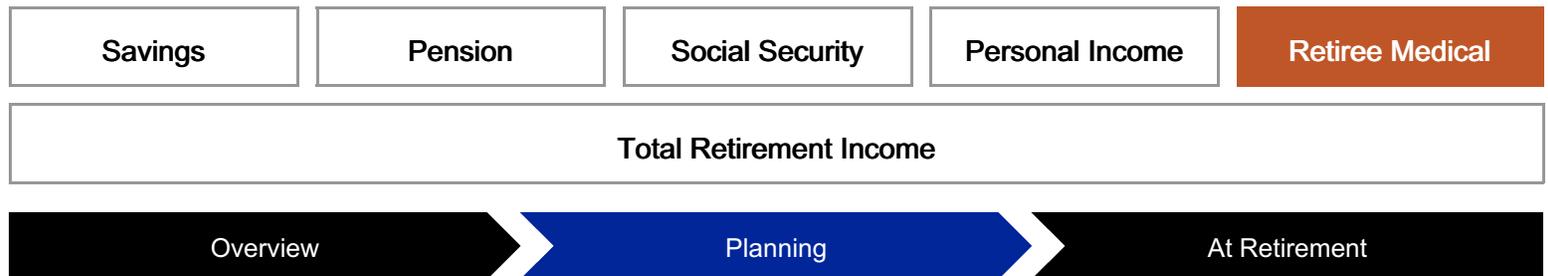


Retirement Planning

Whether you're just getting started or nearing retirement, it's important to save, invest and plan for your future. When you retire your income will shift from an employer-provided paycheck to other retirement income sources.

Understanding your estimated income from your savings and pension plans, Social Security, other personal income and retiree medical expenses can help you envision your potential total retirement income.

Review the overview, planning and at retirement sections below to learn more.



Planning

Education and resources to help you kickstart your retirement planning.

Retirement planning should include anticipating your future health care needs and those of your family, as well as deciding what type of health care coverage you would like. The following sections can help with your planning:

Things to Consider as You Plan For Retirement

- **Your Northrop Grumman Health Plan:** The health plan coverage you have as an active employee ends at the end of the month in which you retire. At that point, Northrop Grumman will give you the option to continue your medical, dental, vision and/or EAP coverage through COBRA for 18 months.
- **Your Eligibility for Retiree Medical Coverage:** For more information, view the “Understanding Your Options At Retirement” for more information.
- **Cost of Coverage:** Continuing your coverage through COBRA or enrolling in your spouse’s coverage may be less costly than retiree medical coverage. You can enroll in a Pre-Medicare or Medicare health plan through Via Benefits at a later date.
- **Medicare Penalty:** You become eligible at age 65, or earlier if you have certain health conditions or are disabled. It’s important to sign up for Medicare as soon as you’re eligible. If you don’t, you may need to pay higher premiums.
- **Your Health Savings Account (HSA):** You take your HSA with you when you retire. Save as much as you can tax-free while you're eligible so you have funds available for your healthcare expenses when you retire.
- **Healthcare Expenses Can Be Significant in Retirement:** Factor in your anticipated healthcare costs in the retirement plan you’re building through the Retirement Analysis tool in NetBenefits accessed through the [Financial Wellness Dashboard](#).

Before you retire, call the [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 to learn what's available to you. Be sure to request a **retiree medical modeling statement** that can describe your options.

Understand Your Options at Retirement

When you retire from Northrop Grumman, you may:

- Continue your medical, dental, vision and/or EAP coverage for yourself and any covered dependents you have as an active employee under COBRA for 18 months.
- Enroll in one of the health plans available through Via Benefits if you're **under age 65** and eligible. You can purchase individual Pre-Medicare supplemental coverage through Via Benefits, a private insurance exchange that provides eligible retirees access to supplemental insurance plans.
- Enroll in Medicare Parts A and B if you're **65 or older**; Medicare will be your primary health insurance at that point. You can purchase individual Medicare supplemental coverage through Via Benefits, a private insurance exchange that provides eligible retirees access to supplemental insurance plans. Note that if you're **under age 65 and your spouse is over age 65, or vice versa**, the person under 65 may enroll in a Pre-Medicare health plan and the person over 65 may elect to enroll in Medicare supplemental coverage, both through Via Benefits.
- Choose a mix of the above options – for example, enroll in a Via Benefits Pre-Medicare health plan (if under age 65) while continuing your active dental coverage through COBRA.
- Defer retiree medical coverage until a later date.

