

Benefits&You

Your Life • Your Health • Your Well-being

December 2020

Stay Well Through 2020 and Prepare for the New Year

As we prepare for the new year, remember the resources available to set you up for success in all aspects of your well-being in 2021.

Congrats!

Q3 *Engage* Reward Winners

Now is the time to focus on your well-being. [Engage](#) is your resource to find care, set goals, seek advice and much more to help you build a healthier future for you and your family. Congratulations to all of our Q3 *Engage* reward winners who are taking advantage of this platform to boost their well-being.



Congratulate our recent *Engage* winners!

Check out the “Point Balance” and “See Rewards” sections on *Engage* to see how you can earn *Engage* points and enter for your chance to win more than 110 great prizes in Q4! All *Engage* rewards points for prize drawings will expire on Dec. 31, 2020.

Northrop Grumman Awarded American Heart Association Workplace Health Achievement Award

For the second year in a row, Northrop Grumman has been recognized at the Silver Level as an American Heart Association (AHA) 2020 Workplace Health Achievement Index recipient. The AHA Workplace Health Achievement Index is a self-assessment scorecard that surveys and measures the comprehensiveness and quality of a company’s workplace health program. This proud achievement recognizes the many investments Northrop Grumman makes in employee [well-being](#).

Put NGCare Support on Your Holiday “To Do” List

This year, the usual holiday stress is dialed up as we continue to face the threat of COVID-19. There are resources to help you cope with any additional challenges you may feel this time of year. Here are some tips to prevent holiday [stress](#) and [depression](#):

- **Acknowledge your feelings.** If you recently lost a loved one or can't be with loved ones for other reasons, realize that it's normal to feel sadness and grief. NGCare offers [CONFIDENTIAL counseling](#) at no cost to you.
- **Reach out.** If you feel lonely or isolated, talk to loved ones and seek community support and activities. Call [Work-Life Solutions](#) at **800-982-8161** to learn how to combat isolation and [identify ways you can volunteer](#).
- **Be realistic.** The holidays may not be perfect or just like previous years. Choose a few traditions to hold on to and be open to creating new ones.
- **Set aside differences.** Try to accept family members and friends as they are, even if they don't live up to all of your expectations or if you don't always agree.
- **Stick to a budget.** Before you do your holiday shopping, decide on a budget — then stick to it. Remember, you can't buy happiness. For a consultation to address financial stress or concerns, contact [Work-Life Solutions Legal & Financial Support](#).

Review Your Health Benefits Selections for 2021

Annual Enrollment for 2021 health benefits ended Nov. 13, 2020. Log on to [Fidelity NetBenefits®](#) to access your online confirmation statement, which summarizes your 2021 health benefits. If you need to make changes, call the Northrop Grumman Benefits Center at **800-894-4194 no later than Dec. 31, 2020.**



Family Care and School Support Resources

Resources are available to help you support your family. Whether it's reliable child care or extra academic support, rely on [Bright Horizons® Enhanced Family Supports](#).

Primary Child Care Solutions Include:

- Priority on Bright Horizons center waitlists
- Tuition discounts at partner centers
- Waived membership fees (\$150 value) for Sittercity
- Discounts on College Nannies

Back-up Child and Adult/Elder Care Include:

- Up to 10 days of adult/elder OR child care, potentially extended to 25 days in 2020 — contact NGCare@ngc.com to make the request

Academic Support and Tutoring Include:

- Specialized assistance for childhood development
- Exclusive discounts on tutoring, test prep and enrichment classes from high-quality education partners
- Sittercity caregivers who support small-group learning pods
- College Coach support for preparing, selecting, applying and paying for college in a COVID-19 environment



**New
in 2021**

Northrop Grumman Bonus Plan

The new Northrop Grumman Bonus Plan (NGBP) will go into effect Jan. 1, 2021, for eligible U.S.-based, non-represented employees. The NGBP was developed in response to employee survey feedback and provides one common bonus plan across the enterprise. The NGBP is designed to engage, motivate and retain our exceptional employees while also attracting new talent.

Eligible employees will benefit from NGBP in three key ways:

- A cash bonus payment to share in organization and company success
- A consistent, shared bonus plan experience enterprise-wide
- More insight into specific bonus eligibility throughout the year, rather than having to wait until receiving their performance category at year end.

To learn more about the plan, visit [Total Rewards – Compensation](#).

Flexible Spending Account Reminders

Please keep the following in mind:

- The last day to incur eligible expenses for your 2020 Health Care and Dependent Day Care Flexible Spending Accounts (FSAs) is Dec. 31, 2020.
- If you have unused Health Care FSA funds, up to \$500 will be rolled over to 2021.
- All claims and debit card verifications for 2020 must be submitted to WageWorks® by March 31, 2021.

Maximizing Your Savings Plan Contributions in 2021

The IRS limits the amount you can contribute to the Northrop Grumman Savings Plan (NGSP). See how much you can save in 2021.

	If You Are Under Age 50	If You Are Age 50 or Older*
Your Roth 401(k) and/or Tax-Deferred Contribution Limit	Maximum of \$19,500	Additional \$6,500 in catch-up contributions, for a maximum of up to \$26,000
Total Contribution Limit** (your Roth 401(k), tax-deferred and after-tax contributions plus Northrop Grumman's contributions)	100% of annual pay or \$58,000, whichever is less	100% of annual pay or \$64,500 (\$58,000 + \$6,500 in catch-up contributions), whichever is less

* You must be at least 50 years old by the end of 2021 to be eligible to make catch-up contributions in 2021.

** The company match in the NGSP may be limited if you reach the total contribution limit prior to year end.



Need help deciding how much to contribute? Schedule a [free, one-on-one consultation](#) with a Fidelity representative to discuss your retirement goals.

Get Your Flu Shot Before the Holidays

If you haven't already, now is the time to get your flu shot. You're eligible to receive a flu shot at no cost through the *My Well-being* program. If you're enrolled in a Northrop Grumman medical plan, you can get your flu shot from your health care provider or any other location that accepts insurance, including many pharmacies. You can also redeem a voucher to use at a CVS Pharmacy. Visit the [Total Rewards Gateway](#) to view your options and for answers to frequently asked questions.

Note: If you are an eligible employee using the CVS flu shot voucher, keep in mind that the voucher is valid from Sept. 1, 2020, to March 31, 2021. One voucher is available per employee.

December Well-being Webinars

- Dec. 3:** Support Your Child's Unique Needs
- Dec. 7:** Staying Focused During Times of Change
- Dec. 8:** Holidays During COVID
- Dec. 8:** Managing Stress: Mind-body Strategies for You and Your Kids
- Dec. 9:** Paying for College
- Dec. 14:** Recognizing and Coping with Stressful Triggers
- Dec. 16:** Invest Confidently for Your Future
- Dec. 16:** Healthy Holidays
- Dec. 16:** Raising Kind, Inclusive and Empathetic Children
- Dec. 17:** Back-up Care, Enhanced Family Supports & College Coach
- Dec. 22:** EdAssist Solutions Education Assistance & Coaching

[Click here](#)
for a complete list
of webinars and
details on how
to register.

[Additional Well-being Webinars](#) will be added to the Total Rewards Gateway.