

Benefits & You

Your Life • Your Health • Your Well-being

NORTHROP GRUMMAN



FEBRUARY
2019 ISSUE

Did you make a resolution this year to improve your physical well-being? For no- and low-cost tools and resources that can help you lose weight, eat more balanced meals or improve your fitness level, visit [Benefits & You OnLine](#).

Ready, Set, MARCH Fitness Challenge Starts March 1

Every step you take during March can put you closer to winning an Amazon.com eGift Card worth between \$50 and \$150 during the Ready, Set, MARCH Fitness Challenge. If you haven't already, download the Mobile Health Consumer (MHC) app from the Apple App Store or Google Play onto your personal smartphone. Click the Ready, Set, MARCH Challenge icon for more information, including how to sync your fitness tracker with the platform or instructions for manually entering your steps. There are two ways to win:

1. Each week your number of average daily steps will qualify you for one of four random drawings for \$50 Amazon.com eGift Cards. Drawings will take place on March 8, 15, 22 and April 1.
2. After April 1, the average of your total daily steps for the month will qualify you for additional drawings at random for one of 60 \$150 Amazon.com eGift Cards.

The challenge isn't limited to walking. The MHC site contains a conversion chart, so any activity from household chores to ping pong to swimming can be included. Additional details will be available in late February on [Benefits & You OnLine](#) or by checking the [MHC page](#).

Plan Now for the 2019 Annual Physical Incentive

Eligible employees and their covered spouses/domestic partners who complete an annual physical qualify for a credit of up to \$500 toward their medical plan premium. Depending on your coverage level (employee only, employee and family, etc.), a credit of up to \$100 per month for five months will be applied to the cost of your medical coverage. Physicals completed and processed by Feb. 28, 2019, qualify you for an incentive credit that begins in May 2019. Physicals completed and processed between March 1, 2019 and May 31, 2019, qualify for an incentive credit that begins in August 2019. To ensure accurate processing, tell your doctor to be sure to code your visit as an annual physical. [Click here](#) for complete details.

Six Smart Things to Do with \$1,000 Right Now

It's not every day that \$1,000 magically comes your way. But if you've recently gotten a bonus or tax refund, you might be sitting on that much cash for the first time in a long time. And if that's the case, you'll want to use that money wisely. Here's how.

<https://www.fidelity.com/mymoneyfirsts/6smarthings>

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Weight Watchers Is Now WW

WW (Weight Watchers Reimagined) now offers WellnessWins, a rewards program that can help employees, their spouses/ domestic partners and dependents over age 18 reach their wellness goals, whether it's to lose weight, eat healthier, move more, develop a more positive mindset or all of the above — all at a discounted rate. Eligible employees may also qualify to be reimbursed for part of their quarterly membership fees. On-site meetings, now called [Wellness Workshops](#), are still held at Northrop Grumman locations in Azusa, Sunnyvale, San Diego and Redondo Beach in California; Annapolis and Linthicum Heights in Maryland; Rolling Meadows, Illinois; and Cincinnati, Ohio. [Click here](#) for more details or here for [fee and registration information](#).



Wellness Coaching Available Free through Anthem and Kaiser

One-on-one guidance and support can be extremely useful when you are making a lifestyle change. Anthem and Kaiser Permanente offer members one-on-one wellness coaching to help with losing weight, eating healthy, managing stress, becoming more active, quitting tobacco products and more. A wellness coach can help you set goals and create a customized action plan to achieve them. They can even help you better understand what is covered by your health benefits and how to get referrals for more specialized support, when necessary. These services are free to employees and their covered dependents.