For more information, view the Northrop Grumman Retiree Medical Plan [Summary Plan Description](#).

Review Eligibility for Northrop Grumman Retiree Medical

Northrop Grumman is the integration of over 20 companies across aerospace, technology and defense industries. Your company heritage and employment history may impact your eligibility for a subsidy under the Northrop Grumman Retiree Medical Plan and what you pay for coverage.

In general, you're eligible for retiree medical coverage if, at the time you retire from Northrop Grumman:

- You're **age 55 or older** with a minimum of 10 years of service, or
- **Age 65 or older** with a minimum of five years of service.

You and Northrop Grumman will either share the cost for coverage, or you'll be required to pay the full cost, depending on your company heritage and employment history. Note that most employees hired after 2003 aren't eligible for subsidized coverage.

To determine your eligibility, call [Northrop Grumman Benefits Center](#) (NGBC) at 800-894-4194 and request a **retiree medical modeling statement**, which will show your options.

If you have more than one retiree heritage classification, make sure to compare the subsidies offered under each heritage (for both pre-65 and 65 or older) and choose which works best for you.

If You're Under Age 65

You will be starting a NEW plan as a retiree. Amounts applied to the deductible and out-of-pocket maximum for your active coverage don't carry over to your new retiree coverage. All out-of-pocket amounts are reset at the beginning of each plan year, on Jan. 1.

If you're under **age 65** and eligible for Medicare due to a disability, our medical plans coordinate with Medicare, so make sure you're enrolled in Medicare Parts A and B.

If You Are Age 65 or Older

If you're age 65 or older, Medicare will be your primary medical insurance. Access the [Medicare](#) website to learn more about Medicare and how to enroll.

You have the option to purchase additional coverage to supplement Medicare, and Northrop Grumman partners with [Via Benefits](#), a private insurance exchange, to give you access to a broad range of supplement insurance plans and help in selecting and enrolling in supplemental coverage.

Depending on your company heritage and employment history, you may be eligible for a Retiree Health Reimbursement Account (RHRA) with Via Benefits. You receive a fixed annual "credit" amount in your RHRA that you can use to help pay for your purchase of an individual supplemental plan, prescription drug, dental, vision, TRICARE supplemental or long-term care coverage, or Medicare Part B premiums.

You must elect a supplemental medical, prescription drug, dental or vision plan through Via Benefits to use the RHRA. (Exception: you may enroll in TRICARE supplemental or long-term care coverage and notify Via Benefits of your enrollment).

For more information and to enroll, visit the [Via Benefits website](#) or call 855-832-0976.

Certain retirees in a few heritage classifications may stay enrolled in a Northrop Grumman Retiree Medical Plan option when they reach age 65 instead of receiving an RHRA through Via Benefits, and some may receive a stipend through the [Medicare Part B Reimbursement and Stipend Program](#) that's different from an RHRA. Your retirement modeling statement will indicate if you're eligible for these options.

Discover if COBRA is Right for You

When you retire from Northrop Grumman, you and your covered dependents may be able to continue your medical, dental, vision and/or EAP coverage for a limited time through COBRA. When COBRA ends, you may enroll in Northrop Grumman retiree medical coverage.

Call the [Northrop Grumman Benefits Center](#) (NGBC) 800-894-4194 and ask for the cost of COBRA coverage to help compare your choices. COBRA is a continuation of your active coverage, so any amounts applied to your deductible and out-of-pocket maximum for the current year don't reset to zero.

If you're eligible for Medicare, ask the NGBC how COBRA and Medicare coordinate. Generally, if you were already enrolled in Medicare at the time you elect COBRA, you may remain enrolled in it until the end of the COBRA continuation period; however, Medicare will be your primary coverage. If you first enroll in Medicare after you elect COBRA, your coverage through COBRA terminates. Since each qualified beneficiary can independently choose to maintain COBRA coverage, their enrollment may continue even if you enroll in Medicare.

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.

Learning Resources

Research other resource topics through interactive tools, articles, videos or workshops.

Schedule an Appointment

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

Retirement Decision Guide

Get help in your one-of-a-kind retirement journey, beyond your financial well-being.