



POWER UP: UNLOCK YOUR BENEFITS.



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BENEFITS TO **POWER** YOUR BEST LIFE.

As an NXP employee, you drive the innovation that fuels our success in the market. That's why we're rewarding you with benefits that protect your health, help you build savings for retirement and advance your quality of life. This year, NXP is excited to partner with UnitedHealthcare for your 2020 health plan benefits, bringing you more ways than ever to get connected to your physical, emotional and financial well-being. Take time to get to know all of your benefits and learn about the enrollment process. By understanding your options, you'll be able to make choices that provide you and your family with the greatest value.

Brief overview

By choosing NXP as your employer, you've become part of one of the world's most dynamic semiconductor companies. You'll be working with motivated professionals and a dedicated management team, with the tools to advance both your productivity and your career. Be prepared to move boldly, accept responsibility and share in the rewards that come from world-class teamwork. You can come to work every day knowing you have a benefits program that is both market-competitive and responsive to your needs. Welcome to NXP.

Your NXP benefits

This guide will give you details on the following benefits:

- ▶ Health insurance
- ▶ Health Care and Dependent Care Flexible Spending Accounts
- ▶ Health Savings Account
- ▶ Dental and vision benefits
- ▶ Disability and life insurance
- ▶ Commuter benefits
- ▶ 401(k) Retirement Plan
- ▶ Employee Share Purchase Plan
- ▶ Legal benefits
- ▶ Time away program
- ▶ Wellness programs
- ▶ Work and life balance benefits

Insurance enrollment information

Enroll within 30 days of your start date

You can make your NXP benefit elections online or through the NXP Benefits Service Center after your NXP start date. You will receive an “NXP Benefits Enrollment” email at your NXP email address, usually within 10 business days from your start date. If you need help enrolling or have questions before you are prompted to enroll, please contact the NXP Benefits Service Center at **(888) 375-2367**.

Your NXP health coverage is effective as of your NXP start date. If you incur health or pharmacy claims before enrolling or receiving your identification cards (ID cards), please save your receipts and file a claim directly with your carrier once you receive your ID cards.



You must complete your enrollment within 30 days of your start date or the default enrollment options listed below will apply.

Default enrollment

If you don't complete your benefits enrollment within 30 days of your start date, you will be automatically enrolled in:

- ▶ Medical Plan 1 (HSA-eligible), with coverage only for you, as outlined on the UnitedHealthcare medical coverage options chart on page 10 of this guide.
- ▶ NXP-paid basic life, business travel accident, AD&D, and short- and long-term disability insurance.

You will not be automatically enrolled in any other programs.

401(k) enrollment information

Enroll within 35 days of your start date

If you are eligible, you may begin contributing to the NXP 401(k) Retirement Plan as soon as administratively possible, usually as of the third pay period after your start date. You are eligible to receive company-matching contributions as soon as you begin contributing. For more information, review the “Savings and Wealth” section of this guide (pages 29–32).



You must complete your enrollment within 35 days of your start date or the default enrollment options listed below will apply.

Default enrollment

If you don't complete your benefits enrollment within 35 days of your start date, you will be automatically enrolled in:

- ▶ NXP 401(k) Retirement Plan, contributing 5 percent of your eligible compensation on a pre-tax basis. Your contribution percentage will automatically increase 1 percent each year until you are contributing 15 percent of your eligible pay.
- ▶ Your 401(k) contributions will be invested in the age-appropriate Target Retirement Date Fund.

ID card information

You should receive your ID cards within two weeks of your enrollment. These cards will be mailed to your home address.

If you need health care services or treatment (for example, a visit to the doctor or hospital, lab work or a prescription) before receiving your ID cards, you can confirm your coverage by calling your health plan administrator directly. You can register on the web addresses below about five business days after you have enrolled in NXP benefits. Once registered, you can print or call to request temporary ID cards to use.

- ▶ UnitedHealthcare (medical): **(844) 210-5428** or online at myuhc.com[®]
- ▶ CVS/caremark (prescriptions): **(877) 505-8360** or online at caremark.com
- ▶ Kaiser (medical): **(800) 278-3296** or online at kp.org
- ▶ Delta Dental (dental): **(800) 521-2651** or online at deltadentalins.com/NXP
- ▶ VSP[®] (vision): You do not need an ID card to access vision care services. Inform your vision care provider that you are enrolled in VSP Choice and they can call to confirm your coverage at **(800) 877-7195**. You can access your vision benefit information at VSP.com.