[CLICK HERE](#)
for information from



[CLICK HERE](#)
for information from



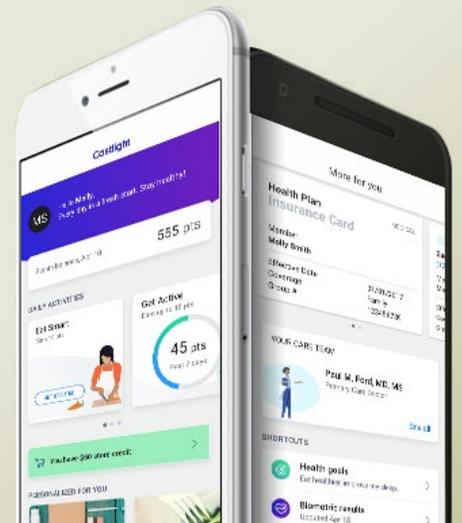
Anthem Blue Distinction Centers of Excellence Provide Exceptional Care, Better Outcomes

Anthem Blue Distinction Centers of Excellence receive this designation after a rigorous process that certifies a track record of excellent care, reduced complications, lower costs, faster recovery times and better outcomes. For example, Blue Distinction Centers for bariatric surgery average 26 percent fewer readmissions, and the cardiac care facilities average 18 percent fewer in-hospital mortalities than the national average. Anthem members who choose to have cardiac care, knee or hip replacements, spine surgery or bariatric surgery in a facility that does not have the Centers of Excellence distinction will be required to pay an additional \$1,000 copay. [Click here](#) to learn more and find a center.

Castlight Tool Helps You Make the Right Choice at the Right Price

The Health Services Cost and Quality Comparison Tool, or Castlight, is a free online resource that helps you make informed health care decisions for you and your family. Use this tool to:

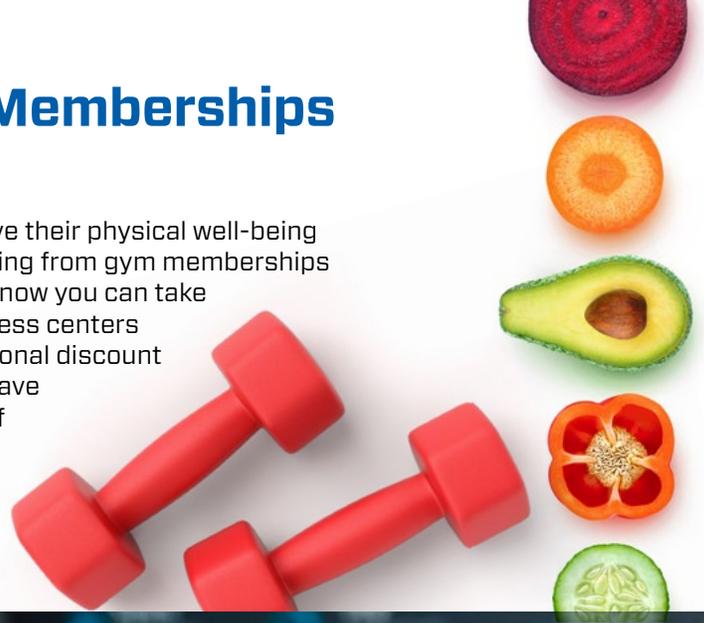
- Compare prices and quality ratings for doctors, hospitals, pharmacies and medical services
- Access patient reviews of doctors and facilities
- See personalized cost estimates based on your location and Anthem medical plan
- Find in-network providers and low-cost generics
- Manage your deductible
- View breakdowns of past medical expenses



This tool is free for employees and covered dependents enrolled in Northrop Grumman's Premium, Premium Plus, Value or Value Plus medical plan option. [Click here](#) for more information or register at www.mycastlight.com/ngc.

Employee Discounts on Gym Memberships and Healthy Eating Options

Employees and their family members who are working to improve their physical well-being can take advantage of discounts through [Beneplace](#) on everything from gym memberships to workout equipment to healthy eating delivery services. Right now you can take advantage of discounted memberships at more than 9,000 fitness centers and YMCAs nationwide through [Active&Fit Direct](#); take an additional discount on all treadmills, ellipticals and bikes through [Horizon Fitness](#); save \$32 on your first order from [Blue Apron](#); and take 40 percent off four-week food plans at [Nutrisystem](#). For additional discounts, visit <http://www.beneplace.com/northropgrumman> for more details.



