

Benefits&You

Your Life • Your Health • Your Well-being

July 2020

Your Financial Well-being

Discover financial resources, webinars and programs to help you thrive financially and build your financial future.

Take Steps Toward Your Financial Future



Fidelity NetBenefits®

Learn how savings plans work, from 401(k) plans to Flexible Spending Accounts (FSAs) to Health Savings Accounts (HSAs). Fully understand your financial, retirement and investment options with:

- Complimentary [financial webinars](#) and educational workshops
- 1:1 retirement income planning by phone with a Fidelity representative
- In-plan investment advice to help you confidently choose the right investments
- Tools, calculators and resources to plan for your financial future

Access your financial benefits on [NetBenefits®](#) or contact the Northrop Grumman Benefits Center (NGBC) at 800-894-4194, Monday through Friday, from 8:30 a.m. to 8:30 p.m. Eastern Time.



Northrop Grumman Savings Plan (NGSP)

Whether your retirement is years away or right around the corner, start planning for your financial future now.

The Northrop Grumman Savings Plan (NGSP) makes it easier for you to save with valuable tax advantages, convenient payroll deductions and company contributions. The NGSP gives you the flexibility to save on a pre-tax and/or after-tax basis, including the opportunity to make after-tax and Roth 401(k) contributions.

You can also control how your savings are invested, so you can put your money into the funds you want. New and rehired employees are automatically enrolled in the NGSP. Additional NGSP details available [here](#).

Click here ([NetBenefits](#)) to learn more about Northrop Grumman Savings Plans.



If you have student debt or need to consolidate other debts, you can refinance your student loan debt at a lower rate.

With SoFi, interested and qualified employees can refinance their loans by combining existing private and federal loans into one loan with one monthly payment at lower rates.

Employees can receive a \$300 welcome bonus when applying through Beneplace. An average borrower saves around \$22,000 over the life of their loan.

Access SoFi through Northrop Grumman's employee discount program, [Beneplace](#), or call 855-456-7634.



When you participate in an FSA, you can set aside pre-tax dollars to help pay for certain health and dependent day care expenses, which allows you to reduce your taxable income.

If you missed your opportunity to enroll in an FSA election during last year's Annual Enrollment, you may make mid-year changes to your annual amount without a qualified life event for the remainder of 2020.

You can enroll in a Health Care FSA or increase or decrease your existing election. If you decrease your election, the amount cannot be less than the greater of the following: 1) the amount contributed to date from your paycheck, or 2) the amount of the eligible expenses that have been reimbursed to you.

Your new annual election amount will be effective as of the date you make the change. To make changes to your Health Care FSA, call the NGBC at 800-894-4194.

[Click here](#) to learn more about FSAs.



A will is an important component of your financial planning. If you are enrolled in one of the group legal plans under the Northrop Grumman Health Plan, the preparation of a will is a covered benefit.

The legal plans also cover services such as estate planning, debt issues, real estate matters, traffic defense, family law, identity theft and elder care matters. If you're not currently enrolled, your next opportunity to enroll will be during Annual Enrollment in October 2020 for the 2021 plan year. For more information, contact MetLife Legal Plans' Client Service Center at 800-821-6400 or [click here](#).

Money Matters:

Attend Financial Webinars Virtually

You may have questions about how to bring order to your financial life, build a financial contingency plan or discover ways to take advantage of a down market. Join the nearly 2,000 Northrop Grumman employees who attended a Fidelity financial wellness event during 2020. At no cost to you, Fidelity offers educational opportunities and complimentary financial webinars and workshops.

- [Register on NetBenefits](#) for the "Navigating Market Volatility" and "Manage Unexpected Events & Expenses" webinars, available through September.
- [Register](#) and participate in a 30-minute "Women Talk Money" live conversation every Wednesday at 12 p.m. Eastern Time. Get your money questions answered and learn to stay on track with your financial goals. Any employee can participate and benefit from these discussions.

Reminder: 2020 Well-being Incentive Program

Read full program details [here](#).

Receiving your annual physical is important to identify any health issues and keep current health conditions under control. If you're enrolled in a Northrop Grumman medical plan, you can also earn \$500 after completing your physical and health questionnaire on [Engage](#) by **Sept. 30, 2020***.

If you're not able to see your doctor for an annual physical, consider one of the following options:

1

Contact your provider to discuss their ability to conduct telephonic or virtual annual physicals.

2

Receive care from the comfort of your home with Heal. Heal can conduct a full physical exam along with a comprehensive medical history.

Sign up [here](#) and schedule your visit today. Available to Anthem members in California, Washington, D.C. and Virginia only.

3

Complete a wellness screening with Quest at your local Quest Patient Service Center or via an at-home testing kit. Log into [Engage](#) after Aug. 1, 2020, and navigate to the Benefits page. Select the Biometric Screening benefit to choose your option.

All three options are covered at 100 percent and count as preventive care toward the annual physical requirement to obtain your well-being incentive.

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

This Edition's Resources

- [Total Rewards Survey Results](#): Your feedback helped us prioritize initiatives that focus our resources on programs that you value — part of Northrop Grumman's total investment in you and your overall well-being
- [My Well-being](#): Resources to help you manage your physical, social, emotional and financial well-being
- [NetBenefits](#)
- NGBC: 800-894-4194, Monday through Friday, from 8:30 a.m. to 8:30 p.m. Eastern Time
- [Beneplace](#): Discount programs and offers for Northrop Grumman employees
- [Benefits & You OnLine](#)

July / August / September Webinars

July

**JULY
23**

MINDFULNESS 101

This 30-minute introductory workshop presents participants with the well-being benefits of mindfulness to reduce stress and improve focus.

**JULY
30**

LIVING YOUR BEST LIFE

Have you ever wondered how some people are able to cope with life's struggles and challenges, while maintaining a sense of calm, peace and continued love of life? Attend this webinar to have a better understanding of emotional well-being and learn tips and techniques to live your best life — regardless of your generation or life circumstances.

August

**AUG.
19**

TURN YOUR SAVINGS INTO RETIREMENT INCOME

Learn why it's important to have a plan for generating income in retirement, factors to consider when transitioning your savings into retirement income and how to develop a retirement income plan.

**AUG.
26**

KEEP STRESS IN CHECK

Learn about how the body, mind and symptoms are connected. Identify the sources of stress and coping skills to manage them.

September

**SEPT.
16**

MAKE THE MOST OF YOUR RETIREMENT SAVINGS

Learn how to maximize your retirement savings, prepare for your retirement and additional ways to save money for retirement beyond your workplace savings plan.

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