Contact information for all benefit providers can be found on pages 33–35 of this guide.



Who's an eligible employee?

All regular, full-time U.S. employees who normally work at least 30 hours per week are eligible to enroll in a health care plan and other benefits described in this guide.

Who's an eligible dependent?

The following individuals qualify as dependents and are eligible for NXP's medical, dental, vision and dependent life insurance benefits.

- ▶ **Spouse:** Your legally recognized spouse, claimed as your federal tax dependent. If you are legally married, including a common-law marriage, in a state that recognizes same-sex spouses, your same-sex spouse is eligible for coverage as your spouse.
- ▶ **Domestic partner:** Your same-sex or opposite-sex domestic partner who has lived with you for at least six months, is not a blood relative of yours, is not legally married or in another domestic partner relationship, and is at least 18 years old.
- ▶ **Dependent children:** Your married and unmarried children through the end of the month in which they reach age 26, except for child life insurance. For child life insurance, your unmarried children through the end of the month in which they reach age 26; married children are not eligible for child life insurance regardless of age. Your children include your children by birth, adoption or pending adoption or legal guardianship, stepchildren or children of your domestic partner who live with you, foster children legally placed by a licensed agency, grandchildren you legally adopt or for whom you are the court-appointed guardian, and children you must cover under a qualified medical child support order (QMCSO). Documentation confirming your covered dependent's eligibility will be requested after enrollment. Please submit the requested documentation in a timely manner to ensure coverage for your dependents. If you have any questions about dependent eligibility or the documentation requirements, contact the NXP Benefits Service Center at **(888) 375-2367**.

A Social Security number (SSN) is required for all eligible dependents who will be covered under the NXP medical plan. Please have your dependent's SSN available when you enroll. If your dependent does not have or is not eligible to get an SSN, you can use an individual taxpayer identification number (ITIN or TIN). Please contact the NXP Benefits Service Center at **(888) 375-2367** if you have questions.

Who's not an eligible dependent?

The following individuals do not qualify as dependents and are ineligible for NXP benefits:

- ▶ Your siblings
- ▶ Your parents and in-laws
- ▶ Grandparents, grandchildren or any other children who are not listed under "Who's an Eligible Dependent?"
- ▶ Aunts, uncles, cousins, nieces, nephews
- ▶ Roommates, boyfriends, girlfriends, friends
- ▶ Former spouses
- ▶ A dependent who is already covered by an NXP plan

Life events after open enrollment

When your life changes, your benefit needs may also change. The Internal Revenue Service (IRS) allows you to make changes to your benefit elections beyond the open enrollment period or your initial new hire enrollment period only if you experienced a life event as defined by the Internal Revenue Code. Please refer to the Summary Plan Description at nxp.com/benefits for further details.

You must make the changes to your benefit elections within 31 days from the date of the life event. Benefit elections you make must be due to and consistent with the life event you experienced. The day of the life event is considered day one of the 31-day election period.

For example, birth of a child: If your child is born on March 24, the 31-day enrollment period to add your child to your coverage will end on April 23.

Qualified life events include the following:

- ▶ The birth (or legal adoption) of your child — birth certificate required
- ▶ Your legal marriage or divorce — marriage certificate/divorce decree required
- ▶ The death of your spouse or child
- ▶ Dependent spouse starts a new job or is terminated from an existing one
- ▶ You or an eligible dependent loses coverage under another medical plan because you or the dependent has lost eligibility, including the exhaustion of COBRA coverage (the full eligibility period)
- ▶ Coverage under another employer's plan changes due to an open enrollment. Changes to your benefit plans will be effective on the effective date of the employer's benefit plan changes.

To make a qualified life event change, visit nxp.com/benefits.



