
The total rewards of working at Northwestern Mutual

2021



This may be the most exciting time to be part of Northwestern Mutual. We've been strong and growing for over 160 years because we know how to adapt while delivering industry-leading results.

This has earned us stability that gives our employees creative freedom to lead us into the future.



Table of contents

Delivering financial security depends on you	3
A place where everyone matters	4
Growing your career	5
Compensation and time off	6
Insurance plans	7
Health Savings Account (HSA)	7
Quantum Health	9
Teladoc	9
Your monthly premiums for 2021	10
Medical options at a glance	12
Dental options at a glance	13
Vision options at a glance	14
Wellness programs and resources	15
Financial security	17
Disability income plan, short-term disability, long-term disability	17
Group life insurance program	17
Business travel accident insurance	17
401(k) plan and cash balance contributions	18
Bravo and service anniversary rewards	19
More rewards	20
Total Rewards quick guide	22



John E. Schlifske | Chairman, President and Chief Executive Officer

Delivering financial security depends on you.

Our success is possible only through the integrity of our people. As a mutual company, we're in business for our clients, not Wall Street. Because of this, our values are deeply rooted in trust and drive how we think and act.

Attractive Total Rewards and an employee experience that set us apart

In return for your contributions to our company's growth and success, we offer a competitive Total Rewards package that includes:

- Competitive base salary
- Performance-based incentive pay opportunity
- Medical, dental and vision insurance
- Life insurance, survivor and disability protection
- Pension plan
- 401(k) plan
- Flexible paid time off and paid volunteer time
- Career development resources and training
- Educational assistance program
- Employee assistance program
- Adoption/surrogacy assistance
- Parental leave and caregiver time off program
- Health management programs and resources
- On-site medical centers (Wisconsin campuses)
- On-site fitness centers open 24/7 (Wisconsin campuses)
- Near-site fitness center (New York campus)

... all of that, plus a 21st-century workplace where you can bring your best. It all adds up to a great place to work and an employee experience that sets us apart.

A place where everyone matters

We believe that meeting client needs and expectations takes creativity, insight, unique viewpoints and different approaches to the work we do. That takes diverse perspectives, styles, talent and people – a workforce that feels heard, valued and rewarded for their contributions.



Diversity and inclusion

People are the power behind Northwestern Mutual, and we believe in the power of diversity. We're committed to providing a diverse, inclusive environment where all of us can realize our individual potential to support our common purpose of helping our clients spend their lives living.

One of the many ways that we build our inclusive culture is through Employee Resource Groups (ERGs). Through our award-winning ERGs, we help to foster an inclusive environment where different views are valued and respected. The company has eight ERGs for employees and their allies:

- African American
- Asian
- disABILITY Alliance
- Generations
- Hispanic
- PRIDE (LGBTQ+ and allies)
- Military Veterans
- Women's

Our work to build a more diverse and inclusive culture helps us reflect the communities and clients we serve; develop strong leaders who bring out the best in others; maximize the engagement of our home office workforce; expand our brand awareness to new markets; continue to grow business impact across the enterprise; and attract, develop and retain top talent. We will continue to advance the importance of diversity and inclusion at Northwestern Mutual because we believe that every person deserves to be respected and included and have a sense of belonging.

Forbes' Best Employers for Diversity

2018 - 2020

Best Place to Work for Disability Inclusion

100% score, Disability Equality Index, 2019 - 2020

50 Best Companies for Diversity

Black Enterprise Magazine, 2018

Best Place to Work for LGBT Equality

Perfect Score, Human Rights Campaign Corporate Equality Index, 2015 - 2020

Patriot Award

Employer Support of the Guard and Reserve, 2017 and 2019

Military Friendly® Employer

VIQTOR, 2020

Association of ERGs & Councils, Top 25 ERGs

Asian ERG, disABILITY Alliance ERG, Hispanic ERG, Military Veteran's ERG, Women's ERG; 2020



Growing your career

At Northwestern Mutual, you can have many careers in one company. Set the course for your personal development, be inspired and supported by others and feel valued along the way. We'll help you.

Opportunities for learning and development include a combination of formal and informal training, as well as on-the-job stretch assignments and mentoring to help you realize your full potential.

RESOURCES	WHAT YOU CAN DO
<p>Everyday experiences supported by Workday, our HR technology platform</p>	<ul style="list-style-type: none"> • Increase your connections with other employees – search on a variety of variables • Share your skills, accomplishments and aspirations – and have them searchable by others in the organization • Easily give and receive feedback to continue growing your abilities • Conduct internal job searches
<p>In-house skills growth</p>	<ul style="list-style-type: none"> • Curriculum for people leaders • Enterprise learning resources for all employees, both online and in person • Become active in one of the Employee Resource Groups
<p>Educational opportunities</p>	<ul style="list-style-type: none"> • Participate in industry training, including Life Office Management Association (LOMA) offerings • Take advantage of financial assistance through the Educational Assistance program • Engage NMYOU Online to access a wide variety of learning pathways to increase your business acumen, functional skills and people/leadership skills.

