

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
- Well-being Incentive Program
- Dental
- Vision
- Health Savings Account (HSA), Flexible Spending Account (FSA), and Dependent Day Care FSA
- NGCare Mental Health Support
- Progyny | Fertility Support *
- Vida | Personalized Health Coaching *
- Sword | Virtual Physical Therapy *
- Bloom | Pelvic Health *
- Life and Disability Insurance



myWork/Life

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



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 to learn more.



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 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
		2026 Monthly Employee Contribution for Base Salary up to \$100,000	Percentage of Base Salary over \$100,000 up to Maximum Monthly Employee Contribution
Low Premium/High Deductible Plan (an HSA-eligible plan)	Employee Only	\$53	0.4% up to \$196.11
	Employee + Spouse/DP	\$142	1.0% up to \$411.85
	Employee + Child(ren)	\$123	0.8% up to \$333.41
	Employee + Family	\$185	1.4% up to \$509.91
Medium Premium/Medium Deductible Plan (an HSA-eligible plan)	Employee Only	\$123	0.6% up to \$492.02
	Employee + Spouse/DP	\$356	1.4% up to \$1,033.24
	Employee + Child(ren)	\$298	1.2% up to \$836.44
	Employee + Family	\$434	2.2% up to \$1,279.24
High Premium/Low Deductible Plan	Employee Only	\$340	1.1% up to \$962.45
	Employee + Spouse/DP	\$726	2.4% up to \$2,021.14
	Employee + Child(ren)	\$620	2.2% up to \$1,636.17
	Employee + Family	\$961	3.6% up to \$2,502.37
Anthem Coupe Copay Plan	Employee Only	\$148	0.6% up to \$589.66
	Employee + Spouse/DP	\$429	1.4% up to \$1,238.28
	Employee + Child(ren)	\$359	1.2% up to \$1,002.42
	Employee + Family	\$522	2.2% up to \$1,533.11

Here's How it Works...

$$\text{Amount from Column A} + (\% \text{ from Column B} \times \text{Base Salary over } \$100,000) \div 12 = \text{Monthly Medical Plan Contributions}$$

For Example...

If you enroll in the ...	And your base salary is...	Column B
Low Premium/High Deductible Plan — Employee Coverage	\$115,000	$\$53 + (0.4\% \times 15,000) \div 12 = \$58$
Medium Premium/Medium Deductible Plan —Employee + Family Coverage	\$148,000	$\$434 + (2.2\% \times 48,000) \div 12 = \$522$
Anthem Coupe Copay Plan Employee + Spouse/DP Coverage	\$175,000	$\$429 + (1.4\% \times 75,000) \div 12 = \$516.50$

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.