Benefits at a glance

| Benefit | Available options |
|--|--|
| Medical Plan | UnitedHealthcare Medical Plan 1 (HSA-eligible) UnitedHealthcare Medical Plan 2 (PPO) UnitedHealthcare Medical Plan 3 (EPO) UnitedHealthcare Medical Out-of-Area Plan Kaiser Permanente HMO (CA employees only) |
| Virtual Visits | Available with UnitedHealthcare plans; access through myuhc.com and the UnitedHealthcare® app. |
| Wellness Programs | Automatically enrolled with a UnitedHealthcare plan and available through your myuhc.com account. |
| Dental Plan | Delta Dental PPO Plan |
| Vision Plan | VSP Choice Plan |
| Health Savings Account (HSA) — For Medical Plan 1 (HSA-eligible) Participants Only | NXP will provide an initial employer contribution of \$500 for employee-only coverage or \$1,000 for family coverage. For 2020, you may choose to make additional contributions up to \$3,050 for individual coverage, or \$6,100 for dependent coverage. If you are over 55, you may contribute an additional \$1,000 as a catch-up contribution. |
| Health Care Flexible Spending Account (FSA) | You may contribute up to \$2,700 per household. The IRS requires you to make elections annually. |
| Limited Use Health Care Flexible Spending Account (FSA) | You may contribute up to \$2,700 per household. The IRS requires you to make elections annually. |
| Dependent Care Flexible Spending Account (FSA) | You may contribute up to \$5,000 per household. Employees earning over \$125,000 annually can contribute up to \$2,500. The IRS requires you to make elections annually. |
| 401(k) Retirement Plan | Save for retirement with immediate eligibility and vesting. NXP matches your contributions 100% up to the first 5% of pay that you contribute. You decide how to invest your 401(k) account balance and you will have access to both online advice and professional management services. |
| Group Basic Term Life Insurance | Basic life insurance benefit for all regular employees is one times your annual salary (up to \$1 million). |
| Supplemental Life Insurance | Employee: one to eight times salary in 1x increments to a maximum of \$1,500,000. Spouse: \$25,000 to \$250,000 in coverage, in \$5,000 increments. Child: \$15,000 or \$25,000 in coverage. |
| Accidental Death and Dismemberment (AD&D) Insurance | Automatically enrolled; a percentage of benefit paid for accidental injury resulting in a covered loss, depending on extent of injury. |
| Business Travel Accident | Automatically enrolled; a percentage of benefit paid for accidental injury resulting in a covered loss while traveling on NXP business. |
| Hyatt Group Legal Plan | Standard MetLaw Legal Plan MetLaw plus Parents Buy-Up |
| NXP Disability Plan | Short-Term Disability and Short-Term Buy-Up Long-Term Disability Waive coverage (if you decline coverage as a new hire and add coverage in the future, evidence of insurability will be required). |
| Employee Assistance Program | Automatically enrolled |



HEALTH AND WELLNESS.

NXP medical plan

When am I eligible?

You and your eligible dependents have access to coverage as of your NXP start date.

NXP medical plan options

NXP offers you a choice of three UnitedHealthcare medical and corresponding CVS/caremark pharmacy plans, including a Health Savings Account (HSA)-eligible plan. If you reside in California, you may also have access to Kaiser HMO. The Kaiser HMO is a network many find easy and convenient to use and keeps out-of-pocket costs low. You have the flexibility of choosing the health plan that meets the needs for you and your family, both today and into the future.

You may opt out of the NXP medical plan if you prefer not to enroll. However, you must opt out within your 30-day enrollment window.

Need help selecting a medical plan?

Meet Emma — your virtual benefit advisor at nxp.bswift.com. Emma will ask you a few questions to better understand your health care needs and provide a comparison of how each plan works to help you determine which one is best for you.



ask EMMA™

UnitedHealthcare medical coverage options

The table below reflects your share of the cost. [See U.S. Benefits Rate Sheet for pay-period contributions.](#)

