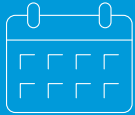


Annual enrollment newsletter

NOV provides competitive benefits, designed with your physical, mental, and financial health in mind. These plans give you and your family options, so you can choose the right coverage for you. We encourage you to review your benefits carefully and make wise decisions about your health care.



2023 annual enrollment
November 1 – 15, 2022

Explore your benefits and enroll online at usbenefits.nov.com.

NOV benefits
newsletter

September
2022

What's new in 2023?

NOV continues to provide the same great benefit plans with some exciting changes.

- **Healthcare plan changes:** NOV's medical, dental and vision plans will remain the same for 2023 despite double-digit increases in medical/prescription costs with a modest 5% premium increase for employees.
- **Increased retirement match:** NOV is increasing the company 401(k) match, giving you more savings! In 2023, the match will be 100% of the first 5% you contribute to the plan.
- **Enhanced vacation program:** NOV will offer more paid vacation time in 2023. See the updated information on page 2.
- **New voluntary benefits and carrier:** In 2023, MetLife will be the new carrier for voluntary benefits—hospital indemnity and critical illness. We are also adding new plans—pet insurance, identity theft, and accident.
- **New employee assistance program (EAP):** Your new EAP will be offered through SupportLinc, our Global EAP provider. Watch for a global announcement in early October.
- **Expanded Virta program:** Virta will now provide prediabetes and weight loss support at no cost to NOV medical plan participants, in addition to the diabetes reversal program. Visit virtahealth.com/join/nov to get started.
- **New women's pelvic therapy program:** NOV has partnered with Bloom, a digital pelvic therapy solution developed by Sword Health. Provided at no cost to NOV BCBSTX participants, members are partnered with pelvic health specialists to address pelvic dysfunctions, such as bladder leakage, bowel issues, and pelvic pain.

Do I need to take action?

Your current elections, such as medical, dental, vision, supplemental life and AD&D, and voluntary benefits, will automatically roll over for 2023. You **MUST** actively enroll if you want to:

- Make any changes to your benefits.
- Review and update your health savings account (HSA) contributions for 2023. Limits have increased to \$3,850/\$7,750 for next year.
- Contribute to a flexible spending account (FSA).
- Add or drop dependents from coverage.

Keep in mind that once annual enrollment ends on November 15, 2022, you won't be able to make changes to most of your benefit plans until the next annual enrollment period (unless you have a qualifying event, such as marriage or the birth of a child). Remember, you can make changes to your 401(k) and HSA contributions at any time during the year.





NEW Voluntary benefits

NOV's voluntary benefits will no longer be offered through Unum but will now be available through MetLife. In addition to our critical illness insurance and hospital indemnity insurance, we are pleased to announce that you will have three new plans available to keep yourself and your loved ones, including your furry family members, safe. Check out the new voluntary benefit plans during annual enrollment, November 1-15, by clicking on "Enroll now" at usbenefits.nov.com.

NEW Accident insurance

Accident insurance helps pay for expenses related to unexpected accidents and injuries. Accident insurance pays in addition to your medical plan and benefits are payable regardless of any other insurance plans. The benefit amount is determined by the injury and medical care received and is paid directly to you in a lump sum amount. Premiums are paid through convenient payroll deductions on a post-tax basis.

NEW Pet insurance

Pet insurance helps you be financially prepared, as veterinary bills can add up quickly. Save money on unexpected veterinary expenses plus optional coverage to help pay for routine veterinary care, such as vaccines, wellness exams, and teeth cleaning. Payments can be set up directly through MetLife with a convenient auto-pay feature.

NEW Identity theft insurance

Identity theft insurance provides personal case managers who offer step-by-step assistance and guidance to prevent and remedy identity theft. You have access to credit monitoring, credit card fraud assistance, and help with emergency travel arrangements. For a low cost, you can receive the tools, resources, and guidance you need to protect yourself and your family from identity theft. Premiums are paid through convenient payroll deductions on a post-tax basis.

NEW More vacation

At NOV, we provide paid time off for you to relax and enjoy your friends and family. In 2023, many of you will receive even more time off with three major vacation program improvements:

- More vacation time sooner with shortened years of service accrual tiers
- Relevant career experience prior to joining NOV will be counted for years of service/experience
- Maximum vacation entitlement increased for those with 25+ years of service/experience

The below chart shows entitlement and accrual for regular, full-time employees.

Years of service/experience	Current annual vacation	2023 annual vacation
0 to 4	15 days	15 days
5 to 9		18 days
10 to 14	20 days	20 days
15 to 19		23 days
20 to 24	25 days	25 days
25 to 30		28 days
30+		30 days



Take action in Hub

To qualify for more vacation time, fill out your Worker Profile at hub.nov.com. Navigate to Me > Career and Performance > My Work Profile. Then, submit your vacation service date request through document records at hub.nov.com for HR approval. For more information on this process, contact your HR representative.