Compensation and time off

Total compensation

Northwestern Mutual's compensation philosophy is simple: Offer competitive, performance-driven pay as the foundation of our Total Rewards package.

Base pay and merit increases

As a new employee, your initial base pay is set based on your experience, skill level and other factors to be competitive with the external market. Annually, you have opportunities for an increase in base pay – a merit increase – when your overall performance warrants it.

Annual incentive pay (annual bonus opportunity)

Our annual incentive pay plan provides a strong link between company performance and your individual performance.

Paid volunteer hours

In addition to your regular paid time off, you can take 16 paid volunteer hours annually to get involved in causes you care about.

Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day following Thanksgiving
- Christmas Eve
- Christmas Day

PAID TIME OFF SCHEDULE	
Years of service	PTO days per year
1-4	19*
5	21
6	22
7-8	23
9	24
10 - 11	25
12 - 13	26
14 - 15	27
16 - 17	28
18 - 19	29
20 - 21	30
22 - 23	31
24	32
25+	34

*Employees hired at levels P4 and above and M3 and above will receive 21 PTO days in years 1 – 4.

Note: PTO for employees who work part time will be prorated based on their work schedule.

All benefit-eligible employees are provided Paid Time Off (PTO). PTO is prorated for each full month of employment in the first year of employment.

Unused, accrued PTO is not paid out upon termination unless required under specific state regulations.

Insurance plans

We offer a variety of insurance plans, resources and programs to help you get or stay healthy while helping you make the most of every health care dollar.

A better you, a better us

We care about the health and well-being of our employees and our families. By participating in qualifying health activities and achieving healthy outcomes, we provide opportunities for employees and spouses/ domestic partners to earn contributions to their health care premiums and related expenses.

We offer:

- Two medical plan options
- Two dental plan options
- One vision plan option

Coverage for employees and their eligible dependents takes effect the first day of active employment. New employees will be asked to make their election decisions within 31 days of their start date.

ELIGIBLE DEPENDENTS

For benefit purposes, eligible dependents generally include your:

- ✓ Spouse
- ✓ Domestic partner (same or opposite sex)
- ✓ Dependent children through the end of the month they turn age 26 for medical
- ✓ Unmarried dependent children through the calendar year they reach age 19 or age 25 if they are a full-time student or dependent upon the subscriber for more than 50% support for dental and vision



Monthly employee contribution amounts for regular full-time and regular part-time employees are shown on page 10. Contributions for the plan(s) selected will be deducted automatically each pay period on a pretax basis. Employees and spouses must participate in health program activities during designated periods of the year in order to earn the company's maximum contribution to health care premiums.

Health Savings Account

An HSA is a personal bank account that allows you to save on a tax-advantaged basis for both current and future healthcare expenses, even those you may face in retirement. HSAs can provide additional protection against unexpected medical events and/or act simply as a way to save money. Your HSA is always yours – you never lose the account balance, even if you leave Northwestern Mutual or retire.

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Healthcare Savings Account (continued)

HSAs are known for offering a triple tax advantage – funds go in tax-free, grow tax-free and can be used tax-free for eligible expenses:

- **Save with pre-tax contributions.** You can set aside pre-tax dollars to help pay for your eligible healthcare expenses. The HSA allows both you and the company to contribute (up to the annual limits set by the IRS each year). Any contributions you make to your HSA will come out of your paychecks tax-free, which reduces your taxable income. You'll elect how much you want to contribute to an HSA (if anything) during benefits enrollment.
- **Earn tax-free interest and take advantage of tax-free investment opportunities.** HSAs give you the opportunity to earn more through interest and investment options – and your money grows tax free! A unique feature of an HSA is that you can invest your contributions. Once you have more than \$1,000 in your HSA, you can start investing any additional funds.
- **Pay for qualified expenses tax-free.** You can take funds out of your HSA to pay for qualifying medical, dental and vision expenses at any time without any federal or state taxes or penalties. This applies to any expenses while you have an HSA, or any expenses you may face in the future.

For 2021, the IRS limits your HSA contributions combined with Northwestern Mutual's automatic contribution to \$3,600 for employee only coverage or \$7,200 for all other coverage tiers (Employee + Spouse/Child(ren) and Family). However, if you are age 55 or older, you can contribute an additional \$1,000 per year in a "catch-up" contribution.

Limited Purpose Healthcare Flexible Spending Account

You may also contribute up to \$2,750 each year to a Limited Purpose Healthcare Flexible Spending Account (LPHSA) for eligible dental and vision expenses only.

- Remember, FSAs have a use-it-or-lose-it feature, so you'll want to plan carefully to make sure you don't overfund your account.

