

Benefits & You

Your Life • Your Health • Your Well-being

May 2020 Issue

This month's issue features ways to achieve holistic balance with your overall well-being. Learn more about the company's new *My Well-being* initiative, a program designed to provide educational resources and offerings to help you thrive emotionally, socially, physically and financially.

TIPS FOR WORKING REMOTELY

Review the [working remotely toolkit](#) for employees and leaders, including [helpful techniques](#) in the midst of COVID-19.

May Is Mental Health Month

Every year, we pause as a nation to reflect on the importance of mental health. During these challenging times, it's more important than ever that we pause and assess our mental well-being, just as we assess our physical well-being. The connection between the mind and body are unmistakable — mental health has a major impact on physical health.

Through your [NGCare](#) benefit, you can [access expert, confidential advice](#) to help you through these uncertain times. Schedule telephonic or video counseling visits online, explore information on how to overcome anxiety, stress and relationship troubles, address sleep issues, and review legal and financial advice. There is no cost to you or your household members to use this benefit — and all are eligible, regardless of their health plan.

During the month of May, NGCare will host [webinars](#) and highlight resources available below. For questions, please email NGCare@ngc.com.

READ these articles

- [Becoming Resilient: Make a Multi-use Action Plan](#)
- [Emotional Endurance: Resilience for the Long Run](#)
- [EAP & Confidentiality](#)

TAKE these assessments

- [How Resilient Are You?](#)
- [How Well Do You Manage Your Emotions?](#)

WATCH these webinars

- [Navigate Life's Changes](#)
 - [The Pillars of Good Mental Health](#)
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Making Connections During Social Distance

A couple of months ago, bumping into someone at work, on the street or while running errands may have resulted in a handshake, fun conversation or social plans. The daily social interactions we used to take for granted are now on hold, and we may wonder when they will return.

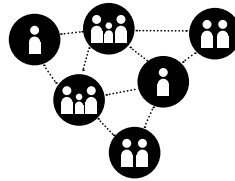
A prevalent but unreported statistic is loneliness. When loneliness becomes the norm, it can take a toll on our physical, mental and emotional well-being.

Below are ways to maintain social connections during social distancing:

For support with feelings of loneliness or isolation, connect at work by joining an employee resource group ([ERG](#)), [volunteering virtually](#) and reaching out to a colleague for a virtual cup of coffee.



Maintain personal daily routines.



Stay connected with your social networks and family members.

Pay attention to your own needs and feelings.

Learn a new skill, hobby or language.

Engage in healthy activities that you enjoy and find relaxing.



Check out all the opportunities on the [Northrop Grumman Development Center](#).

My Well-being Program for Overall Well-being

You are an important part of our team, and we want you to thrive in every way. The new *My Well-being Program*, introduced during last year's [Annual Enrollment](#), is designed to help you improve your overall well-being: physically, socially, emotionally and financially.

My Well-being officially launched in January 2020 and is available to all Northrop Grumman employees. The program offers educational tools and support for you to help deal with the many challenges and expectations in the workplace and at home, including stress, behavioral health, relationship and financial issues and more.

My Well-being will lead you toward improvements in your physical, social, emotional, and financial well-being as well as improve the overall employee experience at Northrop Grumman. For more information, visit the [My Well-being page on Benefits & You OnLine](#).

My
Well-being
FINANCIAL • PHYSICAL
SOCIAL • EMOTIONAL

Engage for Your Well-being

Approximately 29,000 employees have registered for [Engage](#). Remember, *Engage* connects you to all your well-being activities and tracks rewards and incentives:

- If you haven't already, [register for Engage](#), your personalized, digital well-being assistant.
- If you are enrolled in an eligible Northrop Grumman medical plan, you can earn a \$500 well-being incentive by getting an annual physical with your primary care physician and completing the well-being assessment.



