

## Retirement Planning

Personalized Summary				
Savings	Pension	Social Security	Personal Income	Retiree Medical
Total Retirement Income				

### Savings Overview

Explore the enhanced modeling capabilities of your Savings Plan benefits within your financial wellness dashboard in NetBenefits to visualize your full potential retirement income. The enhanced modeling capabilities allow you to change contribution percentages and investment strategies to targeted retirement dates. Visualize how your savings plan strategy fits into your total retirement income.

Additional tools and research information are provided in the drop-down selections below. Financial education, online tools and financial workshops can help you make key decisions as you plan and assess your retirement readiness.



Fast track your modeling success by launching the instructional video in the blue box or by following the written instructions in the Total Retirement Income section drop down for Using the Retirement Analysis Tool. Research the various sources of your total retirement income as you fine tune the modeling. Call the Northrop Grumman Benefits Center at 800-894-4194 should you have questions.

Get the most out of the Financial Wellness Dashboard — Watch the tutorial



Model what your savings could look like over time

Each of the five boxes on the navigation bar above provide relevant information about those sources. The Total Retirement Income box outlines how they all come together and can be used to model different scenarios on the Fidelity retirement planning dashboard.

### Review Your Savings Benefits

For detailed information about your Savings Plan benefits, visit the [Northrop Grumman Savings Plan page](#). NetBenefits will be your main source for individual Savings Plan information. Once logged-in, you can find information on the following tabs:

- **Summary Tab:** Allows you to view your savings balance, contribution amounts and investment returns. You can also access transaction history, view personal statements and review financial terms and definitions.
- **Plan Information Tab:** Learn more about the details of your plan and access other plan-related documents including a glossary of investment terms and frequently asked questions.
- Other tabs include detailed information on contributions, investments, withdrawals/loans, rollovers, and bank/tax information.

For more information, call the Northrop Grumman Benefits Center at 800-894-4194.

### Access Financial Education

Take advantage of free financial webinars offered through Fidelity. Topics include saving, investing, turning your savings into retirement income, Social Security and more. Some workshops are customized for Northrop Grumman employees/plans and others are more general. Visit the [News and Events Center](#) for upcoming events.

In addition, you can [register](#) for a complimentary financial one-on-one consultation and a phone-based financial well-being review with a licensed Fidelity representative.

## Explore Planning Tools

---

The following retirement planning tools are available on [NetBenefits](#). Access tools to help you create a plan for retirement, ensuring you can get and stay on track.

- **Planning Summary:** By answering a few questions, you'll be able to see your estimated retirement income from your savings plan and any other retirement assets. In addition, you'll identify any potential gaps between what you may need and what you may have in retirement. The retirement analysis tools in NetBenefits, accessed through the Planning Summary page, allows you to explore hypothetical scenarios to potentially improve your retirement planning strategy. You can also get help selecting investments or building your own portfolio in the Savings Plan page.
- **Financial Wellness Check-Up:** Learn what you're doing well and ways you can improve your financial well-being.
- **Savings and Spending Check-Up:** Discover how your savings and spending compare to Fidelity's 50/15/5 savings rule.
- **Power of Small Amounts:** Learn how a small change - 1%, 3% or 5% - can make a big difference over the long-term when saving for retirement.
- **Contribution Calculator:** Learn how saving more now can contribute to extra income at retirement.
- **Traditional vs. Roth Retirement Savings Plan Modeler:** View hypothetical scenarios showing differences between traditional pre-tax and Roth contributions.
- **Take Home Pay Calculator:** Learn how your pre-tax contributions may affect your take-home pay.
- **Retirement Decision Guide:** The tool will ask you questions about yourself and your retirement plans. Based on your answers, you'll receive a priority path (high, medium, low) to help you navigate your Retirement Decision Guide.

## Leaving Your Money in the Plan

---

In most situations, you don't need to move money out of your Northrop Grumman Savings Plan just because you're retiring. You'll still have access to the same investment choices you've had all along--you just won't be adding any additional contributions.

- When you reach age 72, you'll be required to start taking minimum distributions from your account.
- You can request a partial or full distribution of your account at any time by calling the [Northrop Grumman Benefits Center](#) at 800-894-4194.
- If your account balance is less than \$1,000, your balance will be cashed out 60 days after you leave the company.

## Rolling Over Your Money to an Eligible Retirement Plan

---

Rolling over your money from the Northrop Grumman Savings Plan to an eligible retirement plan, such as another qualified plan or an IRA, is another option. This will allow you to defer federal and state income taxes and avoid any applicable penalties.

Before rolling over your money, you should compare the underlying fees and expenses of the investment options in the Savings Plan to those in the receiving account.

The Savings Plan also allows you to roll over your balance to purchase an annuity.

If you'd like to roll over some or all of your Savings Plan balance or ask about the annuity option, call the [Northrop Grumman Benefits Center](#) at 800-894-4194.

## Taking Your Money in Cash

---

A withdrawal gives you access to the money in your account, but is subject to federal and state income taxes. If you're under age 59½, a withdrawal may potentially have an early-withdrawal penalty, unless you qualify for an exception to this rule.

- A *partial withdrawal* allows you to withdraw up to a specified dollar amount.
- A *full distribution* closes out your account. You can choose what to do with the assets—i.e., how much to withdraw as cash and how much to roll over to another qualified plan.

Make sure you understand the tax impact of taking your money from the Northrop Grumman Savings Plan. Read the “Taxes and Your Savings Plan Benefits” section of the Summary Plan Description (SPD) available on [NetBenefits](#). You should also consult your tax or financial advisor.

If your account balance is \$1,000 or less, it will be automatically distributed to you as a lump sum payment 60 days after you separate from the company unless you choose to request a full payment (rolled over or as cash) prior to that date.

## Review What to Do If You Have a Plan Loan

---

If you have an outstanding loan from the Savings Plan when you leave Northrop Grumman, you may choose to make monthly loan repayments via direct debit from your checking or savings account.

To avoid taxation on your outstanding loan balance, you must make timely loan repayments and leave some or all of your balance in the Northrop Grumman Savings Plan. You'll receive instructions on how to establish loan repayments via direct debit from the [Northrop Grumman Benefits Center](#).

## Seeking Advice

---

When it comes to getting personalized support and advice on your financial well-being, we've got you covered with convenient options, tailored to your needs:

- Complimentary financial one-on-one consultations are available and offer a phone-based financial well-being review with a licensed Fidelity representative. [Register here](#).
- Make an online appointment with a [Fidelity advisor](#) or attend a retirement planning session at a local [Fidelity Investment Center](#).
- Access a team of professionals who can help you create and maintain a retirement plan with the Fidelity [Personalized Planning & Advice](#). Please note there's an advisory fee for this service.

## Additional Resources

### Financial Wellness Dashboard

Your centralized hub, designed to provide financial insights and enhanced planning tool capabilities to help you make informed decisions with confidence.

### Schedule an Appointment

Set up time to meet 1-1 with a retirement planner.

### Learning Resources

Research related topics through interactive tools, articles, videos and workshops.

### Retirement Decision Guide

Get help in your one-of-a-kind retirement journey.