

What’s changing for 2026?

Pre-2003 HP Retiree Medical Program or former Digital Retiree Health Program



Important changes for Medicare-eligible participants

Starting January 1, 2026, all Medicare-eligible retirees and covered family members will have medical coverage available exclusively through Alight Retiree Health Solutions, providing our retirees with expanded choice, better value, and expert support.

- If you’re Medicare-eligible and not already participating through Alight, you must enroll in medical coverage through Alight Retiree Health Solutions by December 31, 2025, as your HP medical coverage will end as of January 1, 2026.
- If you are eligible for Medicare but your covered family member is not, you must enroll in or continue medical coverage through Alight Retiree Health Solutions for your non-Medicare-eligible family member to be eligible to continue HP medical coverage in 2026.

Before you enroll, review the information below for highlights of what’s changing.

Changes for retirees and covered family members who are eligible for Medicare (age 65 or older)	
A better solution for Medicare-eligible HP retirees	HP recognizes the transition from HP-sponsored coverage to Alight Retiree Health Solutions is a change, but it’s an important way we can provide our retirees with better value and choice while continuing to provide financial support through the Retiree Reimbursement

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	<p>Account, or RRA, which you can use to pay your plan premiums and for other health care expenses like copays.</p> <p>With Alight Retiree Health Solutions, Medicare-eligible HP retirees will have:</p> <ul style="list-style-type: none"> • An expanded choice of plans from a variety of insurance carriers, including the carriers HP offers today • Better value in the form of lower premiums and enhanced plans that can save retirees thousands of dollars each year • New dental, vision, and hearing care options • Expert support and guidance from licensed Benefits Advisors available to help each retiree find the right coverage for their needs <p>HP has offered Alight Retiree Health Solutions for more than 10 years, and thousands of our retirees are already benefiting from the advantages that will soon be available to all our Medicare-eligible retirees.</p>
<p>If you're enrolling as a new participant in medical coverage through Alight Retiree Health Solutions</p>	<p>In 2026, you'll join more than 6,000 HP retirees who already participate and enjoy the value and choice offered through Alight.</p> <ul style="list-style-type: none"> • Speak with a licensed Benefits Advisor. In mid-September, watch for an invitation from Alight via US mail and be sure to confirm your pre-scheduled appointment to get personalized recommendations from a licensed Benefits Advisor. • Join a webinar. Visit myexchangeconnection.com/hp to access a pre-recorded webinar or register for one of the live webinars being held September 16 – October 23 for those transitioning to Alight. • Explore your plans. Starting October 1, visit retiree.alight.com/hp to explore Medicare plans offered through Alight Retiree Health Solutions for 2026.
<p>If you already participate through Alight Retiree Health Solutions</p>	<p>Premium increases will vary based on your coverage and will be communicated by your carrier. To explore plans or make changes for 2026, you can work with a licensed Benefits Advisor through Alight Retiree Health Solutions. Visit retiree.alight.com/hp or call 1-800-975-0355 (TTY 711), Monday through Friday, between 6 a.m. and 6 p.m. Pacific Time.</p>

Changes for retirees and covered family members who are eligible for Medicare (age 65 or older)

Reminder! HP financial support from your Retiree Reimbursement Account	HP will help pay your premiums for coverage through Alight Retiree Health Solutions by funding a Retiree Reimbursement Account (RRA) with an annual allocation. For details, see the Alight Retiree Health Solutions materials mailed to your home in mid-September.
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Changes if you are also covering a family member who is not yet eligible for Medicare (under age 65)

Medical carrier changes	<p>Although most non-Medicare HP retiree medical plans are staying the same, there are some changes you should be aware of for 2026.</p> <ul style="list-style-type: none">• Cigna medical plans are transitioning to Anthem BCBS (or Aetna for Washington and Utah). If you currently participate in a Cigna medical plan, you'll automatically be enrolled in the same plan with the same covered family members under your new carrier effective January 1, 2026. Both Anthem BCBS and Aetna offer a similar choice of in-network providers and hospitals.• Aetna medical plans in Georgia are transitioning to Anthem BCBS. If you live in Georgia and currently participate in an Aetna medical plan, you'll automatically be enrolled in the same plan with the same covered family members under Anthem BCBS effective January 1, 2025. <p>Prescription drug benefits will continue to be provided through CVS, and benefits for mental health and substance use will continue through ComPsych. You will receive new ID cards in late December.</p>
Retiree medical premium increases	<p>Based on rising claims costs and continuing national health care inflation, premiums for HP non-Medicare medical plans will increase more significantly than in recent years. HP is helping to limit these increases, but you may still see higher costs in 2026. It's important to consider all your plans, including lower-cost plans such as HP's High Deductible Health Plan (HDHP). You can also explore coverage available through public health care exchanges in your state. For more information, visit healthcare.gov.</p>