

Benefits & You

Your Life • Your Health • Your Well-being

2020

JANUARY 2020 ISSUE

2020 is officially here — a new year with fresh opportunities. In this month's issue, learn more about *Engage*, your new digital health assistant — including initiatives and programs in support of your overall benefits and well-being.

NEW!

Introducing *Engage* — Your New Digital Health Assistant

Engage is your confidential, personalized health assistant provided by Northrop Grumman at no cost to you. *Engage* is designed to enhance your well-being benefits, allowing you to experience health care in a whole new way, with a renewed focus on total well-being. With *Engage*, you can:

- Learn how to earn and track the new well-being incentive¹ and other rewards and sweepstakes
- Sync your activity devices and log steps, eating and sleeping patterns
- See what's covered and check costs before you get care²
- Find doctors using quality ratings and first-hand patient reviews²
- Learn about health perks you didn't even know existed

¹ Baltimore and Sunnyvale represented employees will continue to participate in the annual physical incentive.

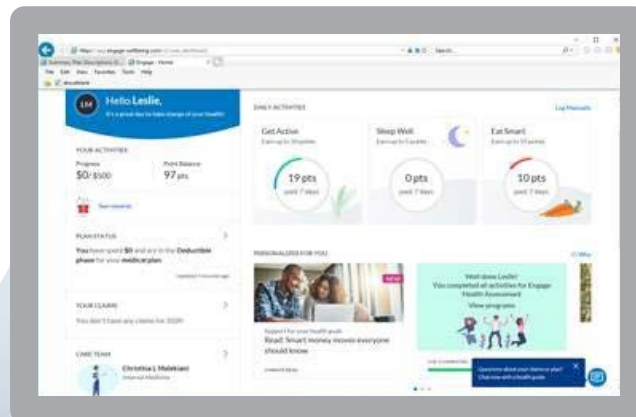
² Available only for those enrolled in an Anthem medical plan.

Register today to start using *Engage*. You and your spouse/domestic partner, if applicable, must register on the *Engage* platform to start using your well-being services and complete the health assessment requirement of the well-being incentive. Do not register by using the *Engage* app on your mobile phone. If you are an Anthem member who previously registered with Castlight, you can use your Castlight User ID and password.

Register on the *Engage* platform:

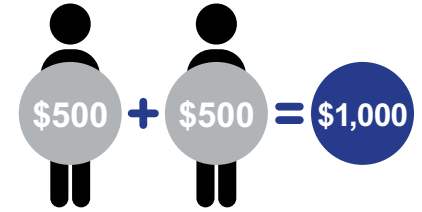
https://app.engage-wellbeing.com/v2/registration/e/northrop_grumman

 **ENGAGE**



WELL-BEING INCENTIVE 101

During last year's Annual Enrollment, Northrop Grumman announced a new Well-being Incentive Program that will replace the Annual Physical Incentive Program, effective Jan. 1, 2020 for most employees.³ With the new well-being incentive, the company will contribute \$500 or \$1,000 on your behalf to a Health Savings Account (HSA), or toward a premium credit — depending on the medical plan you chose. *Engage*, your new digital health assistant, can actively help you receive \$500 (or \$1,000 if your covered spouse/domestic partner also participates), **once you complete two incentive requirements:**



1 Annual Physical

Preventive care is key to the early detection of many health problems. Your Northrop Grumman medical plan will pay for the cost of your annual physical with no out-of-pocket expense. This benefit also applies to your covered family members. Once your annual physical claim has processed, your medical plan will notify *Engage*.⁴

2 Engage Health Assessment

Complete your health assessment on *Engage*. If your covered spouse or domestic partner wants the well-being incentive, they must register for their own *Engage* account and also complete the health assessment. This tool raises your awareness of potential health risks; it asks questions about your current health, diet, fitness, safety and lifestyle. Based on your answers, you'll receive personalized recommendations on how to best maintain or improve your health — at no cost to you.

If you are in an HSA-eligible health plan (such as the Medium Premium/Medium Deductible or the Low Premium/High Deductible medical plan), you will receive your incentive as a contribution to your HSA. If you are not in an HSA-eligible health plan or ineligible to contribute to an HSA, you will receive a premium credit. You'll receive the HSA or premium credit in full within one to two pay periods of when both your physical and health assessment show as completed on *Engage*.

View these [FAQs](#) for more details on how the new well-being incentive works.

Did You Complete an Annual Physical in 2019?

If you received an annual physical between June 1, 2019 and Dec. 31, 2019, your physical will be marked as "completed" on *Engage* in early February and will count toward the new Well-being Incentive Program's physical requirement.

³ Baltimore and Sunnyvale represented employees will continue to participate in the annual physical incentive.

⁴ Kaiser members must also complete a wellness agreement. Visit Kaiser at <https://www.kp.org/engage> and select "Sign your Wellness Program Agreement."

