

What happens to your benefits if you leave HPE before retirement

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-qualifying-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. 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>Coverage for you and your dependents ends at midnight on your termination date, including prescription drug and mental health benefits. Benefits under the Employee Assistance Program end 90 days after the last day of your termination month. However, you can extend and pay for coverage for up to 18 months through COBRA.* Extended coverage is also available if your employment is terminated while you are receiving benefits under the HPE Disability Plan (including the option to continue dependent coverage or newly enroll eligible dependents, if you were participating in the Long-Term Disability (LTD) Dependent Health Continuation option at the time your disability began). See the U.S. Benefits Summary Plan Descriptions, or call the HPE Benefits Center at 1-844-537-5304 for more details.</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> <p>Life insurance for you (but not your spouse or child) continues automatically (at active team member cost) if your employment is terminated while you are receiving benefits under the HPE Disability Plan.</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 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> <p>AD&D insurance for you (but not your spouse or child) continues automatically (at active team member cost) if your employment is terminated while you are receiving benefits under the HPE Disability Plan.</p>
Long-Term Disability (LTD)	<p>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 31 days following your termination date. Contact Reliance Standard to request an application. Any LTD benefits currently being received can continue as long as you qualify (as determined by the HPE claims administrator or Reliance Standard).</p>

Benefit	How coverage is affected
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.
HPE 401(k) Plan	<p>To qualify for the quarterly company match:</p> <ul style="list-style-type: none"> • You must be employed by HPE on the last day of the calendar quarter (March 31, June 30, September 30, or December 31); or • You must have terminated employment during the quarter due to death or in connection with a sale or other disposition by HPE of the business unit in which you were an employee. <p>Your vested account balance becomes payable to you.</p> <ul style="list-style-type: none"> • If your account value is \$1000 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 \$1000 but does not exceed \$7000, your benefit will be automatically rolled over to an IRA with Fidelity, unless you make a different election. • If your account value exceeds \$7000, you can defer payment until as late as April 1 following the year you turn age 72 (or April 1 following the year you leave 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>



Benefit	How coverage is affected
<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>	
<p>Retirement Medical Savings Account (RMSA)</p>	<p>Your RMSA balance is available to reimburse eligible healthcare expenses for you and your eligible dependents at any time after you leave. You will not have access to any HP/HPE credit balance unless your employment is terminated while you are receiving benefits under the HPE Disability Plan and you qualify for Long-Term Disability benefits. 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>



Benefit	How coverage is affected
Equity grants	<p>The treatment of any outstanding HPE equity grants (nonqualified stock options, incentive stock options, restricted stock units, and/or stock appreciation rights) depends on:</p> <ul style="list-style-type: none"> • The reason for your termination • The timing of your termination • The terms and conditions of the grant (as noted in your grant agreement or notice) • The plan that governs your grant. <p>Keep in mind:</p> <ul style="list-style-type: none"> • Generally, unvested restricted stock and restricted stock units granted by HP/HPE are forfeited when your employment ends. • If you received stock options or stock appreciation rights that are still outstanding, you will have limited periods of time to exercise vested stock options and stock appreciation rights after you leave HPE. In general, all vested stock options and stock appreciation rights granted by HPE may be exercised within three months after your termination of employment, or by the original expiration date if earlier. You are solely responsible for tracking the status of your outstanding grants and exercising them prior to their expiration. • Special considerations may apply if your employment ends due to death, disability, retirement, or participation in a workforce reduction program. <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, and Canada: Use the AT&T USADirect access code for the country you're dialing from (att.com/support/article/local-long-distance/KM1191865), plus 1-844-473-3789 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>
Legal insurance	<p>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.</p>
Student Loan Repayment Program	<p>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.</p>



Benefit	How coverage is affected
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, Maine, Massachusetts, Montana, Nebraska, North Dakota, and Rhode Island). If you've 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	<p>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).</p>
Other time off programs (paid sick time, leaves of absence)	<p>Any unused paid sick time hours are not eligible for payout, unless required by state law at your primary work location.</p>
Auto and home insurance and other voluntary benefits	<p>When you're no longer paid on the U.S. payroll, you might 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.</p>

