect to continue coverage for up to 18 months under COBRA.*</p> <p><small>*See the Administrative information Summary Plan Description for more details about continuing coverage through COBRA, including situations that can extend coverage periods and limitations to coverage that apply if you are eligible for or enrolled in Medicare</small></p>
Life insurance	<p>Life insurance for you, your spouse, and/or your child generally ends at midnight on your termination date, although benefits can continue to be payable for 60 days following your termination date. You can elect to continue portable term life coverage or convert coverage for you, your spouse, and/or your child to an individual policy with New York Life by submitting an application within 60 days following your termination date. You will receive a letter from New York Life with application information after your termination date.</p>
Accidental death and dismemberment (AD&D) insurance	<p>AD&D insurance for you, your spouse, and/or your child ends at midnight on your termination date. You can elect to convert coverage for you, your spouse, and/or your child to an individual insurance policy with New York Life by submitting an application within 60 days following your termination date. You will receive a letter from New York Life with application information after your termination date.</p>

Benefit	How coverage is affected
Long-Term Disability (LTD)	Your coverage ends on your termination date. If you've been actively at work for at least 12 straight months and meet certain other requirements, you can convert coverage to an individual policy by submitting an application generally within 62 days following your termination date. You will receive a letter from Reliance Standard with application information after your termination date. Any LTD benefits currently being received can continue as long as you qualify (as determined by the HPE disability claims administrator or Reliance Standard).
LTD Dependent Health Continuation (continued health coverage for your eligible dependents if your employment terminates while on Disability Leave)	Your coverage ends on your termination date. LTD Dependent Health Continuation benefits are available only for disabilities that began prior to your termination date.
Health Care Flexible Spending Account (health expenses for you and your dependents)	Contributions stop. You can continue to submit claims for eligible expenses incurred prior to the date your contributions stop, or you can extend coverage for the remainder of the calendar year by making after-tax contributions under COBRA. (Continuing your contributions is not required unless you want to extend coverage, even if you have a negative balance.) All claims for reimbursement must be submitted no later than April 30 of the year following the year in which the claim was incurred. Keep in mind that any year-end carryover option does not apply after you leave HPE.
Health Savings Account (if you are enrolled in an HDHP medical option)	Contributions stop, but you may be eligible to continue making tax-deductible contributions on your own if you continue to participate in an HDHP medical option through HPE or another source and you are not eligible for Medicare. You can continue to use any remaining balance in your account for eligible healthcare expenses you incur at any time in the future. You cannot use your remaining balance to pay for Medicare premiums for yourself or for a spouse or other dependent unless you are age 65 or older.
Dependent Care Flexible Spending Account (child or elder care expenses)	Contributions stop. You can continue to submit claims for eligible expenses incurred at any time during the calendar year you leave HPE (even expenses incurred after you leave), and you will be reimbursed up to the amount of your available contributions. All claims for reimbursement must be submitted no later than April 30 of the year following the year in which the claim was incurred.



Benefit	How coverage is affected
HPE 401(k) Plan	<p>Your vested account balance becomes payable to you.</p> <ul style="list-style-type: none"> • If your account value is \$1,000 or less, you will automatically receive a lump-sum payout unless you make a different election. The lump-sum payout may be eligible for rollover to an individual retirement account (IRA) or another employer's qualified retirement plan. • If your account value is greater than \$1,000 but does not exceed \$5,000, your benefit will be automatically rolled over to an IRA with Fidelity, unless you make a different election. • If your account value exceeds \$5,000, you can defer payment until as late as April 1 following the year you turn age 72 (or April 1 following the year you retire from HPE, if later), and you can continue to manage the investment of your account for as long as your account remains in the plan. <p>If you have an outstanding loan and elect to defer payment of your account, you must continue loan payments or repay your loan in full in order to avoid having your loan treated as a taxable distribution.</p> <p>If your account contains Roth 401(k) contributions, please contact the HPE Retirement Service Center at Fidelity to determine how distribution of your account will be handled.</p> <p>For more information, see the HPE 401(k) Plan Summary Plan Description or call the HPE Retirement Service Center at Fidelity at 1-800-409-4015.</p>
<p>HP Retirement Plan (RP) (for team members who were active with HP as of December 31, 2002)</p>	<p>Former HP pension plans are maintained by HP Inc. For more information or to initiate payment of vested benefits, go to Fidelity NetBenefits at netbenefits.com or call the HP Retirement Service Center at Fidelity at 1-800-457-4015.</p>
<p>HP Deferred Profit Sharing Plan (DPSP) (for team members who were participants with a benefit in the plan as of October 31, 1993)</p>	
<p>HP Cash Account Pension Plan (CAPP) (for team members hired or rehired between January 1, 2003, and December 31, 2005, or who were formerly employed by Digital Equipment Corporation)</p>	
<p>EDS Retirement Plan (for team members who were employed by EDS on or before December 31, 2008)</p>	