Note: The Well-being Incentive Program is available to you and your covered dependent spouse/domestic partner enrolled in a Northrop Grumman Health Plan (NGHP) medical plan option and paying active employee rates — unless you are enrolled in TRICARE Supplement, HMSA or Kaiser Hawaii. The incentive does not apply to COBRA participants, unless the COBRA participants are paying active employee rates as part of a severance agreement.



Bright Horizons Work-Life Programs Support Life's Stages

Work, family and personal responsibilities often compete for your time. No need to stress. Rely on **Bright Horizons®**. Explore all your benefits today and start making your life easier.

- **Care for your kids** with full-time and back-up care options in a Bright Horizons center or in your own home.
- **Plan ahead for an aging family member** with back-up in-home adult or elder care — in the convenience of your or your loved one's home.
- **Get your kids ready for college** with live webinars hosted by former admissions and finance officers, expert one-on-one guidance at no cost to you.
- **Balance work and life** by accessing a database of sitters, nannies, pet sitters and more.

All of this and more is available when you visit:

<http://clients.bright Horizons.com/northrop>

- **Back-Up Username:** Northgrum
Password: CARE4YOU
- **Education & College Advising Passcode:** ngcoach
- **Download the Back-Up Care App:** Search “back-up care” in the App Store or Google Play.

Questions? Call (877) 242-2737

NEW! Get Ready to Talk About Pay

Announcing the launch of our newest employee resource: [The Employee Guide to Pay Conversations](#). This guide was designed to help you prepare for your upcoming compensation conversation with your manager.

This new resource will provide you with the following:

- Timeline so you know when to expect your conversation to occur (includes additional compensation process dates)
- Topics your manager will cover during the conversation
- Questions you may want to ask your manager about your pay

For more information about this new resource and other compensation topics, visit the [Total Rewards Compensation website](#).



I Tried It: Brian C. on WW

I wanted to say thank you for offering the weight loss program [WW]. I have lost 80 pounds on the program and I am excited about the positive influence this has had on my life. I am new to the company (I have been here a year). While I am compensated well and enjoy the work I do, the weight loss program has provided me benefits more than I ever would have expected.

Brian C., [US] (MS), Principal Engineer, Rolling Meadows, IL

January/February Webinar Calendar

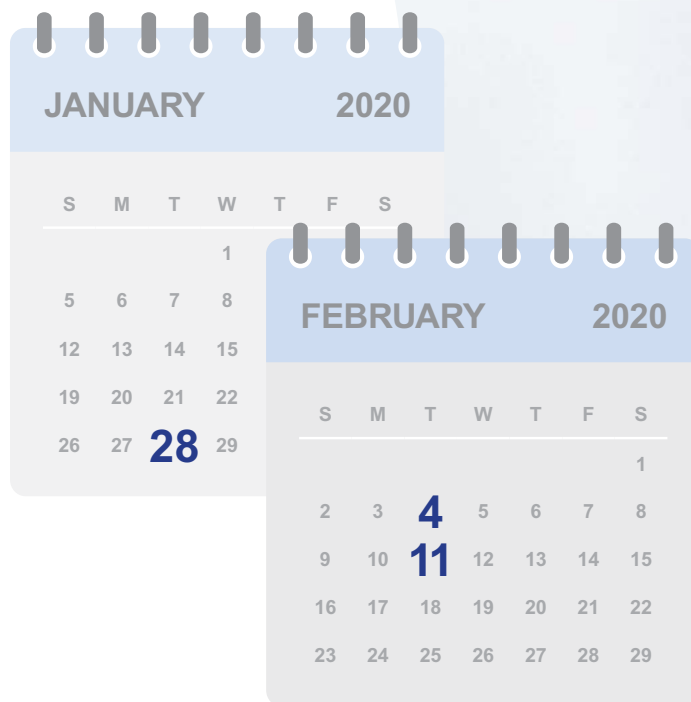
[Click here](#) for a complete list of upcoming webinars and details on how to register.

JAN. 28

Bright Horizons EdAssist Solutions® Tuition Assistance & Coaching

Learn how *Bright Horizons EdAssist Solutions®* can help you get a degree or learn new skills without breaking the bank. Join us to learn all about your benefit, including free expert coaching, creating a customized education plan, and how your benefit can lead you to credits you've already earned through prior learning, training or work experience.

Presented by Bright Horizons



FEB. 4

Bright Horizons Family Solutions Virtual Benefit Fair

Learn how to take advantage of *Bright Horizons Back-Up Care™* for your child and adult or elder loved ones, learn about *Bright Horizons Additional Family Supports™* and chat live about your benefits.

Presented by Bright Horizons

FEB. 11

Education Loan Repayment Strategies

Learn how you and your child can manage education debt, transition from college to repayment and discover repayment strategies to fit your family's specific need. Also find out how to identify repayment responsibilities for each loan, methods for reducing monthly payments and much more.

Presented by College Coach

If you have questions or feedback about this newsletter, email AskBenefits@ngc.com