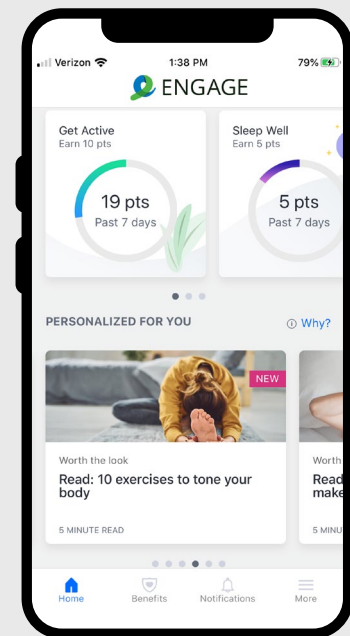
Engage Rewards Center

Registered employees and their covered spouses* can also take advantage of the new *Engage Rewards Center*. Earn points daily when completing the healthy actions below. Use your *Engage* account to redeem your points and earn rewards.

- Eating smart
- Tracking nutrition and sleep patterns
- Manually logging your steps
- Linking activity trackers (e.g., Fitbit, Apple Health, Garmin)

All U.S.-based, benefits-eligible employees and covered spouses* are eligible to use the *Engage Rewards Center*.

* Spouses covered under the Northrop Grumman Health Plans.



June 1–29: Participate in the “Walk with Friends” Social Steps Challenge

REGISTRATION BEGINS MAY 25

Another way *Engage* supports your overall well-being is to offer challenges throughout the year. Join your Northrop Grumman colleagues in *Engage’s* “Walk with Friends” social steps challenge, which runs from **June 1–29**.

All you need to do is [register for Engage](#) and participate online. Then, start stepping — alone or with your household members — or virtually with your colleagues!

To participate in the challenge, simply link your activity tracker and use your everyday steps to unlock new challenge levels. If you complete activities other than walking, *Engage* allows you to manually log and convert those activities into steps. If you don't have a tracker, you can log your steps manually, download a free tracker like MyFitnessPal or purchase one through *Engage*. When you reach a challenge level, you earn points toward rewards and the chance to win an Amazon gift card.

HERE'S HOW IT WORKS:

If you...	You earn...	50 winners will receive a gift card
Join the challenge	1 drawing entry	N/A
Walk 50,000 steps	1 drawing entry	\$50
Walk 100,000 steps	1 drawing entry	\$100
Walk 200,000 steps	1 drawing entry	\$150

Mindfulness: Focus, Energize and Reduce Stress

Paying attention to the present moment in an accepting, non-judgmental way with an attitude of curiosity is a simple practice available to everyone. Research shows it's also a reliable method for reducing stress and improving focus at work and in life. Even during the most stressful times, mindfulness can help you train your mind and slow it down to focus on the present. Most of the time, our minds tend to wander. Mindfulness brings us back to the present moment and gives us the tools we need to be less stressed.

SIGN UP FOR 2020 MINDFULNESS MICRO-BREAKS

Learn and practice mindfulness at your desk. Join NGCare each week for a guided 10-minute mindfulness practice. Register by clicking on the links below:

[Tuesdays, Jan. 7–Dec. 15 @ 12:15 p.m. PT](#)

[Wednesdays, Jan. 8–Dec. 16 @ 9:15 a.m. PT](#)

I Tried It: Sarah L. on NGCare Webinars

The various and abundant NGCare webinars have greatly impacted my well-being here at Northrop Grumman over the last 11 years. I especially like the 10-minute guided mindfulness breaks and always leave them feeling more grounded and refreshed.

Sarah L.

*Aeronautics Systems,
principal engineer,
Rancho Bernardo
(San Diego), Calif.*



May Webinar Calendar

**MAY
19**

INTROVERTS SUCCEED AND LEAD: AGILE TRANSFORMATION

Learn how introverts succeed and lead — from applying inherent strengths using agile principles and roles, to stepping out and developing cross-functional skills. Introverts can deliver value and grow professionally in an agile framework.

Presented by APPN & AATG ERGs

**MAY
20**

MAXIMIZE SOCIAL SECURITY IN YOUR RETIREMENT STRATEGY

Learn about strategies for claiming your Social Security benefit and how it fits with other income sources to create your retirement paycheck.

Presented by Fidelity

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