

What's changing for 2023

Starting January 1, 2023, Medicare-eligible HP retirees and spouses/partners participating in the HP Retiree Medical Program will have medical coverage available exclusively through Aight Retiree Health Solutions (formerly Aon Retiree Health Exchange). Review the information below for highlights of what's changing before you enroll.

Highlights:

For retirees and family members who are Medicare-eligible

Medical coverage now available exclusively through Aight Retiree Health Solutions

In 2023, you'll join thousands of HP retirees who already participate through Aight. Visit retiree.alight.com/hp to access plans that are similar to or better than the ones you participate in today—while potentially saving hundreds or even thousands of dollars on annual medical premiums. Also, explore dental, vision, and hearing care plans.

- If you're not already enrolled through Aight, look for your pre-scheduled appointment letter from Aight and confirm or reschedule your appointment to get personalized assistance from a Benefits Advisor who can help you choose your 2023 coverage.
- If you're a current Kaiser Permanente member, watch for information from Kaiser instead about options to continue your coverage with Kaiser on an individual basis.
- If you are already enrolled through Aight, log on to your account at retiree.alight.com/hp to view your current coverage and compare it with other plans available through Aight in 2023.

Change in medical option availability

UnitedHealthcare Medicare Advantage PPOs and HMO Senior plans will no longer be available through HP, but similar plans are offered through Aight. If you live outside the US, HP coverage will continue to be available through the UnitedHealthcare Medicare Supplement PPO only.

Kaiser

If you enroll in Medicare coverage directly with Kaiser, any other Medicare-eligible dependents would also need to enroll in Kaiser. Non-Medicare dependents can continue to participate in HP non-Medicare medical plan options (which may include Kaiser) until they qualify for Medicare in the future.

If you're Medicare-eligible and enroll directly with Kaiser, you'll retain flexibility to make re-enroll with HP in the future, but keep in mind as a Medicare-eligible participant under the HP Retiree Medical Program, your other coverage options will be provided exclusively through Aight Retiree Health Solutions.

Retirees and family members who are not yet Medicare-eligible

Cigna replacing Aetna as HP's medical carrier in Oregon and Washington state	Cigna will replace Aetna as the medical carrier for the High Deductible Health Plan, Consumer Driven Health Plan with Health Reimbursement Account, Preferred Provider Organization, and Exclusive Provider Organization medical options. If you're enrolled in an Aetna medical option in these states, we'll automatically enroll you in the same medical option with Cigna. Cigna offers a similar choice of in-network providers and hospitals. Prescription drug benefits will continue to be provided through CVS, and benefits for mental health and substance use will continue through ComPsych.
Change in medical option availability	Blue Essentials HMO (Texas), HMSA PPO (Hawaii), and Harvard Pilgrim HMO (New England) will no longer be available due to high costs or low enrollment. See your enrollment materials or the MyHPBenefits website for information about other available coverage options.
Consolidated Omnibus Budget Reconciliation Act (COBRA) continuation and changes	If you're continuing HP dental or vision coverage under COBRA, there will be no changes to benefits but dental premiums will be increasing.