- The Dependent Care FSA is also available and you may contribute up to \$5,000 per year for a married couple filing jointly (\$2,500 maximum if single or married filing separately)

For the Limited Purpose Healthcare FSA, up to \$550 will carry into the next year for money not spent by December 31. The remainder will be forfeited. For the Dependent Care FSA, money not spent by December 31 will be forfeited. Claims must be incurred during the plan year in which you are participating in an account.

HSA contributions – You + the company

For 2021, Northwestern Mutual will make an automatic contribution to your HSA. You do not need to make contributions to your HSA in order to receive the Northwestern Mutual contribution, but you do need to be enrolled in a Northwestern Mutual health plan and open your HSA during benefits enrollment. The full company contribution will be available in your HSA on January 1, 2021.

How much money will Northwestern Mutual contribute to your HSA? The amount will depend on your coverage tier:

Coverage Tier	Northwestern Mutual contribution to your HSA
Employee Only	\$500
Employee + Spouse/ Domestic Partner	\$1,000
Employee + Child(ren)	\$1,000
Employee + Family	\$1,500

Note: If your work location is outside of Southeastern Wisconsin, you will receive an additional \$200 for employee only coverage, \$400 for employee + spouse/domestic partner or child(ren) coverage, or \$600 for family coverage.

Quantum Health

Quantum Health can help to simplify your health care navigation and get you the information you need to make the decisions right for yourself and your family. From replacing ID cards to more complicated matters like claim resolutions, Quantum is your one resource to contact whenever you need help.

The MyQHealth Care Coordinators do things like:

- Verify coverage
- Provide health education resources
- Advocate for your care
- Help manage chronic conditions
- Find in-network providers
- Contact providers to discuss treatment
- Answer claims, billing and benefits questions
- Create health improvement plans
- Help reduce unnecessary out-of-pocket costs

Think of Quantum as your personal team of nurses, benefit experts and claims specialists who will do all they can to support your unique health care needs. Each time you contact them, you'll talk to a real person who knows you, your benefits and your health history.

Contact a care coordinator at 877-498-1386 or [nmmyqhealth.com](https://www.nmmyqhealth.com).

MyQHealth.
by QUANTUM HEALTH

TELADOC

Teladoc gives you 24/7/365 access to U.S. board-certified doctors and behavioral health practitioners through the convenience of phone, video or mobile app. It's an affordable alternative to urgent care and ER visits when you need care now. In addition, you receive access to licensed behavioral health therapists so you can care for your overall well-being.



Your monthly premiums for 2021

Rates effective January 1, 2021, for regular full-time and regular part-time employees are shown below. Voluntary part-time and long-term temporary employees will pay twice the premium amounts shown below.

The new 2021 wage tiers are:			
Wage Tier 1	Wage Tier 2	Wage Tier 3	Wage Tier 4
<\$74,999	\$75,000 - \$124,999	\$125,000 - \$249,999	\$250,000+

Wage is defined as base plus target bonus as of October 1, 2020. Voluntary part-time employees will have their part-time base and target bonus annualized.

HSA Select monthly premiums	If you met <i>all</i> wellness rewards requirements				If you <i>did not</i> meet any wellness rewards requirements			
	Wage Tier 1	Wage Tier 2	Wage Tier 3	Wage Tier 4	Wage Tier 1	Wage Tier 2	Wage Tier 3	Wage Tier 4
Employee only	\$89.58	\$111.87	\$134.42	\$156.79	\$222.91	\$245.20	\$267.75	\$290.12
Employee + spouse/ domestic partner	\$284.06	\$338.53	\$393.55	\$448.56	\$550.73	\$605.20	\$660.22	\$715.23
Employee + child(ren)	\$177.44	\$208.18	\$239.22	\$270.27	\$310.77	\$341.51	\$372.55	\$403.60
Family	\$383.49	\$447.79	\$512.74	\$577.69	\$650.16	\$714.46	\$779.41	\$844.36

HSA Saver monthly premiums	If you met <i>all</i> wellness rewards requirements				If you <i>did not</i> meet any wellness rewards requirements			
	Wage Tier 1	Wage Tier 2	Wage Tier 3	Wage Tier 4	Wage Tier 1	Wage Tier 2	Wage Tier 3	Wage Tier 4
Employee only	\$72.45	\$93.03	\$113.86	\$134.51	\$205.78	\$226.36	\$247.19	\$267.84
Employee + spouse/ domestic partner	\$241.76	\$292.05	\$342.84	\$393.63	\$508.43	\$558.72	\$609.51	\$660.30
Employee + child(ren)	\$153.57	\$181.95	\$210.61	\$239.27	\$286.90	\$315.28	\$343.94	\$372.60
Family	\$333.55	\$392.91	\$452.87	\$512.83	\$600.22	\$659.58	\$719.54	\$779.50

Spousal/domestic partner surcharge: The premiums shown for "employee and spouse/domestic partner" and "family" include a \$100 monthly surcharge (\$1,200 annually). Before you automatically cover your spouse/domestic partner, consider your other options. If your spouse/domestic partner has coverage through his/her employer, compare to determine whether that plan could save you money.

