

My Well-being

FINANCIAL • PHYSICAL • SOCIAL • EMOTIONAL



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December 2021

In this issue, learn ways to stay connected and well during this winter season from healthy eating to tools to help manage holiday stress and so much more.

[Total Rewards Gateway](#) has a new single sign-on (SSO) feature that will automatically log you into your personalized profile when you visit the site from the intranet. If you have Total Rewards Gateway in your bookmarks, update to the new link to use the single sign-on feature. First time users will be required to register.

FINANCIAL Well-being



Increased Savings Plan Contribution Limits for 2022

The IRS contribution limits for the Northrop Grumman Savings Plan have increased for 2022. Visit the [myRetirement page on Total Rewards Gateway](#) to find out how much you can save in 2022 and go to [Fidelity NetBenefits®](#) to update your contribution amount.

If you need help deciding how much to contribute, schedule a [free, one-on-one consultation](#) with a Fidelity representative to discuss your retirement goals.

Help with Your Financial Well-being

Kick start 2022 planning by attending [Fidelity's Create a Budget, Ditch Your Debt, and Build for the Future workshop](#) on Wednesday, Dec. 15, at noon or 3 p.m. ET. Learn strategies to help you balance paying down debt with saving for your future goals. Also, read how Fidelity's [50/15/5 saving and spending rule](#) can be your first step toward gaining financial stability.

Looking for the Perfect Holiday Gifts at Discount Prices?

Prep your holiday shopping list and save with the [Northrop Grumman Employee Discount Program](#) administered by Beneplace. This online marketplace offers discounts to over 60 retail partners offering savings on many products and services from electronics, clothing, travel, entertainment and more.

PHYSICAL Well-being



Stay Well this Winter Season

The holiday season is a busy time of year and your health sometimes takes a backseat. Learn how programs such as LiveHealth Online[®], Consumer Medical[®] and health coaching can help you stay well this winter season. [Learn more](#).

Review Your Health Benefits Confirmation Statement for 2022

Log on to [Fidelity NetBenefits[®]](#) to access your online confirmation statement, which summarizes your 2022 health benefits. If needed, you can make changes to your 2022 benefits on NetBenefits[®] or by calling the Northrop Grumman Benefits Center at 800-894-4194 **no later than Dec. 31, 2021**.

Your Jan. 7, 2022 paycheck will reflect your new benefit payroll deductions.

SOCIAL Well-being



Commit to Diversity, Equity and Inclusion by Joining an ERG

At Northrop Grumman, [Employee Resource Groups](#) (ERGs) are a key part of our commitment to [Diversity, Equity & Inclusion](#). ERGs bring a diverse cross-section of our company together, spanning levels, departments and sectors, to accomplish business-wide goals. While our 14 ERG's interests may vary, their goal is one: to offer a voice to every member of our Northrop Grumman team. Consider joining today.

Support Our Veterans

Support our veterans by volunteering with American Corporate Partners to mentor service members looking for their next careers. Northrop Grumman employees have mentored over 450 program participants to date. Learn more [here](#) or watch this [webinar recording](#).



Winterize Your Well-being

For some, the holiday season can be a particularly difficult time of year. If you want to learn ways to manage holiday stress, check out resources from NGCare, including myStrength®, a new digital self-care platform, an online assessment, articles, podcasts, videos and more. [Learn more.](#)

Back-up Family Care

School breaks and caregiver cancellations can make an already busy season more stressful than they should be. Fill in the gaps with [Bright Horizons Back-up Care™](#). Plus, take advantage of [Back-up Care Events](#) (including Winter Break care options) in your area or access in-home back-up care for your elder loved ones. To register, enter Employer username: Northgrum and Password: CARE4YOU.



Track Your Meals and Eat Healthy During the Holidays

Participate in **Eat Smart**, a healthy habits feature on *Engage* that will increase your awareness of food choices and help you meet nutritional goals. [Learn more.](#)

Year-End Engage Rewards Center Reminder

Congratulations to all those employees who have earned Engage Rewards Center points this year for completing healthy actions and well-being activities. As a reminder, you can redeem points earned and recorded in *Engage* by Dec. 31, 2021. Engage Rewards Center points do not roll over to the New Year. And if you haven't already, register for [Engage](#) and take action to stay well.

Well-Said: Employee Testimonial

My Well-Being EXPO – *“I have to say I was really impressed with this Virtual Expo. It was clearly laid out and had just the right amount of information. In the vendor hall, I learned about benefits I didn't know I had. Thank you for preparing this!”*

- Jim P. (Staff Engineer Mechanical, Chandler, AZ)

My Well-being Webinars

Participate in upcoming well-being webinars designed to help you thrive financially, physically, socially and emotionally. [Click here](#) for a complete list of webinars and details on how to register.

For more information, visit [My Well-being](#) on [Total Rewards Gateway](#).

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