

# TOTAL REWARDS

Helping you and your family stay healthy, live well and thrive.

We're committed to meeting your needs at all stages and across the spectrum of life experiences. Through Total Rewards, we offer robust benefits, attractive pay, paid time off, work/life resources and career development opportunities.

\*For participants enrolled in an Anthem medical plan



## myHealth

- Medical/RX Plans
- Quantum Health | Healthcare Navigation and Care Coordination Service
- Well-being Incentive Program
- Dental
- Vision
- Health Savings Account (HSA) and Flexible Spending Account (FSA)
- NGCare Mental Health Support
- Vida | Personalized Health Coaching \*
- Sword | Virtual Physical Therapy \*
- Bloom | Pelvic Health \*
- Progyny | Fertility Support \*
- Life and Disability Insurance



## myWork/Life

- Paid Time Off
- Flexible Work Schedules
- Paid Parental Leave
- Childcare, Eldercare Support
- Paid Caregiver Leave
- Adoption Assistance | Surrogacy Reimbursement
- Nationwide | Discounted Pet Insurance
- Employee Discount Program
- NortonLifeLock | Identity Theft Protection
- Legal and Tax Support
- Employee Resource Groups (ERGs)
- Career Development Hub
- BRAVO | Recognition Opportunities
- Education Assistance Program
- Community Service Grants
- Charitable Gift Matching



## myFinancial Planning

- 401(k) and Company Matching
- Retirement and Financial Planning Consultations
- Financial Learning Resources
- Northrop Grumman Federal Credit Union (NGFCU)



## myPay

- Base Pay
- Bonus Opportunities
- Employee Referral Program

Visit the **Total Rewards Gateway** at [totalrewards.northropgrumman.com](https://totalrewards.northropgrumman.com) to learn more.



### A simplified, personalized healthcare experience, powered by Quantum Health

A healthcare navigation service that will help you and your family confidently navigate your health benefits and the cost and complexity of healthcare.

# Total Rewards

Northrop Grumman employees have a choice of at least three medical plan options with a range of premiums, deductibles and out-of-pocket costs. These plans cover the same types of medical services.

## Cost for Medical Coverage

**No Spousal Surcharge or Penalty:** Northrop Grumman allows employees to cover their eligible spouse or domestic partner on their medical plan with no spousal surcharge or penalty.

Our employees pay a monthly contribution rate for their base salary up to \$100,000, plus a percentage of their base salary over \$100,000. The following are costs for our Anthem plan options.

Plan Options and Coverage Levels		Column A	Column B
		2025 Monthly Employee Contribution for Base Salary up to \$100,000	Percentage of Base Salary over \$100,000 up to Maximum Monthly Employee Contribution
<b>Low Premium/ High Deductible Plan</b> (an HSA-eligible plan)	Employee Only	\$48	0.4% up to \$145.12
	Employee + Spouse/DP	\$129	1.0% up to \$304.76
	Employee + Child(ren)	\$111	0.8% up to \$246.71
	Employee + Family	\$168	1.4% up to \$377.32
<b>Medium Premium/ Medium Deductible Plan</b> (an HSA-eligible plan)	Employee Only	\$111	0.6% up to \$409.76
	Employee + Spouse/DP	\$323	1.4% up to \$860.91
	Employee + Child(ren)	\$270	1.2% up to \$696.93
	Employee + Family	\$393	2.2% up to \$1,065.88
<b>High Premium/ Low Deductible Plan</b>	Employee Only	\$309	1.1% up to \$844.79
	Employee + Spouse/DP	\$658	2.4% up to \$1,774.05
	Employee + Child(ren)	\$562	2.2% up to \$1,436.14
	Employee + Family	\$871	3.6% up to \$2,196.44

## Here's How it Works...

Amount from Column A

+

(% from Column B x Base Salary over \$100,000) ÷ 12

=

Monthly Medical Plan Contributions

## For Example...

If you enroll in the...	And your base salary is...	Column B
Low Premium/High Deductible Plan — Employee Coverage	\$115,000	\$48 + (0.4% x 15,000) ÷ 12 = \$53
Medium Premium/Medium Deductible Plan — Employee + Family Coverage	\$148,000	\$393 + (2.2% x 48,000) ÷ 12 = \$481

## 401(k) Matching Contributions

Our 401(k) plan allows employees to make pre-tax, Roth 401(k) and after-tax contributions. There are also Company-matching contributions equal to:

**100% of the first 4%** of pre-tax, Roth 401(k) and after-tax contributions

**AND**

**50% of the next 4%** of employee contributions

The matching contribution increases after five years of service with Northrop Grumman.

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Northrop Grumman reserves the right to terminate or amend any of its plans at any time.

Program eligibility is subject to applicable collective bargaining agreement.

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