Adjustment for Northwestern Mutual married couples: If both spouses work at Northwestern Mutual and one elects "employee and spouse" or "family" coverage, be sure to answer "Yes" to the Northwestern Mutual Married Couples question in the Benefitfocus system, then subtract \$100 from the monthly employee and spouse/domestic partner or family rate above to calculate your monthly premium.

Tobacco surcharge (includes e-cigarettes and vaping): Employees pay an additional \$50 per month (\$600 annually) if one or more covered members (employee, spouse/domestic partner or child) use tobacco. When you enroll, you will need to certify that you and your covered family members are tobacco-free according to the plan's definition, or the surcharge will apply. Northwestern Mutual defines tobacco-free for 2021 as no cigarette use (including e-cigarettes and vaping); use of chewing tobacco or snuff 12 or fewer times per year; 12 or fewer cigars per year; and 12 or fewer pipes per year as of January 1, 2020.

Domestic partners: Because a domestic partner is not considered a tax dependent by the IRS, the amount you pay for medical coverage for a domestic partner cannot be deducted from your pay on a pre-tax basis. Your share of the premium related to your domestic partner coverage will be deducted after-tax, which means your overall premium cost will be higher than when covering a legally married spouse. The company's contribution for the portion related to domestic partner coverage will also be taxable income to you and reported as imputed income on your paycheck. If you have a question as to the actual cost difference, please contact the HR Contact Center at 414-665-5900.

Your monthly premiums for 2021 (continued)

Rates effective January 1, 2021, for regular full-time and regular part-time employees are shown below. Voluntary part-time and long-term temporary employees will pay twice the premium amounts shown below.

Dental	DELTA DENTAL	ANTHEM
Employee only	\$10.97	\$15.09
Employee + spouse/ domestic partner	\$23.80	\$37.33
Employee + child(ren)	\$22.52	\$36.28
Family	\$37.92	\$59.03

Vision	NATIONAL VISION ADMINISTRATORS (NVA)
Employee only	\$5.34
Employee and spouse/ domestic partner	\$10.68
Employee and child(ren)	\$10.16
Family	\$13.36



Medical options at a glance

Both of the plans offer 100 percent preventive care benefits in network, access to the Mutual Health Centers at \$45 per visit, 70 percent coverage for most in-network services and the option to use out-of-network providers.¹

So how do you know which plan is right for you? Start by getting informed about where the plans differ and where they don't.

FEATURE	HSA SELECT		HSA SAVER	
Provider network	UnitedHealthcare Choice Plus Network			
Dependent eligibility DC About Me Health Care Benefits Eligibility	Spouse or qualified domestic partner; children through the end of the month they turn age 26, regardless of their student, marital or tax status.			
	In-network	Out-of-network	In-network	Out-of-network
Annual deductible combined with prescription drugs (Employee/employee + spouse/child(ren)/family)	\$1,500 / \$3,000 / \$4,500	\$3,250 / \$6,500 / \$9,750	\$3,000 / \$6,000 / \$7,500	\$4,000 / \$8,000 / \$12,000
Annual out-of-pocket maximum (Includes deductible) (Employee/employee + spouse/child(ren)/family)	\$3,000 / \$6,000 / \$9,000	Unlimited ⁴	\$3,000 / \$6,000 / \$7,500	Unlimited ⁴
FEATURE	HSA SELECT AND HSA SAVER PLANS			
	In-network		Out-of-network	
Employer HSA contributions ² (Employee/employee + spouse/child(ren)/family)	\$500 / \$1,000 / \$1,500			
Coinsurance ³	90% Tier 1 / 70%		60%	
Preventive care	100%		60%	
Primary Care Physician (PCP) office visit	90% Tier 1 / 70% after deductible		60% after deductible	
Specialist office visit	90% Tier 1 / 70% after deductible		60% after deductible	
Inpatient hospital expenses	70% after deductible (precertification required)		60% after deductible (precertification or \$500 penalty)	
Outpatient expenses	90% Tier 1 / 70% after deductible		60% after deductible	
Emergency care (Includes ER, Urgent Care and Ambulance)	70% after deductible			

¹ Under all plans, you will pay an increased deductible if you choose out-of-network providers, the out-of-network coinsurance level is 60% of reasonable and customary charge, and the out-of-pocket maximum is unlimited.

² Additional employer HSA contributions are available for employees outside of Southeast Wisconsin: \$200 / \$400 / \$600.

³ Employees eligible for an out-of-area plan will have in-network coinsurance of 80% (with the employee paying 20%).

⁴ **Important:** There is no annual out-of-pocket maximum for out-of-network expenses. In other words, there is no limit to the amount you have to pay out of your pocket for out-of-network expenses.

