

At Northrop Grumman, we're proud to offer our employees more than just a paycheck — we offer a total rewards package that includes a comprehensive benefits program with a wide variety of choices, paid time off, education assistance, perks and services to fit the diverse needs of our employees. In most cases, Northrop Grumman pays a portion of the cost for these benefits. **In fact, the Company pays the majority of health care insurance expenses for our employees and their families.**

We also help our employees and their families stay healthy by providing incentives for plan participants who get an annual physical, and providing the tools and resources to make informed decisions and plan choices that fit their needs.

To learn more about Northrop Grumman's Total Rewards and benefits visit the Total Rewards Gateway at <http://totalrewards.northropgrumman.com>.

myHealth



We offer employees choices for medical, dental and vision coverage.

No Spousal Surcharge or Penalty: Unlike many of our competitors, Northrop Grumman allows employees to cover their eligible spouse or domestic partner on their medical plan with no spousal surcharge or penalty.

Benefits Automatically Provided at No Cost:

- Basic Life and Accidental Death & Dismemberment (AD&D)
- NGCare Employee Assistance Program
- Business Travel Accident
- Short-Term Disability
- Basic Long-Term Disability

For additional information on other valuable Northrop Grumman benefit plans visit the Total Rewards Gateway at <https://totalrewards.northropgrumman.com>.

myRetirement



Our 401(k) plan allows employees to make pre-tax, Roth 401(k) and after-tax contributions.

There are also Company-matching contributions equal to:

100% of the first 4% of pre-tax, Roth 401(k) and after-tax contributions



50% of the next 4% of employee contributions

The matching contribution increases after five years of service with Northrop Grumman.

myWork/Life



Northrop Grumman offers work/life programs that are designed for everyone. Employees can take advantage of:

- Paid time off
- Paid parental leave
- Flexible work arrangements
- Employee discounts
- Employee resource groups
- Financial education
- Volunteer opportunities

Our family care solutions, including:

- Subsidized back-up child/elder care
- Supporting employees with finding quality childcare
- Childcare center priority placement & discounts
- Guidance to help prepare for college
- Tutoring support and discounts
- Support for parents of children with special needs

myCareer



At Northrop Grumman, an investment in our employees is an investment in our future. We provide tools, guidance, and courses you need to learn and grow. Use our development center resources to gain job experience, build a network to support your development, and expand your knowledge and skills through education. We offer programs to assist our employees' leadership and technical capabilities, certifications, degree programs, and education assistance as part of our commitment to continuous learning.

Medical Options

As a Northrop Grumman employee, you would have a choice of at least three medical plan options with a range of premiums, deductibles and out-of-pocket costs. These plans cover the same types of medical services, including prescription drugs, acupuncture, chiropractic care, maternity care, mental health care, physical therapy and much more.

Cost for Medical Coverage

Our employees pay a monthly contribution rate for their base salary up to \$100,000, plus a percentage of their base salary over \$100,000. The following are Anthem BlueCross BlueShield Plan options.

Plan Options and Coverage Levels		Column A	Column B
		2020 Monthly Employee Contribution for Base Salary up to \$100,000	Percentage of Base Salary over \$100,000 up to Maximum Monthly Employee Contribution
Low Premium/ High Deductible Plan (an HSA-eligible plan)	Employee Only	\$39	0.4% up to \$125.86
	Employee + Spouse/DP	\$107	1.0% up to \$264.31
	Employee + Child(ren)	\$91	0.8% up to \$213.96
	Employee + Family	\$139	1.4% up to \$327.24
Medium Premium/ Medium Deductible Plan (an HSA-eligible plan)	Employee Only	\$91	0.6% up to \$314.55
	Employee + Spouse/DP	\$267	1.4% up to \$660.56
	Employee + Child(ren)	\$224	1.2% up to \$534.74
	Employee + Family	\$325	2.2% up to \$817.83
High Premium/ Low Deductible Plan	Employee Only	\$256	1.1% up to \$726.52
	Employee + Spouse/DP	\$544	2.4% up to \$1525.69
	Employee + Child(ren)	\$464	2.2% up to \$1235.08
	Employee + Family	\$720	3.6% up to \$1888.94

Here's how it works...

Amount from Column A	+	(% from Column B x Annual Base Salary over \$100,000) ÷ 12	=	Monthly Medical Plan Contributions
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For example...

If you enroll in the...	And your base salary is...	Your monthly contribution is...
Low Premium/High Deductible Plan — Employee Coverage	\$115,000	$\$39 + (.4\% \times 15,000 / 12) = \44
Medium Premium/Medium Deductible Plan — Employee + Family Coverage	\$148,000	$\$325 + (2.2\% \times 48,000 / 12) = 413$

Take Advantage of the Well-being Incentive

Any of our enrolled employees (and their covered spouse or domestic partner) who get an annual physical and complete a health risk questionnaire receive \$500 each (\$1,000 total) as a contribution to a Health Savings Account (HSA) or toward their medical plan premium.

The reduction applies to any Northrop Grumman medical plan except HMSA and Kaiser Hawaii; it also does not apply to the TRICARE Supplement.

23,000+ employees took advantage of the well-being incentive in 2020.

Northrop Grumman reserves the right to terminate or amend any of its plans at any time.

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