



ANNUAL ENROLLMENT FOR HPE 2027 BENEFITS

November 2 to November 13, 2026





Welcome to Annual Enrollment 2027!

At HPE, your benefits are designed to give you the flexibility and choice to support what matters most to you and your family.

Annual Enrollment is your opportunity to review your current coverage, explore your options and make any changes for the year ahead.

This year, Annual Enrollment runs from **November 2 to November 13, 2026**. Your benefit selections will take effect **January 1, 2027**.

Take some time to consider your needs for the coming year and choose the coverage that works best for you and your family.



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Flexible benefits coverage to meet your unique needs

Each year, HPE reviews the benefits program to ensure it continues to provide competitive coverage and value.

There are no plan design changes for the coming year. Although medical inflation continues to rise, HPE will absorb these increased costs, resulting in no changes to medical or dental flex pricing. We have also negotiated modest rate reductions for the Basic Life and Long-Term Disability (LTD) plans, and those savings will be passed on to team members where applicable. Optional Life insurance rates will remain unchanged.

Your individual costs will depend on the coverage options you choose and the dependents you cover. During **Annual Enrollment**, use the **HPE Benefits Enrollment Tool** to review your options, compare costs and make your selections for 2027.

Annual Enrollment is also a good time to **review and update your dependents and beneficiaries**.

Wellness Report – HPE’s wellness campaign concluded in October. Employees who completed the health survey will receive a **\$150 HCSA credit** in January for use during the 2027 plan year.

Bonus Redirect – Consider putting your bonus to work in your workplace savings plan (RRSP or TFSA). Check your contribution limits, then from **November 16–27, 2026**, log in to mysunlife.ca and use [MAX Review](#) to direct your bonus. This may reduce taxes and boost your savings. Full details will be shared in a separate communication on **November 16, 2026**.

Benefits annual enrollment "AE" for 2027 is
November 2 to November 13, 2026

Benefits selections made at AE will be
effective January 1, 2027

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PREPARING FOR ENROLLMENT

Five steps to get ready

Even though the benefits plan isn't changing for 2027, Annual Enrollment is a good opportunity to review your coverage and make sure it still meets the needs of you and your family.

Consider your needs

1. **Look back at the past year.** Review how you and your family used your benefits and what you paid out of pocket. Consider any changes coming up next year that could affect the level of coverage you need.
2. **Review the [Benefits-at-a-Glance](#)** for helpful tips when selecting the best coverage option and remember that when you choose an option, you are selecting all the features and levels of coverage within that option.
3. **Coordinate your coverage.** If your spouse or partner has a benefits plan, consider coordinating benefits. You may be able to select a lower medical or dental option and direct additional flex dollars to your Health Care Spending Account (HCSA).
4. **Plan ahead for dental expenses.** If you're considering a higher or lower dental option, remember the "**staircase rule**" allows you to move up or down one option level at each Annual Enrollment. Think about any upcoming dental work and plan accordingly.
5. **Get ready to enroll.** Watch the [enrollment video](#) for a step-by-step walkthrough. Then log in to [HPE Benefits Connect](#) and select the **HPE Benefits Enrollment Tool** to review your options, compare costs and make your selections.



Did you know?

Coordinating benefits with your spouse or partner can help you receive up to 100% reimbursement on eligible claims, leaving more money available for other eligible health expenses not covered by either plan or your provincial health care plan.

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BENEFITS ENROLLMENT

Easy to understand, easy to enroll

Once you have reviewed your benefits options and have decided what's best for you for the upcoming year, follow these steps to enroll when the Annual Enrollment period begins on November 2nd.

1. Go to [HPE Benefits Connect](#) and click **HPE Benefits Enrollment Tool** to start your annual enrollment.
2. Select **Enroll** and follow the step-by-step instructions.
3. Review and update your dependent's information.
4. Choose coverage for you and your dependents. Your current coverage is displayed under **Choice**.
5. Review the beneficiary information on file. Is it correct? If not, make any necessary changes online. No paper forms to sign and mail. Signing into the system with your unique credentials is your electronic signature.
6. Select **Confirm Your Choice** to confirm your selections. Once you select **OK**, your 2027 elections are submitted.
7. Go to the **Action Needed** screen to print, sign and mail your EOI forms (if applicable) within 30 days of your enrollment.
8. Print or email your Confirmation Form for your records.

2027 Benefits costs

You can view your 2027 flex credits and price tags for each benefit option on the **HPE Benefits Enrollment Tool**. You can get there directly from [HPE Benefits Connect](#). No password is required.

What happens if I don't enroll?

If you're already enrolled and don't make any changes, your current benefit choices will automatically carry forward into 2027, and your payroll deductions will reflect 2027 pricing.

After Annual Enrollment ends, you can only change your coverage if you experience an eligible life event, such as marriage or the birth or adoption of a child.

If you experience a life event, you have 60 days from the event to update your coverage—you don't need to wait until the next Annual Enrollment.

Questions? We have answers. Call the **HPE Canada Benefits Centre** at **1-844-546-6488** and follow the prompt to reach the right department. Specialists are available Monday to Friday, 8:30 a.m. to 8 p.m. ET. [Have your employee ID and PIN ready.](#)

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HPE RESOURCES

HPE has partnered with best-in-class providers to offer programs and resources to support your physical, financial, and emotional health. Be sure to take advantage of the tools they offer.

Emotional & Mental Well-Being Support

Access Livewell Optum 24/7/365

Emotional & Mental Well-being Support for comprehensive, proactive and flexible solutions and support for everyday life.

HPE Canada employees and their immediate family members can receive confidential support over the telephone, in person, and online, through a variety of issue-based health and wellness resources.

Access [Emotional & Mental Well-Being Support](#) for tools, information and resources to help enhance your health, work and life.

TELUS Health Virtual Care

Virtual care for you and your family - [TELUS Health Virtual Care](#) provides you and your family members* 24/7 confidential digital access to primary care providers for prescriptions, general medical advice, lab requisitions, and specialist referrals. No appointment required!

Activate your account today so you're ready to use it as soon as you need it. Look for the activation email you received for your unique activation link or send an email to help@vc.telushealth.com to request a new link.

*Spouse and children under the age of 26.



Financial Wellness is critical to your overall health. HPE provides tools and resources to help you become financially literate and prepared for your future retirement. Check out your financial wellness resources [here](#).

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Digital Wellbeing Solution

LifeSpeak

Access the [LifeSpeak](#) group account using your HPE email to unlock a suite of solutions focused on mental health, physical health and family wellbeing, including videos led by industry experts.

Employee Discounts

Workperks - Great perks. Great savings for everyone!

Access [Workperks](#) for employee discounts for you and your family to support your financial well-being at no cost to you!

Discover how Workperks can help you save on both everyday purchases and larger one-off purchases.

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Questions about the enrollment tool or the benefits plan?

We have answers. Call the **HPE Canada Benefits Centre** at **1-844-546-6488** to speak to a Benefits Specialist. Specialists are available Monday to Friday, 8:30 a.m. to 8 p.m., ET.

Have your employee ID and PIN # ready.

[Enroll now](#) →