Dental options at a glance

	DELTA DENTAL		ANTHEM	
Coverage	Your coverage depends on whether you choose a Delta Dental PPO or Delta Dental Premier network provider. If you see a dentist who does not participate in either network, you will not receive any coverage.		Coverage provided if you use providers in the Anthem Complete Network. Employees and their family members are not required to use the same network dentist.	
Dependent eligibility	Spouse or qualified domestic partner; unmarried dependent children covered through the calendar year they become age 19 or age 25 if a full-time student or dependent upon employee for more than 50% support.		Spouse or qualified domestic partner; children through the end of the month they turn age 27.	
Network	Delta Dental PPO Network Provider	Delta Dental Premier Network Provider	Anthem Complete Network	
			In-Network	Out-of-Network
Annual maximum benefit Per person	\$1,500	\$1,000	Unlimited	\$250
Annual Deductible Single/family	\$25/\$75	\$50/\$150	No deductible	No deductible
Precertification of benefits	Recommended when charges exceed \$200		Precertification of benefits recommended. Antibiotic injections and nitrous-oxide sedation are not covered (other exclusions may apply).	
Preventive/diagnostic services Exams, cleanings, X-rays, fluoride treatments, sealants	100% Deductible does not apply	90% Deductible does not apply	100%	70%
Basic restorative services Fillings, root canals, gum disease, extractions	80%	70%	100%	70%
Major restorative services Crowns, bridges, dentures	60%	50%	100%	70%
Implants	60%	50%	50%	50%
Oral surgery Not all oral surgery is covered under the dental plan; precertification is recommended.	60% No coordination of benefits with the medical plan	50% No coordination of benefits with the medical plan	100%	70%
Orthodontic services All ages	60% Lifetime maximum of \$1,500	50% Lifetime maximum of \$1,500	100% After \$495 copay	100% Up to \$250 lifetime maximum

Vision options at a glance

	NATIONAL VISION ADMINISTRATORS (NVA)	
Dependent eligibility	Spouse or qualified domestic partner; unmarried dependent children covered through the calendar year they become age 19 or age 25 if a full-time student or dependent upon employee for more than 50% support.	
Annual deductible	No deductible	
Claim forms	In-network providers must submit the claim to NVA. In-network claims submitted by the patient will be reimbursed at the out-of-network level. Patient must submit claim form to NVA for reimbursement when using an out-of-network provider. Paper claim forms can be found on e-nva.com , or claims can be filed electronically by logging in with your user name and password.	
Eye exams (to determine correction)	Once per plan year: Paid at 100% to participating provider. Up to \$35 reimbursed to patient for use of non-participating provider.	
Retinal imaging and fundus photography	Maximum copay of \$39 when performed by an in-network provider.	
Vision materials	Each covered member may receive standard lenses OR contact lenses once per plan year, not both in the same plan year.	
Standard lenses	Participating providers	Non-participating providers (reimbursed to patient)
	100% Single Vision 100% Bifocal ¹ 100% Trifocal 100% Lenticular	\$15 Single Vision \$25 Bifocal ¹ \$35 Trifocal \$75 Lenticular
Frames	Up to \$82 of retail value, plus 20% discount on remaining charge ² (Once every 2 plan years)	Up to \$35 of retail price (Once every 2 plan years)
Contact lenses	Up to \$75 Cosmetic Up to \$200 Medically Necessary ³	Up to \$75 Cosmetic Up to \$150 Medically Necessary ³
Contact lens fitting fee	In-Network Providers Only \$30 copay Standard Lenses \$40 copay Enhanced Lenses \$50 copay Specialty Lenses	
Fixed pricing on lens options²	In-Network Providers Only	
	\$100 Progressive Lenses Premium \$10 Standard Scratch-Resistant Coating \$12 Ultraviolet Coating \$40 Standard Anti-Reflective \$20 Glass Photogrey (Single Vision) \$30 Glass Photogrey (Multi-Focal) \$75 Polarized	\$50 Progressive Lenses Standard \$65 Transitions Single Vision Standard \$70 Transitions Multi-Focal Standard \$25 Polycarbonate (Single Vision) \$30 Polycarbonate (Multi-Focal) \$30 Blended Bifocal (Segment) \$55 High Index

¹ Bifocal lenses apply to lined bifocals only. Lightweight, featherweight or blended lenses are not covered in full.

² Does not apply to Wal-Mart/Sam's Club locations.

³ Medically necessary (subnormal optical correction) contact lenses means vision is not correctable to better than 20/70 in the better eye by the use of conventional lenses. Prior authorization required from NVA.



Wellness programs and resources

We invest in your holistic well-being by offering benefits and resources to enhance your health, life and career.

Mutual Health Centers

The Mutual Health Centers (at our Milwaukee and Franklin campuses) offer employees low-cost access to a broad range of quality primary care and acute care services ranging from routine physicals and screenings to physical therapy and lab work.

