

## Important company announcements

We are pleased to introduce two important company updates for our U.S. employees.

- **NOV will resume company contributions** to the **NOV Inc. 401(k) Plan** later this year as outlined below.
- **NOV will have an updated 2022 holiday schedule** to allow our global family members more flexibility to observe the cultural and religious dates most meaningful to them.

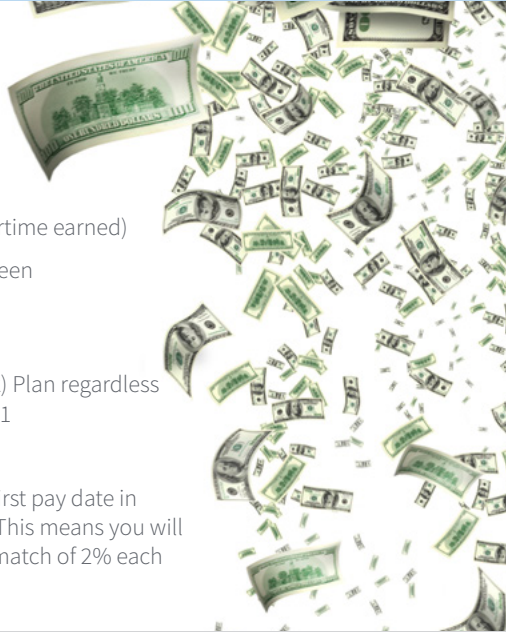
*Employees subject to a collective bargaining agreement may or may not be included in these changes and should look to their respective agreement for the negotiated benefits.*

July  
2021

## 401(k) changes

Changes to your plan will occur in a two-step process:

1. A **one-time lump sum contribution** based on the following:
  - Not dependent on you putting money into the 401(k) plan
  - Equal to 2% of your 4th quarter eligible earnings (base salary and overtime earned)
  - Eligible earnings will be calculated from the pay dates occurring between October 1, 2021 and December 31, 2021
  - You must be an employee of NOV on December 31, 2021
  - Will apply to all employees eligible to participate in the NOV Inc. 401(k) Plan regardless of prior service, as long as they are an employee on December 31, 2021
  - Will be contributed to your 401(k) account in January 2022
2. An ongoing company **match** will begin for the 401(k) Plan effective the first pay date in 2022. The match will be 50% for the first 4% you contribute to the Plan. This means you will need to be contributing at least 4% of your paycheck to receive the full match of 2% each payroll. More details will come on this in the September newsletter.



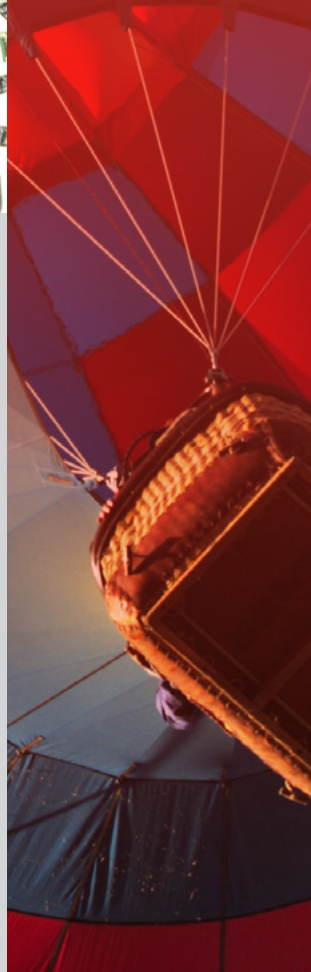
## 2022 holiday schedule

Understanding that all occasions may not be included on the NOV holiday calendar, President's Day/Mardi Gras and Good Friday holidays will be replaced with two flexible holidays.

Observed Holiday	Date
New Year's Day	Monday, January 3, 2022
Memorial Day	Monday, May 30, 2022
Independence Day	Monday, July 4, 2022
Labor Day	Monday, September 5, 2022
Thanksgiving Day	Thursday, November 24, 2022
Day after Thanksgiving	Friday, November 25, 2022
Christmas Eve	Friday, December 23, 2022
Christmas Day	Monday, December 26, 2022
New Year's Eve	Friday, December 30, 2022
2 Flexible Holidays	Scheduled by employee, approved by supervisor

Keep in mind, facilities may be closed for maintenance or observe an unlisted holiday. Please check with your local HR representative.

**All flexible holidays must be scheduled and approved with management in advance.**



## NEW Diabetes Reversal Program - Virta Health



Type 2 diabetes does not have to be a long-term diagnosis. With a new, free program for BCBSTX medical plan members, you can take steps toward reversing your Type 2 diabetes. The Virta Health Diabetes Reversal Program focuses on lowering your blood sugar and A1c, so you can reduce your diabetes medications and lose weight. Using nutritional ketosis, Virta helps you naturally lower blood sugar and turn the body into a fat-burning machine without surgery, required exercise, or calorie counting.

Each Virta patient receives a personalized health plan, which includes:

- Medical supervision from a physician-led care team
- One-on-one health coach
- Diabetes testing supplies
- Educational tools like videos and recipes
- A private online support community

This program is free to all eligible employees, spouses, and adult dependents enrolled in an NOV medical plan through BCBSTX. Go to [virtahealth.com/join/nov](http://virtahealth.com/join/nov) to get started.