NEW Health support programs

Your NOV BCBSTX medical plan includes additional programs that support a healthy lifestyle. You now have even more programs—offered at no cost to you.

Bloom

Bloom is an innovative women's digital pelvic therapy solution offered through Sword Health to address common pelvic floor dysfunctions from the comfort of your own home. Members are paired with Pelvic Health Specialists, all of whom have Doctor of Physical Therapy degrees, who can help you with pain, discomfort, pressure, urinary leaking, and bowel issues. With Bloom, you will receive:

- Virtual consultations
- Biofeedback monitoring from a pod and mobile app
- Customized pelvic exercise programs
- Ongoing one-on-one guidance, support, and insights

Visit join.hibloom.com/nov to learn more.

Expanded benefits through Virta Health

Virta Health has been helping BCBSTX participants reverse type 2 diabetes and achieve better health. In 2023, Virta Health will also offer prediabetes and weight loss support to eligible BCBSTX employees, spouses, and adult dependents. With one-on-one health coaching, educational tools, and peer support, you can feel healthier and happier.

- **Prediabetes reversal:** Take action now to reverse prediabetes. With Virta, you don't have to make big changes to see results. When you sign up, you will receive no-cost testing supplies, including a blood glucose meter, testing strips, and lancets, to help you monitor your blood sugar.
- **Healthy weight loss:** If you have a BMI of 30 or higher, Virta Health offers a safe and sustainable weight loss program. You will receive personalized support every step of the way.

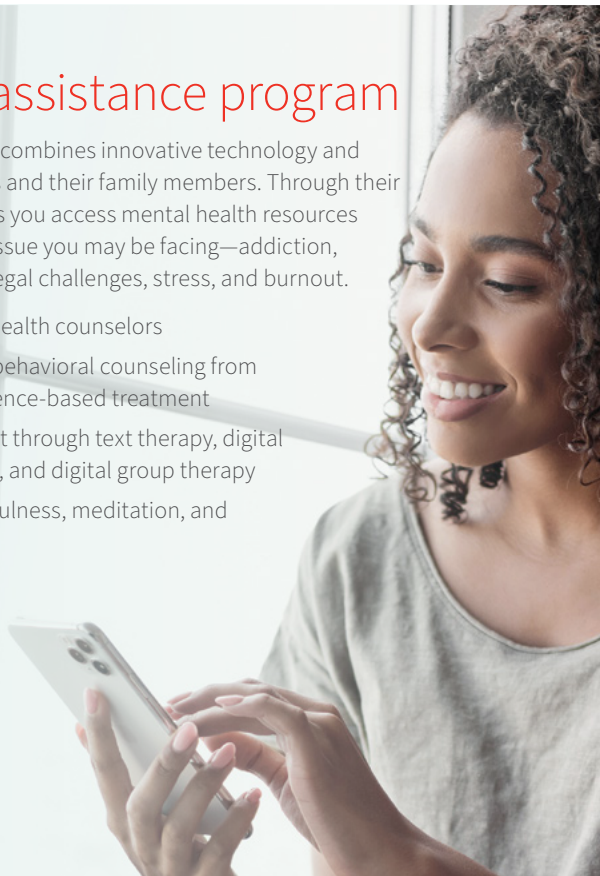
Get started online at virtahealth.com/join/nov.

NEW Employee assistance program

SupportLinc, our new EAP provider, combines innovative technology and personalized support for employees and their family members. Through their unique approach, SupportLinc helps you access mental health resources and personalized guidance for any issue you may be facing—addiction, relationship problems, financial or legal challenges, stress, and burnout.

- 24/7 access to licensed mental health counselors
 - In-person (6 visits) and tele-behavioral counseling from providers who practice evidence-based treatment
 - Digital mental health support through text therapy, digital cognitive behavioral therapy, and digital group therapy
- Personalized coaching for mindfulness, meditation, and sleep fitness
- Referrals for a variety of services
- And more!

Look for more details coming in early October.



Get moving & win prizes!

Take a step toward better health with the Majestic National Parks Challenge and WIN Amazon gift cards!

You're invited to participate in the Majestic National Parks Steps Challenge. On October 3, 2022, NOV teams will virtually navigate through some of America's most iconic landmarks. Encounter cascading waterfalls, scenic vistas, quiet wooded hollows, and some of the tallest mountain peaks, while learning about the parks' famous sites and wildlife. All the action happens through your CarePlus Mobile Health app. Throughout the Challenge, you'll earn tickets to win fabulous prizes and gift cards!

Medical coverage

Choosing a medical plan is an important decision during annual enrollment. NOV provides three high-quality medical plans for employees throughout the U.S. footprint, utilizing the Blue Choice PPO (BCA) network and one HMO medical plan for the greater Houston area through the Kelsey-Seybold system. Review your options carefully to select the plan that best meets your needs.