Preventive care is covered in full; acute care services requiring the physician, physician’s assistant or nurse practitioner are just \$45. Services provided by a nurse, dietitian or medical assistant are provided at no cost to you. Physical therapy is available for \$25 for each visit. Virtual visits are \$15. Operated by Premise Health, the health centers represent an important part of Northwestern Mutual’s health care strategy, which promotes the long-term health and well-being of employees and provides resources for employees to get and stay healthy.

Eligibility

Employees, retirees and dependents enrolled in any company medical plan can visit the Mutual Health Centers. Employees not enrolled in our medical plan may use the centers but will pay the full cost of services.

Milwaukee Campus

Van Buren building,
first floor
633 East Mason Street
(414) 665-8400
Weekdays
7:30 a.m. – 5 p.m.

Franklin Campus

1 Northwestern Mutual Way
Front entrance,
first floor of the Ellipse
(414) 661-8400
Weekdays
7:30 a.m. – 5 p.m.

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Wellness programs and resources (continued)

We offer a variety of programs and incentives to encourage healthy lifestyles.

On-site fitness centers and wellness programs

Our comprehensive fitness program, managed by Optum, includes high-quality fitness facilities with exceptional service at the Milwaukee and Franklin campuses, on-site programming, as well as the online site, FLEX, to support you in your health and wellness goals. A fully subsidized, near-site fitness center is available for our New York employees.

Well360

Well360, operated in partnership with Limeade, is a digital health experience that offers personalized recommendations based on your health status and goals. It's fun and interactive, and it's mobile to keep up with your busy life. You'll get feedback and ongoing encouragement to help you move more, eat better and feel great.

Teladoc

Teladoc gives you access to medical advice from the world's leading physicians. Get help understanding a diagnosis, finding local doctors and specialists and more.

Hello Heart

If you have high blood pressure, this digital platform can help you understand and improve your heart health. You'll receive a wireless blood pressure monitor and real-time personalized tips on your mobile device.

Livongo for diabetes

Livongo is designed to make living with diabetes easier by providing you with Livongo's connected meter, as many strips as you need and personal coaching.

Nursing Mothers program

Many new mothers may choose to continue nursing their infants after returning to work. Northwestern Mutual provides information, equipment and facilities to accommodate nursing mothers.

Whil mindfulness app

As a Northwestern Mutual employee, you have free access to Whil - through our partnership with Limeade. Earn points in the Well360 program by participating in WHIL online courses.

Ovia Health and Progyny

We have partnered with Ovia Health and Progyny, two innovative solutions to address any challenges you may face on your journey to parenthood. Whether you are trying to conceive, facing fertility struggles, experiencing pregnancy or just starting as a new parent, Ovia Health and Progyny will ensure you have the support you need to create the family you deserve throughout your journey to parenthood.

Financial security

Disability income plan

Northwestern Mutual provides benefit protection from loss of income during short-term and long-term periods of disability at no cost to employees.

Eligible employees are covered immediately under the Disability Income Plan.

Short-term disability

Employees are eligible for short-term disability at 100% of eligible pay for the first two weeks and 80% of eligible pay thereafter, up to a combined maximum of 27 weeks or until an employee is no longer disabled.

Long-term disability

Long-term disability benefits provide 65 percent of base salary for the remainder of the disability. Regular full-time and regular part-time employees are eligible for long-term disability benefits.

Long-term disability income benefits continue until the earlier of:

- Recovery from disability
- Normal retirement age
- Death

There is a two-year limit on disabilities due primarily to mental disorder or substance abuse.

The disability income benefit will be reduced by any amount the family is eligible to receive from any federal, state or local programs, including Worker's Compensation and Social Security.



Group life insurance program

We provide group term life insurance coverage of two times annual base salary at no cost to employees. Eligible employees include regular full-time, regular part-time and voluntary part-time employees. This benefit takes effect the first day of active employment.

New hires receive \$15,000 of life insurance effective upon retirement. Upon hire, eligible employees have the option to purchase additional group term life insurance.

Business travel accident insurance

To protect employees while traveling on company business, we provide business travel accident insurance at no cost beginning on the first day of active employment. Eligible employees include regular full-time, regular part-time, long-term temporary and voluntary part-time employees.

The coverage equals two times annual salary and is subject to a \$150,000 minimum.

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Financial security (continued)

401(k) and cash balance contributions at a glance

At Northwestern Mutual, we value the financial well-being of our employees. That's why we make a substantial investment in our employees' retirement accounts. This includes our 401(k) match and Cash Balance plan.

CONTRIBUTION SOURCE	BENEFITS FORMULA	EMPLOYEE REQUIRED TO CONTRIBUTE TO RECEIVE CONTRIBUTION?	INVESTMENT RISK
401(k) MATCH Managed by Vanguard	NM contributes 67 cents for every \$1 you contribute, in pretax or after-tax Roth contributions, up to the first 6% of your eligible pay.	Yes You must contribute to the plan to receive the NM employer match.	Balance fluctuates based on employee investment choices.
CASH BALANCE (PENSION) CONTRIBUTION (for benefits earned after December 31, 2013)	NM contributes a percentage of your pay based on a point system. Points are the sum of your age (in whole years) and years of service.	No You do not contribute to this account. It is completely funded by NM.	Account balance can never decline; NM assumes financial risk.

