



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 through Northrop Grumman:** Your options depend on whether you are under age 65 or age 65 and older. Refer to “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 the Northrop Grumman Retiree Medical Plan 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 are 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 accessed through [Planning Summary on NetBenefits](#). Fidelity’s *Prepare for the Reality of Healthcare in Retirement* workshop can also help you plan. Look for an upcoming workshop on [NetBenefits](#).

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 will describe your options and costs.