

Benefits&You

Your Life • Your Health • Your Well-being

January 2021

Focus on You

As we enter 2021, you can define possible with your health and overall well-being. **Focus on you.** Focus on how you can thrive financially, physically, socially and emotionally in the new year.



Financial Well-being



Physical Well-being



Social Well-being



Emotional Well-being



Financial Well-being

New Year, New You: Start a Financial Plan

Did you know that two out of every three people say that having a financial plan helps them make better decisions about money? In fact, people who pay off their debts are seven times more likely to not worry about their finances compared to people who make only minimum payments.

As part of your New Year's resolution, set new goals and start building your financial plan. Commit to paying down your debts and make informed financial decisions in support of your financial well-being.

Visit [Fidelity NetBenefits®](#) to get started today.



Physical Well-being

LiveHealth Online (LHO) Sleep Program

In January 2021, the LHO Sleep Program will be available to Anthem members on *Engage*, your well-being assistant. With this new program, eligible employees have direct access to board-certified sleep specialists who can diagnose and manage a wide range of sleep disorders.

These specialists can also design treatment plans to improve sleep and overall health. Additional details are coming soon.

2021 Well-being Incentive

Take advantage of the well-being incentive in 2021. Complete your annual physical and *Engage* health assessment and you'll receive \$500 as a contribution to your Health Savings Account (HSA)*. Receive another \$500 if your eligible spouse or domestic partner completes both too.

Both requirements must be completed between Jan. 1, 2021 and Sept. 30, 2021 to be eligible for the well-being incentive this year. Visit the [Total Rewards Gateway](#) for full program details and other deadlines.

* Employees who don't set up a Fidelity HSA, or who are not eligible for an HSA, will receive their incentive via payroll as taxable income.

Baltimore and Sunnyvale represented employees can view the details on the Annual Physical Incentive program applicable to them on the [Total Rewards Gateway](#).

Engage for Your Well-being

[Register for Engage](#) to access the LHO Sleep Program and complete your well-being incentive or annual physical incentive for eligible employees.

Remember, you can track all your well-being activities, incentives and points in *Engage*, your personalized, digital well-being assistant. *Engage* is provided by Northrop Grumman at no cost to you.

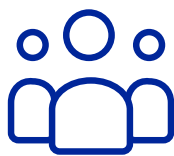
For more details, check out the [Engage page on Total Rewards Gateway](#). Watch this [video](#) about *Engage*.

Delta Dental

Your dental health is an important part of your overall well-being, and you can continue to focus on ways to maintain your oral health care. Delta Dental has partnered with Phillips to offer discounts on electric toothbrushes for eligible employees. For more information, [click here](#).

Did You Know?

January is Glaucoma Awareness Month. [Learn](#) about the connection between oral health and glaucoma.



Social Well-being

Stay Connected Virtually: vERGe Employee Resource Group

Every January we recognize our remote employees and recognize the role of vERGe, our virtual ERG at Northrop Grumman. A special thank you to vERGe for providing resources to help employees connect as they started working remotely in response to the COVID-19 pandemic. For more information about vERGe, [click here](#).



Emotional Well-being

Living Your Best Life in 2021

Research shows that living your best life can be influenced by thinking and acting in ways that make your life more pleasant and meaningful — even during challenging times.

Martin E.P. Seligman, PhD, a professor at the University of Pennsylvania, discovered that happiness, through thoughts and actions, can be learned.

You have the power to choose the way you respond to what's happening around you. You can look at the bright side of the world that is in your control and have a positive perspective.

[NGCare](#) is your partner to help you achieve goals, build resilience and improve your emotional well-being.

Resources for You

- [Living Your Best Life Webinar Series:](#)
 - **Getting Organized:** This seminar addresses both home and work, discusses storage issues, helps you determine if disorganization is a problem and offers resources. [Tuesday, Jan. 19 – 12 PM ET / 9 AM PT](#)
 - **Good Relationships Are Good for Your Heart:** Join an interactive and lively discussion on the misconceptions of relationships, the meaning of fulfillment, the importance of communication and the real definition of happiness. [Thursday, Feb. 11 – 12 PM ET / 9 AM PT](#)
 - **The Science of Gratitude:** This seminar is about learning the science behind gratitude and how it increases the meaningful relationships in all areas of your life. [Tuesday, Feb. 23 – 12 PM ET / 9 AM PT](#)
- [INFOGRAPHIC: Science-backed Secrets to Achieving Your Goals](#)
- [Seven Steps for Making Your New Year's Resolutions Stick — Harvard Health](#)
- [Guide to Keeping Organized — HGTV](#)
- [Stress Management Resources](#)
- [The 6 Skills That Will Increase Your Well-Being](#)
- [Practicing Mindfulness at Work](#)

Employee Testimonial

I Tried It:
Sheila R.
on *Engage*

The *Engage* experience is only positive. There is good information and I check in regularly. I signed up as a reminder to stay active in addition to the daily work challenge. I believe I am a better worker and friend with a healthy body and mind. Being chosen for a drawing is a fun bonus. I plan to stay involved with the site going forward!

– Sheila R., Aeronautics Systems, Manager Strategic and Site Integration, Oklahoma City, OK

January and February Well-being Webinars

Participate in these well-being webinars designed to help you thrive financially, physically, socially and emotionally.

January

- Jan. 20:** Create a Budget, Ditch Your Debt and Build for the Future
- Jan. 21:** Bright Horizons Back-up Care, Enhanced Family Supports & College Coach
- Jan. 27:** Get Moving

February

- Feb. 3:** Bright Horizons Family Solutions Virtual Benefit Fair – Enhanced Support
- Feb. 8:** Stress and Emotional Eating
- Feb. 10:** Bright Horizons Special Needs – Education Survival Kit
- Feb. 17:** Get Started and Save for the Future You
- Feb. 18:** Bright Horizons Back-up Care, Enhanced Family Supports & College Coach

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