For 2021, Northwestern Mutual has paused the company's match on 401(k) plan contribution and instead increased contribution credit to employee Cash Balance plan accounts by 4%. Employees are still able to make contributions to their 401(k) plan. The table below shows the updated contribution percentages for 2021, based on your eligible compensation. There is nothing you need to do. You are vested after three years with the company.

TOTAL POINTS (Age + service years).	TOTAL CONTRIBUTION INTO YOUR PLAN FOR 2021
< 30 points	7.0%
30 - 39 points	7.5%
40 - 49 points	8.0%
50 - 59 points	9.0%
60 - 69 points	10.0%
70+ points	11.0%

Bravo

We believe in celebrating individuals and teams who raise the bar over and over again. Bravo, our online recognition tool, makes it easy to say “thank you.” It brings to life our behaviors – how we work every day to help us put clients first, invest in our development and create our future.

Bravo

Celebrate how we make a difference every day.

With Bravo, you can earn points from co-workers and leaders for your own contributions. Points can

be redeemed for merchandise, event tickets and more – right from the Bravo online catalog.

Service anniversary awards

Employee work anniversaries represent important milestones. Your continued service and commitment to the company is recognized formally with gifts based upon years of service, starting at one, three and five years.



More rewards

Adoption/surrogacy assistance

We offer up to \$10,000 to regular full-time employees (\$5,000 to part-time employees) to help defray costs associated with adoption or surrogacy fees (for example, agency or placement fees, court costs or legal fees).

Parental leave program

Becoming a parent is a significant life event. We provide twelve consecutive weeks of 100% paid parental leave to mothers and fathers who assume caregiving responsibility for their newborn, foster or adopted child.

Caregiver time off program + Wellthy

Caring for a loved one who is elderly or dealing with complex medical needs is challenging. We provide 10 days paid leave for caregiver time off to employees with 1+ years of service. Wellthy provides employees their own health care project manager who will help guide you and your family through complex care situations.

Employee assistance and work/life program

Life is full of challenges. If you're successfully meeting them in your home and personal life, you're more likely to be engaged in your work. That's why we offer LifeMatters®, a free and confidential employee assistance and work/life program for you and your family.

LifeMatters can help you cope with a wide range of challenges and problems, including:

- Alcohol or drug questions or problems
- Balancing work and personal life
- Child care assistance
- Emotional or stress-related issues
- Financial assistance
- Grief and trauma
- Legal matters
- Marital conflicts
- Mental health issues
- Parenting

Professional counseling services are available by phone 24/7. You can also arrange face-to-face counseling with an Employee Assistance Program counselor in your area (up to eight sessions). If additional counseling or services are recommended, the counselor will help you connect with providers covered by your insurance. You and your family can browse the LifeMatters website any time for helpful information, self-assessment tools, child and elder care resources and other support.

Commuter program

This program offers company-subsidized parking and mass transit options. In addition, the program lets you pay your share on a pretax basis. Commuter options include:

- **Commuter value bus pass** – For \$36.50 a month (before taxes), you can ride an unlimited number of times on the Milwaukee County Transit System seven days a week. The company also pays \$36.50 per month toward each pass purchased.
- **Commuter value certificates** – The company will provide two certificates per month to employees who ride Wisconsin Coach Lines or Washington County Commuter Express. The certificates can be redeemed monthly to help reduce travel expenses to and from work.

New York commuter benefit – Using WageWorks, employees in our New York office can set aside up to \$270 in pretax dollars for public transportation.

Milwaukee parking/company-sponsored lots –

Eligibility is based on seniority. Employees parking in these lots have their charges deducted from their pay on a pretax basis. Other parking options near and around Northwestern Mutual can be found at www.parkmilwaukee.com.

Franklin parking – A number of covered, uncovered and surface spots are available. The cost is based on the option available and is deducted from an employee's pay on a pretax basis.

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More rewards (continued)

Alternative work schedules

Northwestern Mutual offers several alternative work schedule options for employees seeking a more flexible work schedule, based on business needs.

Other rewards

Concierge services

@YourService is an on-site concierge to help you conquer your to-do lists.

Standard services:

- Errand running
- Carpet cleaning
- Flowers & gifts
- Home cleaning
- Jewelry & watch repair
- Salon & spa services

Research services:

- Child care
- Event planning
- Home improvement
- Moving assistance
- Research projects
- Travel planning

Northwestern Mutual Credit Union

We offer credit unions at both the Milwaukee and Franklin campuses. Full-time and part-time employees are eligible to become members.

Employee discounts

As a Northwestern Mutual employee, you have access to a number of employee discounts on products and services that help make your life easier. This includes discounts on event tickets, cell phones, computers and more.