Wealth Webinar Wednesdays Continue in February

[Fidelity holds free webinars](#) the third Wednesday of each month to help employees and their family members learn strategies that will make them feel more confident about their financial future. This month, learn the benefits of and how to enroll in the Northrop Grumman Savings Plan on Wednesday, Feb. 20 at noon ([click here to register](#)) and 2 p.m. EST ([click here to register](#)). Fidelity will also host a webinar on Wednesday, Feb. 27 at noon ([click here to register](#)) and 2 p.m. ([click here to register](#)) on how investing money in a Health Savings Account can help you prepare for medical expenses now and in retirement. Other topics throughout the year will address investing, Social Security, debt management and more. To view all the free webinars available to employees in February, [click here](#).



Build Stronger Relationships in February with the New EAP Challenge

People who have positive relationships and strong social connections are happier, have fewer health problems and live longer. During February, the [Employee Assistance Program \(EAP\)](#) team encourages you to participate in a challenge by [taking a simple action each week to improve the relationships in your life](#). At the end of each week, let us know how you did by sending an email to eap@ngc.com to share your success story.

For practical tips and techniques to help you improve your relationships, check out these webinars available to employees and family members on demand and at no cost:

- [Relationships: Success for You and Your Partner](#) — Components to a successful long-term relationship include expressing appreciation for each other and the ability to resolve conflict.
- [Enrich Your Social Life with Friendships](#) — Learn about the benefits and importance of friendships and how to develop, maintain and improve friendships.

Relationship support is the No. 1 reason why employees and family members seek support from the EAP. As a reminder, you and your family members are eligible for eight visits per issue, per year with a counselor at no charge to you. For more information, contact **800-982-8161** or visit our [website](#).

February Webinar Calendar

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

The *Benefits & You* newsletter will transition to bimonthly. Look for the next issue in April.

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Understanding Your Bright Horizons Benefits

Learn about back-up child and elder care as well as College Coach and find out how to make the most of these benefits. *Presented by Bright Horizons*

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WW (Weight Watchers Reimagined)

Learn about the latest enhancements to the WW program and the discounts available to Northrop Grumman employees, spouses, domestic partners and dependents over age 19. *Presented by WW*

FEB.
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Get Started Saving for the Future You

Find out the benefits of the Northrop Grumman Savings Plan, how to enroll and small steps you can take to save more. *Presented by Fidelity*



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21

What You Should Know About Food Labels

A registered dietician will explain how to decipher food labels and answer your questions. *Presented by Anthem*

FEB.
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Discover the Potential of Your Health Savings Account (HSA)

Learn about the benefits of saving and investing money in your HSA to help you prepare for medical expenses now and in retirement. *Presented by Fidelity*



I Tried It: Kathy H. on the Mobile Health Consumer Quarterly Prize Drawing

I signed up for Mobile Health Consumer (MHC) earlier this year to participate in the walking challenge. I didn't win a prize during the challenge, but I ended up getting a nice surprise when I found out in December that I'd won a \$125 Amazon.com eGift Card in the MHC drawing that's done every quarter. I'd earned enough points by participating in the challenge to qualify for the drawing. I love to jog and walk my dog so I linked my Fitbit up to MHC and every time I was active, my steps were automatically added and I earned points for them. There's even a conversion chart for activities so you can earn points for things like cycling and even gardening and housework. It's really easy to sign up and you might end up winning a prize for doing what you normally do every day. It doesn't get easier than that.



*Kathy H., Cost Schedule Control Analyst
in Redondo Beach, California*

Have you used a wellness resource or benefit and want to share your story?
Email BenefitsYouCommunications@ngc.com.