

Benefits & You

Your Life • Your Health • Your Well-being

NORTHROP GRUMMAN



NOVEMBER 2019 ISSUE

With less than two months left in 2019, what's on your mind? Are you thinking about your list of year-end activities at work, or planning to spend more time with your friends and family for the holidays? Read this month's empowerment issue, where we highlight various resources, programs and webinars designed to empower you and your family — physically, financially, emotionally and socially. Remember to complete your benefits elections by Nov. 15, when Annual Enrollment ends.

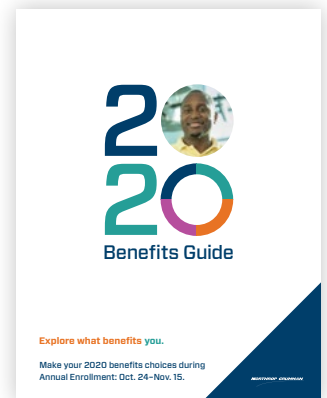


Annual Enrollment ends

Don't Forget: Annual Enrollment Ends Nov. 15

In October, we [kicked off the 2020 Annual Enrollment period](#) with redesigned medical plan options in response to employee feedback. If you haven't already, please review your [2020 Benefits Guide](#) and log into [Fidelity NetBenefits®](#) to select the best medical plan and benefit elections for you and your family. You can use ALEX®, an interactive benefits tool, to help you choose.

Remember, this is your once-a-year opportunity to review and make changes to your benefits — unless you have a qualified life event, such as the birth of a child, marriage or divorce. For more Annual Enrollment information, check out [Benefits & You OnLine](#). View frequently asked questions [here](#).



Reminder: Flexible Spending Account (FSA) and Health Savings Account (HSA) elections will not carry over into 2020. If you want to contribute to an FSA in 2020, you must make the election during Annual Enrollment. As long as you are enrolled in a high deductible health plan, as defined by the IRS, you can elect to contribute to an HSA during the plan year.

November Is National Caregivers Month

Did you know about a tradition that started in the mid-1990s called National Family Caregivers Week, where the important role of family caregivers was recognized? Eventually, the week-long tradition expanded into a month of awareness called National Family Caregivers Month.

Right now, there is someone you know — a friend, colleague, family member or neighbor — who is a caregiver. They may be silently struggling physically, emotionally and/or financially to meet the needs of their work and loved ones, while trying to maintain self-care.

To help out, Northrop Grumman has a [variety of resources](#) available to enable and support employees who are caregivers and their family members, including:

- Expert 1:1 advice with an eldercare specialist for everyday living
- Locating care providers and having difficult conversations
- Confidential counseling for employees and family members
- In-home back-up child, elder and adult care when regular providers are not available.

Check It Out!

Total Rewards Compensation Website

Compensation is not just a number on a paycheck or money in your pocket. As we enter the year-end process, your pay and compensation may be top of mind. To educate employees about their pay and compensation, we launched the [Total Rewards Compensation website](#) this year:

Browse the website

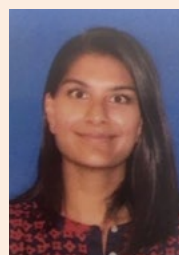
to learn more about Northrop Grumman's compensation philosophy — including how the company determines base pay ranges and other relevant topics.

Watch this video

about the corporation's Total Rewards package and compensation in general.

Read the testimonial

about this employee's experience using the newly enhanced [Total Rewards Compensation site](#).



I TRIED IT: KELSEY P. ON THE TOTAL REWARDS COMPENSATION WEBSITE

If you're like me, it can be difficult to navigate Compensation and know what questions to ask. The new Compensation site helped me understand the basics of Compensation, from how base pay ranges are established to bonus programs at Northrop Grumman. I was pleasantly surprised by the level of transparency the site provided, showing a clear willingness to ensure that all employees have a place to go to get their questions answered in a clear, concise and interactive way. I would definitely recommend watching the overview video first to answer any basic Compensation questions, and then explore the additional resources on the site!

*Kelsey P., Data Management Analyst,
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TOTAL REWARDS PACKAGE?