Express services

Rocket Business Services offers a number of services to Northwestern Mutual employees, including assistance with drycleaning/laundry, auto care and pet care.

Identity theft protection

All Northwestern Mutual employees have access to identity repair, fraud alerts and credit monitoring, at no cost to you.

On-site convenience stores

Stores where employees can purchase snack items are available at our Franklin and Milwaukee campuses.

Northwestern Mutual Foundation

We invest in children, families, neighborhoods and lasting change in our communities.

Alex's Lemonade Stand

We partner with Alex's Lemonade Stand Foundation to raise money for childhood cancer research. Since 2012, Northwestern Mutual has given more than \$30 million and funded more than 400,000 hours of research to fight childhood cancer.

Matching Gifts

This program offers a dollar-for-dollar match for charitable gifts made by employees to accredited schools.

Northwestern Mutual Scholars Program

Our Scholars Program offers renewable scholarships for those attending post-secondary and vocational school.

Northwestern Mutual Volunteer Program

Numerous volunteer opportunities are available for employees, including:

- Time to Read
- Mentoring (Big Brothers Big Sisters and Unity in Motion)
- Group activities
- Walks, runs, rides
- Charity drives/collections
- Ronald McDonald House's Lunch-2-Go program

In addition, the Volunteer Support Program provides a \$500 grant to a nonprofit organization when an employee volunteers 40 or more hours within a calendar year.

Days of Sharing

Employees have an opportunity to nominate a nonprofit organization or school to win a grant from the Foundation.

Total Rewards quick guide

Eligibility for benefits is based on employment status. Most benefits shown in the chart below start with your date of hire except as noted.

Benefits	Regular Full-Time and Regular Part-Time	Voluntary Part-Time	Long-Term Temporary
COMPENSATION + RETIREMENT			
Annual Incentive Program (AIP)	Eligible	Eligible	Eligible
Employee Savings 401(k) Plan	Eligible	Eligible	Ineligible
Employee Retirement Plan	Eligible (beginning at age 21)	Eligible (beginning at age 21)	Eligible (beginning at age 21)
HEALTH + WELL-BEING			
Health Care (medical, dental, vision)	Eligible	Eligible (pays 2x premium)	Eligible (pays 2x premium)
Flexible Spending Accounts (FSA) and Health Savings Account (HSA)	Eligible	Eligible	Eligible
Employee Assistance and Work/Life Program	Eligible	Eligible	Eligible
Whil – Digital Mindfulness Tool	Eligible	Eligible	Eligible
Mutual Health Centers*	Eligible	Eligible	Eligible
On-site Fitness Centers*	Eligible	Eligible	Eligible
Ovia Health and Progyny	Eligible	Eligible	Eligible
BALANCING WORK + LIFE			
Paid Time Off	Eligible	Eligible	Eligible
Paid Volunteer Hours	Eligible	Eligible	Eligible
Parental Leave	Eligible	Eligible	Ineligible

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Total Rewards quick guide (continued)

Benefits	Regular Full-Time and Regular Part-Time	Voluntary Part-Time	Long-Term Temporary
BALANCING WORK + LIFE			
Adoption /Surrogacy Assistance	Eligible (\$10,000)	Eligible (\$5,000)	Ineligible
Caregiver time off	Eligible after 1+ years of service	Eligible after 1+ years of service	Ineligible
INSURANCE COVERAGE			
Group Term Life Insurance	Eligible	Eligible	Ineligible
Business Travel Accident Insurance	Eligible (while traveling on company business)	Eligible (while traveling on company business)	Eligible (while traveling on company business)
Short-Term Disability	Eligible	Eligible	Ineligible
Long-Term Disability	Eligible	Ineligible	Ineligible
ADDITIONAL BENEFITS			
Commuter Options*	Eligible	Eligible	Eligible
Bravo/Service Anniversary	Eligible	Eligible	Eligible
Employee Resource Groups	Eligible	Eligible	Eligible
Educational Assistance	Eligible (after one year of service for office, building and restaurant staff; up to \$5,250)	Eligible (after one year of service for office, building and restaurant staff; up to \$2,625)	Ineligible
Matching Gifts Program	Eligible	Eligible	Eligible

*Milwaukee and Franklin, WI



The information contained in this booklet is a general description of the benefit plans. It is not intended to be a complete description of coverage. Although every effort has been made to provide an accurate report, benefits are subject to the terms and conditions of the Summary Plan Description and/or master contract. In the event of any discrepancies, the Plan Document rules. Northwestern Mutual has always reserved and continues to reserve the right to change or modify, in whole or part, or to terminate these plans or to change the level of employee contributions at any time.

Northwestern Mutual is the marketing name for The Northwestern Mutual Life Insurance Company (NM), Milwaukee, WI (life and disability insurance, annuities, and life insurance with long-term care benefits) and its subsidiaries.

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