

Engage Rewards Center Frequently Asked Questions

Q: Who is eligible to earn and redeem Rewards Center points?

A: All benefits-eligible Northrop Grumman employees and their Medical-enrolled spouses are eligible to participate. This includes employees who are enrolled in Anthem or Kaiser medical coverage, as well as benefits-eligible employees who waive medical coverage.

Q: How do I earn points?

A: *Engage* gives you a variety of ways to earn points for participating in health and well-being activities. These may include connecting a tracking device to the app and tracking your daily activities such as steps, food and sleep. You may also be able to earn points for participating in well-being programs. The more you use *Engage*, the more points you will earn. Your point balance is displayed when you log in.

Q: How can I participate in the *Engage* Rewards Program?

A: Once you have received points, you are eligible to redeem points for a chance to win a variety of rewards. Be sure to visit the *Engage* app to see which rewards are available to you each quarter.

Q: Where do I find the *Engage* Rewards Center?

A: You can access the *Engage* Rewards Center from your desktop or mobile app.

1. Open ***Engage*** on your desktop or mobile app.
2. On the home screen, select **Point Balance**. This will take you to **Ways to Earn**.
3. Select **Redeem Points** to go to the *Engage* Rewards Center.
4. On desktop, the *Engage* Rewards Center can also be accessed from the “More” menu in the top navigation bar.

Q: Do my points expire?

A: All accumulated points will expire on December 31st. You can choose to redeem your accumulated points for drawings whenever you'd like throughout the year. The deadlines for each quarterly drawing are June 30th, September 30th, and December 31st. You can choose to redeem your points by each quarterly drawing deadline, or continue to accumulate and carry them over to the next drawing opportunity. You will begin accumulating points again January 1, 2021.

Q: If I win a reward, how do I receive it and how long will it take?

A: Rewards prize drawings will occur at the end of each quarter. If you win a prize, you'll receive an email within four weeks after the end of the quarter. If your reward is a gift card, you will need to take action on the notification email to redeem it. For questions, please contact orders@engage-wellbeing.com.

Q: Are my rewards and prizes taxable?

A: Yes, all prizes are considered imputed income and will be taxed as such. By participating in any rewards drawing opportunity, you authorize the taxation of any prizes won. This will show up on your paycheck as “Well-being Reward.”

For answers to payroll or tax questions, call the Northrop Grumman Benefit Center (NGBC) Monday through Friday from 8:30 a.m. to 8:30 p.m. Eastern at 800-894-4194.

Q: What is the returns and exchanges policy for rewards?

A: There are no returns, refunds, or exchanges (of rewards or points) in the *Engage* Rewards Center. Once you've redeemed your points for a reward or a drawing entry, all sales are final. We encourage you to contact support@engage-wellbeing.com with questions or concerns prior to redeeming points.

Q: Can my family members participate in the *Engage* Rewards Program?

A: If you cover your spouse under medical insurance through the company, both you and your spouse are eligible to participate in the rewards drawings. Any prizes won by a spouse will be considered imputed income and the employee will be taxed as such.

Q: Do I have to accept a prize if I win one?

A: Yes, by participating in any rewards drawing opportunity, you authorize the receipt and taxation of any prizes won.