Remember that your pay and compensation are key elements under Total Rewards, which reflect Northrop Grumman's total investment in you — your pay, benefits and paid time off, retirement, health and wellness, career development, recognition, work/life balance and total well-being. For more information on your Total Rewards, please access your [personalized online statement](#) and log in with your [NetBenefits®](#) username and password.



Visit the newly enhanced [Total Rewards Compensation website](#) today.

American Cancer Society's Great American Smokeout: Nov. 21

According to the Centers for Disease Control and Prevention (CDC), there has been a recent uptick of lung illnesses possibly related to vaping or using e-cigarettes. The CDC notes that smoking is the leading cause of preventable death in the United States. Smoking also increases the risk of dying from cancer and other diseases in cancer patients and survivors.

With these statistics in mind, on the third Thursday of November annually, interested smokers across the country participate in the *American Cancer Society's Great American Smokeout*. This year, the annual intervention event occurs on Nov. 21. You can use this event as an opportunity to encourage someone you know to make a plan to quit — even if it's only for that day.

Anthem and Kaiser can offer support to employees who want to quit smoking and transition to a healthier lifestyle. For more information, please contact Anthem at **800-894-1374** and Kaiser at **866-862-4295** or <https://kp.org/quitsmoking>.



Cancer Resources?

With more than one million people in the United States getting cancer each year, Northrop Grumman offers several benefits and resources for you and your loved ones in support of the fight against cancer. Check out our dedicated [Cancer Resources Page on Benefits & You OnLine](#), including key information about breast cancer at [Anthem Breast Cancer](#).



Managing Diabetes?

Almost one out of every 10 Americans is living with diabetes or pre-diabetes. If you or someone you know has been diagnosed, please take a few minutes to [review our helpful resources](#) across Northrop Grumman in support of diabetes management.

Since January, almost 2,000 employees and covered family members ages 18 and older diagnosed with type 2 diabetes have benefited from a specialized, new program that combines personalized coaching, real-time blood glucose data monitoring and free unlimited supplies. The [CVS Caremark® Transform Diabetes Care Program](#), in partnership with Livongo, provides participants with a cellular-connected blood glucose meter, and:

- Helps track your levels and identify trends
- Delivers personalized, real-time tips to help you stay on track and make informed choices
- Provides 24/7 support from certified diabetes educators, including free test strips and lancets.

Interested? Visit <http://www.livongo.com> or call **800-945-4355**. You will need to provide your registration code (NGC).



November/December Webinar Calendar



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

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Eldercare: Puzzled by Changing Behaviors?

This webinar is offered by the Los Angeles Alzheimer's Association and is a training for family members who are seeing changes in behaviors in their loved ones that are difficult to understand. This program aims to help individuals explore why behaviors happen, their meanings and practical tips to respond. *Presented by EAP*



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Paying for College (Parents of 9th through 12th Graders)

Paying for college is one of the most significant financial challenges families and individuals may face. Through your College Coach benefit, there are several webinars (live and recorded) that provide expert advice on how to complete financial aid applications (FAFSA and more), paying for college and strategies for repaying college loan debt. *Presented by College Coach*



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When I Can No Longer Provide the Best Care

It's the elephant in the room. It's also one of the most important, difficult subjects you and your family will ever face. Know what options are available for in-home care and what to look for when visiting assisted-living facilities and nursing homes. Also learn about eldercare support resources provided by EAP & Work/Life Solutions. *Presented by EAP*



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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*



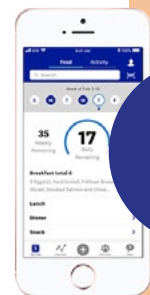
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The NEW WW Experience

During this webinar, a WW expert will take you on a guided tour of the WW Program, including these topics:

- How to Eat What You Love, Do What Moves You, and Shift Your Mindset
- The SmartPoints System
- Digital and Mobile Tools.

Get behind the scenes, interact with our expert and ask questions in this engaging setting. Sound will be played via computer speakers ONLY — there will be no phone bridge. *Presented by Weight Watchers*



QUESTIONS?

Have any questions or feedback to share about this newsletter?
Email BenefitsYouCommunications@ngc.com