Benefit	How coverage is affected
Retirement Medical Savings Account (RMSA)	<p>Your RMSA balance is available to reimburse eligible healthcare expenses for you and your eligible dependents at any time after you leave. You gain access to any HP/HPE credits in your account if you are age 55 with at least 10 years of qualifying service (or the combination of your age and qualifying years of service is 80 or more) at the time your employment is terminated. If you are leaving under a severance or workforce reduction program, or a divestiture, special considerations about gaining access to credits in your account may apply. You can opt in to access your RMSA contributions by calling the HPE Benefits Center at 1-844-537-5304. Funds will be available for use on the first of the month following completion of the opt-in process, or as soon as is administratively possible. It's important to know that if you opt in, you can't make or receive contributions to a Health Savings Account.</p>
Equity grants	<p>The treatment of any outstanding HPE equity grants depends on the type of grant, as follows:</p> <ul style="list-style-type: none"> • For outstanding stock options and/or stock appreciation rights: Any unvested portion of your grant will vest, and you can exercise your grant prior to the earlier of three years from the date of employment termination or the expiration date of your grant, provided you comply with the terms of your grant agreement or grant notice. • For outstanding restricted stock units: Any unvested portions of your grant will either continue to vest or vest in full depending on the provisions of your grant agreement, and provided you meet the conditions in your grant agreement. <p>Keep in mind: You are solely responsible for tracking the status of your outstanding grants and exercising them prior to their expiration.</p> <p>For more information, contact Merrill Lynch at 1-844-HPE-EQTY (1-844-473-3789) or mybenefits.ml.com. Outside the U.S., Puerto Rico, or Canada: Use the AT&T USADirect access code for the country you're dialing from (https://www.att.com/support/article/local-long-distance/KM1191865/), plus 844-473-3789 or dial direct for a charge 1-609-818-8894.</p>
Employee Stock Purchase Plan (ESPP)	<p>When you leave HPE, your participation in the ESPP ends. All contributions you have made for the current Offering Period are refunded to you and are not used to purchase shares. If your termination date is the final day of an Offering Period, your contributions will be used to purchase shares and won't be refunded.</p> <p>You can continue to hold previously purchased shares in your Fidelity account for as long as you wish. You also have the option to sell shares at any time, or you can transfer your shares to most brokers if the shares have been held through the mandatory holding period (two years from the cycle entry date for each Offering Period). If you request a transfer of shares to another broker, Fidelity will sell the fractional shares, and the proceeds (minus applicable fees) will remain in your account until you give instructions to send a wire or mail a check to your address on record with Fidelity at the time of the transfer.</p>



Benefit	How coverage is affected
Legal insurance	Your coverage ends on your termination date, but you have the option to convert your coverage to an individual policy directly with ARAG. If you wish to convert coverage, contact ARAG at 1-800-762-3238 or visit araglegalcenter.com and enter access code 10014dcp within 90 days following your termination date. If you cease to be eligible, the plan will cover the legal fees for those covered services that were opened and pending during the period you were enrolled in the plan. No new matters may be started after you become ineligible.
Student Loan Repayment Program	HPE's payments to the loan service provider stop. If you leave before the last day of the month, HPE will not make a payment for that incomplete month.
Vacation (including the Vacation Buy Program)	<p>Any unused credited vacation hours are not eligible for payout, unless required by state law at your primary work location (currently limited to California, Colorado, Illinois, Louisiana, Massachusetts, Montana, Nebraska, North Dakota, and Rhode Island). You can use credited but unused time to extend your retirement date by up to 18 work weeks (but not beyond the end of the current calendar year, if you participate in the Executive Deferred Compensation Plan). In this case, payment of your vacation hours used will be based on your standard hourly base pay rate during your extended period of employment.</p> <p>If you have taken vacation hours that exceed your credited hours, the cost of the excess hours will be deducted from your final pay where permitted by law.</p> <p>If you have purchased days under the Vacation Buy Program, any unused purchased days that you have paid for will be refunded to you, regardless of where you live. If you have used more purchased days than you've paid for, the cost of the excess hours will be deducted from your final pay where permitted by law.</p>
Floating holidays	Any unused floating holidays are not eligible for payout, unless required by state law at your primary work location (currently limited to California, Illinois, Massachusetts, Montana, and Nebraska).
Other time off programs (paid sick time, leaves of absence)	Any unused paid sick time hours are not eligible for payout, unless required by state law at your primary work location.

Note:

Once you're no longer paid on the U.S. payroll, you may wish to contact the vendor (as applicable) to make arrangements for any loan repayments or to pay premiums for voluntary programs, such as auto and home insurance.

