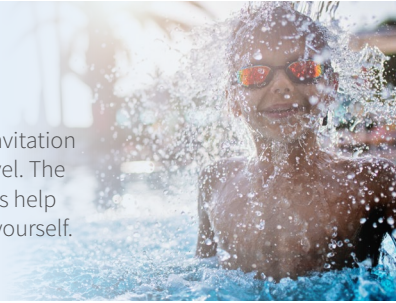


Make a splash for health

Summer is in full swing. With it comes warmer weather and longer days as well as an invitation to change up your wellness routines and take your health and wellbeing to the next level. The small choices you make every day are the key to creating a balanced life. NOV's benefits help you jump into better wellbeing, so you can become the best and healthiest version of yourself.



July
2022

New Retiree Medical Plan starts July 1

Beginning July 1, 2022, NOV will extend medical benefits to eligible retirees age 60-65. You and your eligible dependents may participate in the NOV medical plan until you're eligible for Medicare.



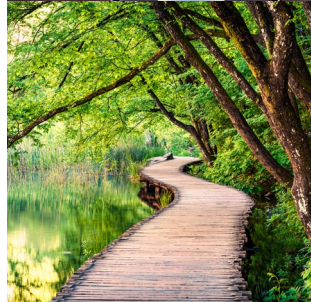
How does this benefit you?

- You will retain your current coverage and network of providers.
- If you qualify for Retiree Medical, your medical plan cost will be considerably lower than COBRA.
- If you're age 60-65, you may retire early without sacrificing your great healthcare.
- If you're under age 60, you have a new option for your future.

Here's a snapshot of the U.S. Retiree Medical Plan:

Age of Eligibility	60-65
Years of Service	10+ (with 5 years of continuous service before retirement)
Good Standing	Be in good standing on the date of retirement election
Notice	3 months written notice required
Coverage	NOV medical plans (does not include dental, vision, etc.) for employee and dependents (until employee reaches age 65)
Exclusions	You are not eligible for this program if you are a U.S. union employee, are not eligible to participate in the U.S. Medical Plan, or are over the age of 65

Be on the lookout for more information on this valuable program.



Take a break on us!

Taking time off to rest and recharge helps you feel healthier and happier. We all need a break from time to time, and NOV provides paid time off for you to enjoy. Each year, your vacation days and floating holidays reset*, and any unused time is forfeited. Be sure to use your two floating holidays and your vacation time before you lose them.

**Except in states that require carryover*



4 tips to boost your financial wellness



Your financial health is directly connected to your overall wellbeing. When you focus on your financial wellbeing, you will likely see benefits in other areas of your life, such as lower levels of stress and increased mental clarity.

To better care for your financial health, here are four easy steps to help you feel more confident and financially secure.



1. Fit Finances Journey

The Fit Finances Journey helps you improve your spending and saving habits through evidence-based guidelines. With this program, you can get in control of your day-to-day budget and work towards financial freedom.

- From your CarePlus Mobile app, scroll down to find “**Journeys**” on your home page and get started!
- Complete the Fit Finances Journey to earn points that translate to cash rewards.

2. Watch a webinar

Healthy financial decisions start with getting educated on your options. Principal hosts webinars throughout the year to help you better understand your investments and financial health. Visit principal.com/learnnowondemand for past webinars (including a new offering of “**Seminarios web en español**” for Spanish speakers) and to register for upcoming opportunities.

3. Cash in on the company 401(k) match

Are you contributing enough to your 401(k) each paycheck to take advantage of NOV’s match? NOV matches 100% of the first 4% you contribute.* That’s free money toward your future!

**Employees covered by a collective bargaining agreement should check their respective agreements for their applicable benefits and provisions.*

4. Explore Principal’s tools and resources

Through your 401(k), you have access to a variety of valuable tools and resources, such as financial calculators, access to experts, retirement planners, and investment strategies. Principal gives you a variety of ways to connect:

- Visit principal.com.
- Download the Principal mobile app.
- Call the Principal Contact Center at **1-800-547-7754**.

Be healthy, earn rewards

The CarePlus rewards program allows you to take action to address potential health problems and earn rewards for preventive habits. Use your **CarePlus Mobile Health** app to take part in the Points Program. Search the app for actions you can take to earn up to \$200 in cash rewards. Here are some simple ways to get healthy and earn points.



