

Benefits&You

Your Life • Your Health • Your Well-being

June 2020

Northrop Grumman Recognized: Top 50 Company for Diversity

Up two slots from last year, Northrop Grumman was awarded No. 15 in the [DiversityInc's 2020 Top 50 List](#). Northrop Grumman also won in additional categories: No. 2 in People with Disabilities, No. 4 in Employee Resource Groups, No. 4 in Veterans and recognized for LGBTQ+ efforts.

Social Justice and Unity

View [Kathy Warden's message](#) about the Northrop Grumman Foundation's Social Justice Campaign to support social justice, unity and equality. Real change starts with understanding, and to achieve that, we need to listen and be open to having tough conversations. We launched a [portal](#) with resources to help and encourage employees to engage with each other. If you are hurting, please know that you are not alone. As a reminder, NGCare [resources](#) are available to you and your family at no cost.

Why Healthy Relationships Are Important to Your Social Well-being

As humans, social connections and relationships influence our long-term health and overall well-being. According to a landmark paper by psychologists Roy Baumeister and Mark Leary, humans have the fundamental "need to belong" and connect with one another.

Studies show that people who have social support from family, friends, co-workers and community members experience less stress and health issues and live longer.

One report explains that a lack of strong relationships increases the risk of premature death from all causes by 50 percent. This is comparable to smoking 15 cigarettes a day and greater than obesity and physical inactivity.

During this time of social distancing, some relationships may experience tension or possible strains. Below are resources that support your social well-being, which encourages positive relationships, connectivity, community and social stability:

Learn more about the company's new [My Well-being initiative](#) and discover additional resources to help you thrive: physically, socially, emotionally and financially.



EXPLORE: [NGCare](#), your partner that helps you achieve healthy relationship goals and more.



JOIN: [Engage](#) to connect with others and complete well-being activities and challenges.



READ: How you can develop healthy relationships [personally](#) and [professionally](#).

Social Connections and Employee Resource Groups

Across 266 local chapters, thousands of engaged employees actively participate in Northrop Grumman's 13 Employee Resource Groups (ERGs). ERGs strengthen connections between employees, enhance diversity awareness and assist with the company's recruitment, onboarding and retention efforts.

You can participate in groups that support the Black community, women, veterans, LGBTQ+ employees, Asian Pacific Islanders, Latinos, Native Americans, young professionals, parents, multiple generations and environmentalists. ERGs are inclusive and open to all employees. View additional details [here](#).

Virtual Volunteerism and Corporate Citizenship

In support of social distancing, employees can volunteer virtually and make a difference. For example, employees can make hand-made goods or cards of gratitude for deployed troops, first responders and emergency personnel on the frontlines. [Learn additional ways](#) to volunteer virtually from the [Corporate Citizenship](#) team.

"People. Corporate Citizenship at Northrop Grumman starts with people. The people in our communities, the people we employ and the people who may become part of our workforce ..."

Corporate Citizenship Team



June Is National Safety Month

This month, Northrop Grumman partnered with the National Safety Council to promote June as National Safety Month to employees. Observed annually, National Safety Month raises awareness about injury prevention inside and outside the workplace.

In support of National Safety Month, we shared communications and educational materials to help employees learn how to be safe both at home and at work. Each week in June, we highlighted a [different theme](#) focused on different elements of safety (e.g., preventing falls, social distancing for employees in the workplace, etc.).

Safety is a value at Northrop Grumman. View additional educational materials [here](#).

LGBTQ+ Pride Month

The month of June was chosen to celebrate the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) Pride Month to commemorate the riots held by members of the LGBTQ+ community against a police raid at the Stonewall Inn in New York City on June 28, 1969. Northrop Grumman [supports our LGBTQ+ community](#) and displays the LGBTQ+ flag at our corporate and sector headquarters throughout June.

Engage Rewards Center: Redeem Your Q2 2020 Points by June 30

If you haven't already, [register for Engage](#) to participate in challenges like June's "Walk with Friends" and well-being activities throughout the year. You can redeem the points earned daily for completing healthy actions and challenges recorded in *Engage*. Remember to redeem your points by the dates bolded in the chart below.

| Engage Rewards by Quarter | Timeframe | Redeem Rewards Deadline |
|---------------------------|--------------------|-------------------------|
| Q2 2020 | April 1 to June 30 | June 30 |
| Q3 2020 | July 1 to Sept. 30 | Sept. 30 |
| Q4 2020 | Oct. 1 to Dec. 31 | Dec. 31 |

For questions, contact MyWell-being@ngc.com.



Employee Testimonial

I Tried It: Moody S. on Employee Resource Groups at Northrop Grumman

I moved down to Northern Virginia from the BWI site at the beginning of 2017 to start my second Pathways rotation. I did not know anyone at my new site, and became jaded with my new work routine. I applied to join the ConnectING NoVA board and I've been an active member ever since. I instantly made a few friends, some who I still talk to every day. ConnectING gave me a sense of community and offered me a place of belonging when I needed it. Now, I try to pay it forward by reaching out to new hires and inviting them into the community.

Moody S., Corporate, principal strategic planner and president, ConnectING NoVA, Falls Church, Va.

June/July Webinar Calendar

June 23 – WHAT TO EXPECT NEXT? RESTARTING OUR PERSONAL LIVES

We will discuss reinventing our families in today's world and what that will look like. We are focusing on critical decision making for each family as every family has their own unique circumstances.

June 24 – HEALTHY SLEEP

Sleeping is vital to every aspect of your health. Learn ways to help overcome insomnia and consistently get a good night's sleep.

June 30 – THE NEW NORMAL: LIFE AFTER COVID-19

We all know that life will never be quite the same after the COVID-19 pandemic. In this course, we will use lessons learned from past crises to prepare for the post-pandemic world.

July 15 – YOUR COLLEGE SAVINGS OPTIONS

This workshop will review the various options for funding a college education and strategies to help you effectively plan and save.

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