

What's important to you
when considering a new job —
besides pay?

Work environment?

Learning and growth
opportunities?

Benefits?

Now combine these things with the desire to work for a Fortune 100™ company and you get Northrop Grumman — one of the leading defense contractors in the world. Northrop Grumman employs a team of more than 120,000 employees who are dedicated to developing many of the world's most innovative and technologically advanced products and services for military, government, and commercial customers.

Our people are the foundation of our continued success, and we know it. That's why, whether you're just beginning your career or you've been working for 20 years or more, you will find that the Northrop Grumman Benefits Program was designed with you in mind — to give you the flexibility and control to choose the benefits that make the most sense for you and your family.

You decide whether to participate in the **Health Plan**, and to what extent. And, if eligible, you automatically are enrolled in the **Savings Plan**.

Define your future
by the decisions
you make today.

Additional Benefits

Eligible employees can take advantage of the following additional benefits, which may vary by business sector and location.

› Employee development

- › Performance management goals
- › Training and development opportunities
- › Internal career opportunities

› Education assistance

- › Tuition reimbursement for job-related courses and progress toward a degree in a relevant field

› Company-paid holidays and vacation/paid time off (PTO)

› Credit Union

- › Interest-bearing checking accounts, money market savings accounts, individual retirement accounts (IRAs), loans, investment assistance, group universal life insurance, auto and home owner's insurance, and long-term care insurance

The benefits described above are applicable to most eligible Northrop Grumman employees, effective July 1, 2008 through June 30, 2009.

This brochure provides a summary of the benefits available under the Northrop Grumman Benefits Program. Complete details about the program are contained in the legal plan documents that govern plan operation and administration. If there is a discrepancy between the information provided in this brochure and the provisions of the plan documents, the plan documents will govern. Neither the plan documents nor this brochure constitutes an implied or expressed contract of employment. Northrop Grumman reserves the right to terminate, suspend, withdraw, amend, or modify the plans at any time and for any reason.

An Equal Opportunity Employer.

Recruiting Brochure/JUN 07-0076

The
Benefits
of working for
Northrop Grumman

Northrop Grumman Health Benefits

BASIC BENEFITS	OPTIONAL BENEFITS		
Eligible employees automatically receive these benefits at no cost:	Eligible employees can enroll in these benefits:		
<p>Basic life insurance \$50,000 or one times annual base salary, whichever is greater</p> <p>Basic accidental death and dismemberment (AD&D) insurance \$50,000 or one times annual base salary, whichever is greater</p> <p>Business travel accident (BTA) insurance Coverage if you die or are seriously injured in an accident while traveling on approved company business</p> <p>Employee Assistance Program (EAP) Confidential counseling and referral program to help you and your dependents manage personal issues</p>	<p>Medical coverage (includes prescription drug and mental health benefits)</p> <ul style="list-style-type: none"> Two Preferred Provider Organization (PPO) options A Health Maintenance Organization (HMO) option, if available in your geographic location A national Exclusive Provider Organization (EPO) option, or regional EPO options, if available in your geographic location A consumer-driven health plan option Aetna Global Benefits Plan for overseas employees 	<p>Dental coverage</p> <ul style="list-style-type: none"> Three PPO options A dental HMO <p>Vision coverage A plan that offers in-network and out-of-network coverage</p> <p>Flexible Health Care and Dependent Day Care Spending Accounts Contribute up to \$5,000* in each account per benefit plan year on a tax-deferred basis to help pay for eligible health care and dependent day care expenses</p> <p>Optional life insurance Various coverage levels for you and your dependents</p> <p>Optional AD&D insurance Various coverage levels for you and your dependents</p>	<p>Basic long-term disability (LTD) insurance 50% of base monthly salary during a long-term disability, up to a maximum of \$15,000 per month (coverage is 100% company-paid by some business units)</p> <p>Optional LTD insurance Additional coverage in 10% increments of base monthly salary (to obtain up to 70% of base monthly salary when combined with basic LTD)</p> <p>Group legal Two plans — Basic and Comprehensive — provide benefits for covered legal services (eligibility depends on your business unit)</p>

* \$2,500 in the Dependent Day Care Spending Account if you are considered highly compensated for plan purposes.

Northrop Grumman Savings Plan

The Northrop Grumman Savings Plan is a great way to build future wealth through automatic payroll deductions. Here's a quick look at how the Plan works.

	SAVINGS PLAN
IMMEDIATE PARTICIPATION	Eligible employees are automatically enrolled when hired.
BENEFIT GROWTH	<p>Your benefit grows through:</p> <ul style="list-style-type: none"> Your contributions Company matching contributions (as applicable) Company basic contributions (as applicable) Company contributions to the Retirement Account (if eligible) Any investment earnings on all contributions.
YOUR CONTRIBUTIONS	You can contribute a percentage of your eligible compensation on a tax-deferred and/or after-tax basis, up to annual IRS limits. If you are age 50 or older, you can make additional contributions on a tax-deferred basis, up to IRS limits.
COMPANY CONTRIBUTIONS	Northrop Grumman provides a company match (depending on your business unit) based on a percentage of your eligible compensation and your contributions to the plan. In certain cases, Northrop Grumman provides a company basic contribution in lieu of matching contributions or a combination of both company basic and/or matching contributions.
VESTING	You are always 100% vested in your contributions and any company basic and/or matching contributions (depending on your business unit).
INVESTMENT OPTIONS	You can choose from a variety of core investment funds offering different levels of risk and return or a single Retirement Path portfolio (an investment option that is professionally managed for a specific target retirement date), as well as a self-directed brokerage account that allows you to invest in a variety of mutual funds and individual securities.
LOANS	You may request a general purpose loan or primary residence loan.
ROLLOVERS	You can roll over an existing account balance from another employer's qualified plan or individual retirement account (IRA) into the Northrop Grumman Savings Plan.
RETIREMENT ACCOUNT CONTRIBUTIONS	<p>Northrop Grumman will make a contribution to the Retirement Account each pay period based on a percentage of your eligible compensation and your age (if you are eligible, depending on your business unit). You will be vested in the company's contributions to the Retirement Account after three years of service.</p> <p>Please note that loans are not available from the Retirement Account.</p>