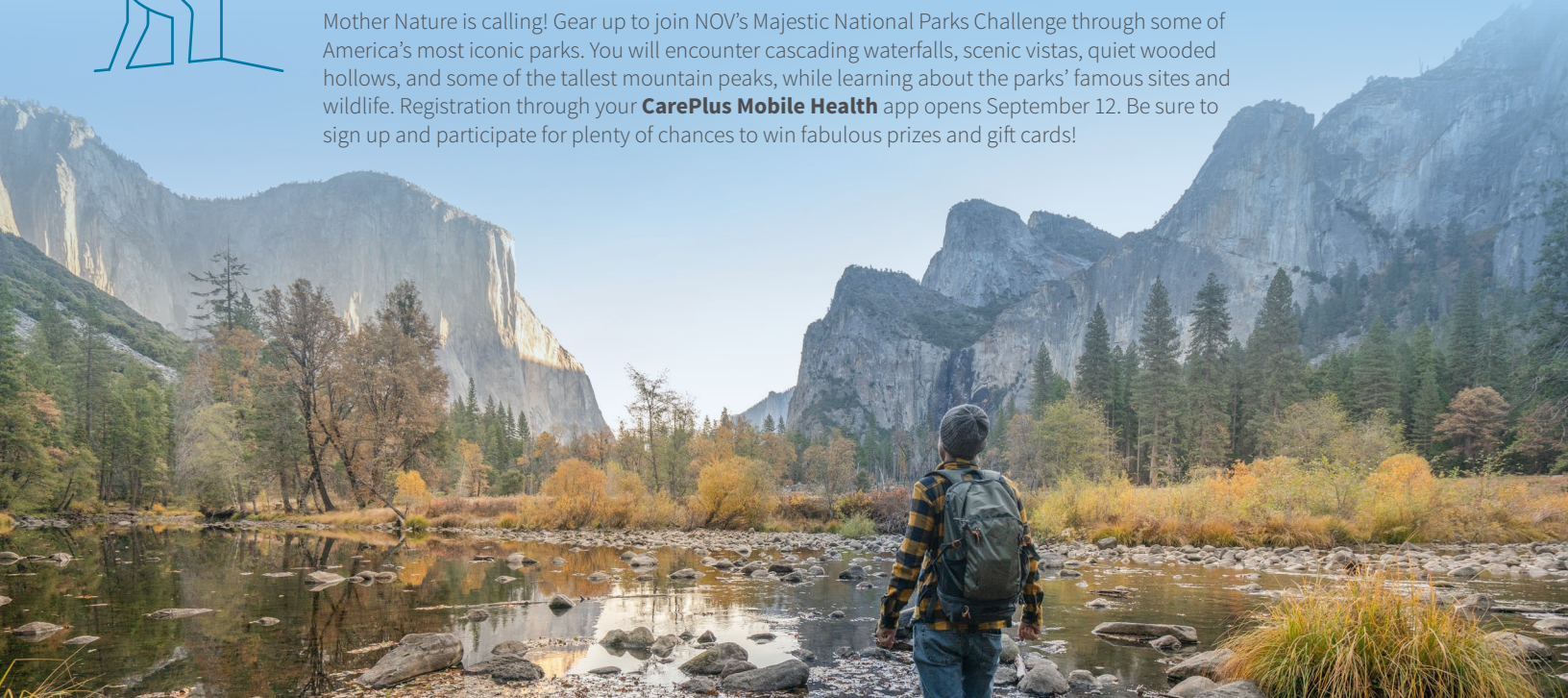
- Complete a health assessment and earn \$75 per year.
- Complete a biometric screening and earn \$75 per year.
- Get your annual physical, eye exam, or dental exam and earn 300 points each per year.
- Take a Journey to boost your resiliency, improve your sleep, and explore the nine behavior change programs that use small steps to help you be your best self.
- Take action to address potential health problems and earn rewards for preventive habits.
- Sync your activity tracker and earn points seamlessly.
- View ID cards and get reminders, rewards, and benefit plan summaries.





Join the wellness challenge: Majestic National Parks Step Challenge

Mother Nature is calling! Gear up to join NOV's Majestic National Parks Challenge through some of America's most iconic parks. You will encounter cascading waterfalls, scenic vistas, quiet wooded hollows, and some of the tallest mountain peaks, while learning about the parks' famous sites and wildlife. Registration through your **CarePlus Mobile Health** app opens September 12. Be sure to sign up and participate for plenty of chances to win fabulous prizes and gift cards!



Recover easier with SWORD Health

Tired of dealing with pain or loss of mobility? Meet SWORD, a virtual physical care program designed to help you overcome your back, joint or muscle pain—from the comfort of your own home.

Combining guidance from a physical therapist with easy-to-use technology, SWORD is far more than just convenient. Using SWORD can reduce your pain by as much as 70% in just eight weeks.

SWORD is available to enrolled employees, spouses, and adult dependents 18+ at no additional cost as part of your BCBSTX plan benefits.

How SWORD works

1. Your dedicated physical therapist designs an exercise program just for you.
2. SWORD will ship you a tablet and motion sensors to guide you and provide real-time feedback during your exercises.
3. Complete your exercise sessions wherever and whenever it is convenient for you.
4. Your physical therapist is there to support you virtually and is available to chat at any time.

Join SWORD today and achieve a pain-free life by scanning the QR code below, or going to join.swordhealth.com/NOV.



NOV

Benefits Service Center

P.O. Box 4888

Houston, TX 77210-4888

NOV Benefit Enrollment System: The easy, breezy way to enroll in benefits

Your benefits are designed to add value to every area of your life. To help you get the best benefits experience, we are moving to a new platform to make your benefit activities and enrollment easy and informative. With the new NOV benefit enrollment system, you can get the most out of your plans.

Whether you're enrolling in benefits as a new hire, during a life change, or at annual enrollment, you can quickly elect your benefits from the NOV benefits website at usbenefits.nov.com and clicking "**Enroll Now**".

View your current elections and update your beneficiaries

- Click on "**Benefits Profile**" to see your current enrollment and deduction amounts.
- Visit "**My Beneficiaries**" from the home screen to make sure your information is accurate.

Need to make a change?

- In the event of a qualifying life event such as marriage, divorce or the addition of a new dependent, click on "**Life Events**" and select the appropriate event for you. Upload your required documentation right into the system.
- Update your HSA payroll contribution anytime by clicking "**Life Event**" and then "**HSA Change**".
- If you need help, contact **1-877-668-2363**.

Annual Enrollment 2023 just around the corner

- Enrollment for 2023 will take place in the new NOV Benefit Enrollment System.
- Sign in now, but don't forget your password!

NOV Benefits
usbenefits.nov.com