Features	Consumer Plan + HSA	1000 PPO	1400 PPO	Houston HMO
Premium	Lowest per paycheck cost	Highest per paycheck cost	Mid-range per paycheck cost	Mid-range per paycheck cost
Annual deductible	\$1,750/employee only \$3,500/all other tiers	\$1,000/individual \$2,000/family	\$1,400/individual \$2,800/family	\$750/individual \$1,500/family
Preventive care	You pay \$0	You pay \$0	You pay \$0	You pay \$0
Office visit copay	No copay. You pay 20% after the deductible.	\$30 for primary \$60 for specialist	\$35 for primary \$65 for specialist	\$30 for primary \$60 for specialist
Coinsurance	You pay 20% after the deductible.	You pay 20% after the deductible.	You pay 20% after the deductible.	You pay 20% after the deductible.
Health FSA eligible	Yes, only a limited health FSA for dental and vision expenses.	Yes	Yes	Yes
HSA eligible	Yes	No	No	No
Out-of-pocket maximum*	\$3,500/employee only \$7,000/all other tiers	\$4,250/individual \$8,500/family	\$4,500/individual \$9,000/family	\$4,000/individual \$8,000/family
NOV HSA contribution**	\$500 per year/employee only (\$19.23 biweekly) \$1,000 per year/all other tiers (\$38.46 biweekly)	N/A	N/A	N/A

*Benefits listed are based on an in-network schedule. See usbenefits.nov.com for an out-of-network schedule.

**First time HSA enrollees receive an additional lump sum NOV contribution of \$500 for employee only or \$1,000 for all other tiers.

Save more HSA funds in 2023

The Consumer Plan + HSA gives you the option to set aside tax-free money to a health savings account to pay for your health care expenses. The IRS has raised the maximum amount you may contribute in 2023. Consider enrolling in the Consumer Plan + HSA to take advantage of the tax advantages and FREE company contribution.

Coverage tier	2023 IRS maximum contribution limit	NOV contribution (funded each pay period)	Maximum employee contribution	Catch-up contribution (55 or older)
Employee only	\$3,850	\$500 per year (\$19.23 biweekly)	\$3,350	\$1,000
All other tiers	\$7,750	\$1,000 per year (\$38.46 biweekly)	\$6,750	



Enrolling in the Consumer Plan + HSA for the first time?

If you're enrolling in the HSA for the first time, NOV will make an additional one-time lump sum contribution to your HSA in January in the amount of \$500 for employee only or \$1,000 for all other tiers. Don't forget, the money NOV contributes to your HSA counts toward the IRS limit.



Your biweekly plan costs

The cost of healthcare continues to rise on a national level. NOV remains committed to paying for the majority of your health care coverage. While we have absorbed most of the increase, your medical rates for 2023 will increase by a modest 5% with deductibles and other plan provisions unchanged. There will be no increase to your dental and vision rates.

2023 premiums	Employee only	Employee + spouse	Employee + child(ren)	Employee + family
Medical				
Consumer Plan + HSA	\$35.00	\$84.00	\$72.00	\$131.00
1000 PPO Plan	\$84.00	\$236.00	\$183.00	\$340.00
1400 PPO Plan	\$53.00	\$136.00	\$118.00	\$225.00
Houston HMO Plan	\$68.00	\$186.00	\$150.00	\$282.00
Dental				
DHMO Plan	\$3.50	\$7.50	\$7.00	\$11.00
PPO Plan	\$7.00	\$15.00	\$14.00	\$22.00
Vision				
Vision Plan	\$3.25	\$6.50	\$6.00	\$9.25



These are highlights of some of your benefit plans. Your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this communication and the official plan documents, the plan documents will prevail. The company reserves the right to change any benefit plan without notice. Benefits are not a guarantee of employment. Employees subject to a collective bargaining agreement may or may not be covered under the benefits contained here and should look to their respective agreement for the benefits to which they have bargained.

NOV
Benefits Service Center
P.O. Box 4888
Houston, TX 77210-4888

Get ready for annual enrollment

1. Consider your options

Be on the lookout for a postcard as well as communications at your location to remind you to enroll. Starting October 24, review the 2023 Annual Enrollment page at usbenefits.nov.com for more information! Your current elections will automatically roll over in 2023. **You only need to take action if you wish to:**

- Add new plans including our NEW voluntary benefits, such as critical illness, hospital indemnity, accident, identity theft, and EVEN pet insurance.
- Make changes to your current benefits.
- Re-enroll in the flexible spending accounts (FSAs).
- Review and update your health savings account (HSA).

2. Enroll or make changes

Visit usbenefits.nov.com if you want to enroll in new coverage or make changes to your benefits. Remember, annual enrollment begins on November 1 and ends on November 15. If you're adding any dependents to your coverage, make sure you have all the information you need—date of birth, Social Security number, and supporting documentation.

3. Need help?

Contact the NOV Benefits Service Center at **1-877-668-2363**. Representatives are ready to take your call Monday through Friday from 7:30am to 6pm CST. Don't forget to join the "SIG U.S. Benefits Program" group on Yammer for benefits updates and information.



¿Habla Español?

Para leer este boletín en español en.

