



HP Benefits Resources

As an employee leaving HP under a severance or workforce reduction program, your benefits are generally affected the same as if you leave HP for any other reason. Most benefits continue normally during the Career Transition Period. You may also have opportunities to continue certain HP health and insurance benefits after your termination date, and you may have important decisions to make regarding retirement and stock programs. Read on to learn about resources and programs HP makes available to help you through the process.



Leaving/Retiring from HP Web Site

Your best source for information about what happens to your benefits when you leave HP is the Leaving/Retiring from HP Web site. You can learn what happens to your HP benefits, and use the site's Action Planner to create a personalized checklist of steps you'll need to take before and after you leave HP. You'll also find special considerations that apply to participants in workforce reduction programs, and resources that can help answer your questions.

Because many of your benefits require that you take action within specific time frames, it's important to go to the site, use the Action Planner, and review the information on the site carefully. You can access the site before or after your termination date:

- Go to http://www.hp.com/leaving_hp/
- Username: leaving (all lower case)
- Password: HP (all upper case)

The Leaving/Retiring from HP Web site is a great resource you can continue to use as you have questions even after you leave HP. Be sure to keep the site URL and password handy for later reference.

Employee Assistance Program

You may have used the Employee Assistance Program (EAP) in the past to help with any number of life's challenges, whether related to marriage, financial concerns, work/life balance, anxiety, depression, or other personal situations. During this time of change, the EAP continues to be available to you and other members of your household to help as needs arise. In addition to general support for emotional health and family issues, the EAP provides special programs and information to support career transitions.

EAP benefits for you and immediate family members:

- Eight (8) confidential EAP visits per member per issue **at no cost** with an OptumHealth (Optum) network provider. Remember, your household family members are also eligible for EAP services. Call anytime of the day or night for assistance. **Remember, you must call Optum to get authorization to ensure services are at no cost.**

EAP benefits are available for up to 90 days from the end of the month in which termination occurs. If you elect Cobra coverage you will have EAP and Mental Health Substance Abuse (MHSA) coverage for the duration of your Cobra election period.

You'll find:

- Ideas for thinking through your career options
- Tips and suggestions for managing uncertainty and change
- Alternatives to help with financial considerations
- Access to experienced EAP counselors for confidential one-on-one consultations

Look into onsite EAP services: Depending on your work location, you may have access to EAP counselors and services at your HP worksite. Check with your manager to see if on-site services are available where you work.

EAP care managers and providers are licensed specialists who carefully assess each problem. If additional counseling or treatment is needed, the EAP care manager or provider will make appropriate referrals, with the cost of additional counseling either paid by you or potentially covered by your HP medical option.

Be sure to check out the resources available through the EAP. Because HP is in the process of changing vendors for the program, you'll access EAP services differently depending on when you need support:

If you live in New Jersey or Pennsylvania and have Aetna medical, Aetna administers your EAP. You can reach Aetna at 1-866-276-5125



Accessing EAP Services

EAP Provider	OptumHealth*
Online	www.liveandworkwell.com (access code: HP)
Phone**	1-877-862-1158

* OptumHealth Behavioral Solutions is known as U.S. Behavioral Health Plan, California (USBHPC) for California residents

**Note: Due to state regulations, employees in California cannot access personalized EAP services by phone, but can call for general information and referrals.

HP 401(k) Plan

Sometimes a career change can be a good opportunity to reassess and update your financial plans for retirement. Deciding what to do with your HP 401(k) Plan money may seem difficult.

Your decision will affect how much you pay in taxes and penalties, as well as the financial resources you'll have for retirement. You'll want to ensure that you have the right strategy to keep your savings on track. The good news is that you can make an informed decision – with the right information.

A key step is to review the options you have and decide which one makes the most sense for you. For a complimentary one-on-one consultation with a Fidelity representative who can help you assess your distribution options, call Fidelity Investments at 1-877-902-0006.

Retirement Planning Workshops

You may also want to consider attending one of the free virtual workshops HP is sponsoring through Fidelity in the coming months.

Fidelity's ***Deciding What to Do with Your Retirement Plan Assets*** workshop can help you stay on track to reach the kind of retirement goals you envision, make informed decisions about your immediate financial needs and learn how to plan for retirement.

Topics covered include:

- Key considerations when leaving an employer
- Analysis of retirement income and expenses
- Advantages and disadvantages of each distribution option
- Rollovers, fees, and tax consequences
- Additional resources

The ***Preparing Your Savings for Retirement*** workshop is designed for those considering retiring in the near future. This workshop will help you learn ways to successfully manage the major risks faced in retirement and receive information on resources available to help you develop an income plan.

Topics covered include:

- Today's retirement landscape
- Saving now can still pay off
- Get your portfolio ready for retirement
- Make the most of Social Security



- Get a handle on health care in retirement
- Financial risks to not having a retirement income plan in place
- Steps to take today

The workshops are designed to help you be better informed, and prepared, to make financial decisions regarding your retirement assets and how those decisions will impact your choices in the future.

Both workshops are available anytime as prerecorded seminars by accessing the following links:

Deciding What to Do with Your Retirement Plan Assets

<https://www.brainshark.com/fidelityemg/vu?pi=zH6zenyd1zFWqz0>

Preparing Your Savings for Retirement

<https://www.brainshark.com/fidelityemg/preparingyoursavings>

If the links above do not directly take you to the workshops, please copy and paste the full URL into your browser for access.

For those nearing or considering retirement, the ***Preparing Your Savings for Retirement*** workshop is also offered as a live, presenter-led Web workshop several times each month by accessing www.netbenefits.com > Tools & Learning > eLearning > Live Workshops.

Sign up for one of the live sessions where you will be taken through the content and given the opportunity to ask questions online.