## Learn more about your plans

Did you know? You can find benefit plan information, as well as Summary Plan Documents (SPDs), by going to [usbenefits.nov.com](http://usbenefits.nov.com) or scanning the QR code here.



## Naturally Slim is now Wondr Health!

Getting healthy is easier with Wondr Health (formerly Naturally Slim). With a user-friendly online platform, Wondr Health teaches clinically proven, healthy habits that lead to less stress, better sleep, and weight loss. Gone are the days of restrictive diets, calorie-counting, or specialty foods. With this program, you will learn to change when and how you eat, not what you eat, so you can improve your physical and mental health while eating the foods you love.

This program is free and available to all BCBSTX medical plan members, including enrolled spouses. If you are already using Naturally Slim, you will receive details on how to download the new Wondr app and keep using the program. New users can register at [www.wondrhealth.com/nov](http://www.wondrhealth.com/nov) August 16-29 to participate in the next session starting September 13.

## Total care with MDLIVE

When you have a health issue, sometimes you need help right away. MDLIVE makes it easier by bringing quality medical care to you. Not only can you receive assistance and treatment with a minor medical condition, such as cold, flu, and allergies, but you can also speak with a therapist or psychiatrist about any mental health struggles. And, if you need a prescription, MDLIVE will send it to the nearest pharmacy. Help is easy to access anytime and anywhere.

Services through MDLIVE are convenient and affordable:

- **Consumer Plan + HSA:** \$44 before deductible, \$35 after deductible
- **1000 PPO Plan:** \$30 copay
- **1400 PPO Plan:** \$35 copay

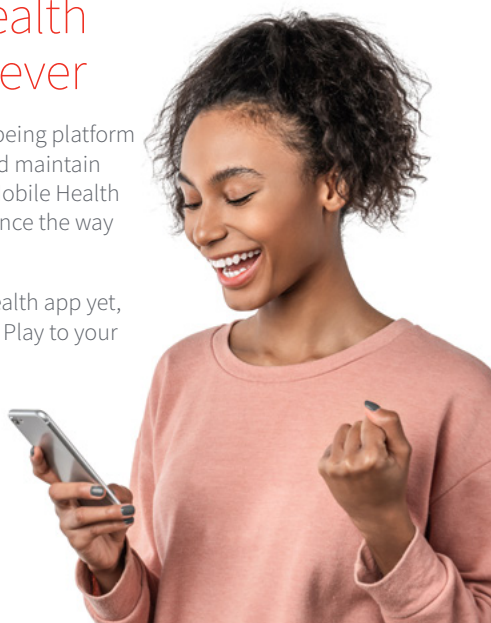
Schedule an appointment at **1-866-681-4083** or online at [mdlive.com/nov](http://mdlive.com/nov).



## The CarePlus Mobile Health app is now better than ever

Having on-the-go access to the NOV Choose Well-being platform means you have the tools you need to improve and maintain your health at your fingertips. Now, the CarePlus Mobile Health app features an improved user experience to enhance the way you interact with the wellness program.

If you haven't downloaded the CarePlus Mobile Health app yet, you can download it from the App Store or Google Play to your smartphone or tablet.



## New wellness program video!

Take a look at the latest video about the NOV Wellness Program through CarePlus Mobile Health. You will learn how to make the most of your wellness plan and start earning wellness incentives.

## Join the August wellness challenge: **Survive the Sahara**

Step your way to wellness. NOV's next activity challenge, **Survive the Sahara**, takes place August 2 – 27. This challenge is a 25-day walking challenge taking you all the way across the desert. Be a part of a 10-person team and compete with other teams to see who can track the most steps and reach the highest level. Each milestone landmark unlocks the next of ten levels. It takes 1 million steps to cross the finish line. By working together, you can go even farther.

**Be sure to sign up before August 2, 2021!**



### Register

If you haven't already registered for a CarePlus Mobile Health account, download the app to your smartphone or visit [CarePlusMobileHealth.com](https://www.CarePlusMobileHealth.com) from your computer to get started.

### Log your activity

Recording your steps is easy. You have two options:

1. Sync your fitness device to your CarePlus Mobile Health account.
2. Convert your activity into steps on the app.

### Earn rewards

Participate to win prizes! The more steps you take, the more chances you have to win fabulous raffle prizes.

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



## Moving forward with Principal

In 2019, Wells Fargo Institutional Retirement & Trust business was acquired by Principal Financial Group. Since NOV's retirement plan was administered by Wells Fargo, it recently transitioned to Principal in June. You should have received detailed information about your new Principal 401(k) account.

Don't forget to set up and access your account with the new provider by visiting [principal.com](https://principal.com), downloading the Principal mobile app, or contacting the Principal Contact Center at **1-800-547-7754**.

### Sign up for emails about your retirement plan

**See what the future may bring!** Get financial tips and education from Principal by providing an updated email address and mobile phone number under **My Profile** when you log in to your account at [principal.com](https://principal.com).



### ¿Habla Español?

Escanee aquí para ver este boletín en español.