| | Medical Plan 1 | Medical Plan 1 | Medical Plan 2 | Medical Plan 2 | Medical Plan 3 | Medical Plan 3 |
|--|--|--|--|--|---|---|
| Selected coverage | Network | Out-of-Network | Network | Out-of-Network | Network | Out-of-Network |
| Plan type | HSA-eligible: Better coverage in the network, out-of-network coverage allowed | HSA-eligible: Better coverage in the network, out-of-network coverage allowed | Preferred provider organization (PPO): Better coverage in the network, out-of-network coverage allowed | Preferred provider organization (PPO): Better coverage in the network, out-of-network coverage allowed | Exclusive provider organization (EPO): Network coverage only, except in emergencies | Exclusive provider organization (EPO): Network coverage only, except in emergencies |
| Deductible | \$1,500 employee-only/ \$3,000 family | \$7,500 employee-only/ \$15,000 family | \$300 employee-only/ \$600 family | \$1,500 employee-only/ \$3,000 family | \$200 employee-only/ \$400 family | No coverage |
| Coinsurance | You pay 20% after deductible | You pay 50% after deductible | You pay 20% after deductible | You pay 50% after deductible | You pay 10% after deductible | No coverage |
| Out-of-pocket maximum | \$4,000 employee-only/ \$7,350 family | \$12,500 employee-only/ \$25,000 family | \$5,000 employee-only/ \$10,000 family | \$12,500 employee-only/ \$25,000 family | \$5,000 employee-only/ \$10,000 family | No coverage |
| Preventive care | Covered 100% | You pay 50% after deductible | Covered 100% | You pay 50% after deductible | Covered 100% | No coverage |
| HSA with Fidelity available | Yes. In addition to your contributions, NXP puts money in your HSA (\$500 for employee-only and \$1,000 for family, prorated based on your start date). Limited Use Health Care FSA available. | Yes. In addition to your contributions, NXP puts money in your HSA (\$500 for employee-only and \$1,000 for family, prorated based on your start date). Limited Use Health Care FSA available. | No HSA. Health Care FSA available. | No HSA. Health Care FSA available. | No HSA. Health Care FSA available. | No HSA. Health Care FSA available. |
| Virtual Visits featuring Teladoc® | You pay no more than \$50 | N/A | You pay \$10 | N/A | You pay \$10 | N/A |
| Primary care physician visit | You pay 20% after deductible | You pay 50% after deductible | You pay \$20 | You pay 50% after deductible | You pay \$20 | No coverage |
| Specialist visit | You pay 20% after deductible | You pay 50% after deductible | You pay \$40 | You pay 50% after deductible | You pay \$40 | No coverage |
| Urgent care | You pay 20% after deductible | You pay 50% after deductible | You pay \$30 | You pay 50% after deductible | You pay \$30 | No coverage |
| Hospital admission | You pay 20% after deductible | You pay 50% after deductible | You pay 20% after deductible | You pay 50% after deductible | You pay 10% after deductible | No coverage |
| Inpatient surgery | You pay 20% after deductible | You pay 50% after deductible | You pay 20% after deductible | You pay 50% after deductible | You pay 10% after deductible | No coverage |
| Outpatient surgery | You pay 20% after deductible | You pay 50% after deductible | You pay 20% after deductible | You pay 50% after deductible | You pay 10% after deductible | No coverage |
| Emergency room visit | You pay 20% after deductible | You pay 20% after deductible | \$100 copay, then 10% after deductible; copay waived if admitted | \$100 copay, then 10% after deductible; copay waived if admitted | \$100 copay, then 10% after deductible; copay waived if admitted | \$100 copay, then 10% after deductible; copay waived if admitted |

Medical Plan 1 (HSA-eligible)

If you're looking for a way to save on taxes or want to save for your health care at retirement, this plan might be just what you need. Medical Plan 1 is an HSA-eligible plan. It covers the same medical services as Medical Plan 2 and Medical Plan 3 (including network preventive care at 100 percent) and offers the same quality care and access to UnitedHealthcare's national provider network. You can see any network provider you choose.

What makes Medical Plan 1 different is that NXP deposits money into your HSA with Fidelity* to help you pay for your medical expenses, including your deductible and coinsurance amounts. Employees enrolled in employee-only coverage will receive \$500 and those who enroll dependents will receive \$1,000 in NXP contributions (or a prorated amount, based on your enrollment date if you become newly eligible for coverage during the calendar year).

Key features of this unique health care savings vehicle include:

- ▶ NXP funds the employer contribution during the first week of the month after you complete your enrollment in Medical Plan 1 and open an HSA with Fidelity. That contribution is available to you almost immediately.
- ▶ When you sign up for the HSA through your benefits enrollment, you will choose the amount you would like deposited into your HSA through pre-tax deductions from your paycheck.
- ▶ You can use your HSA funds to pay for eligible health care expenses during the year, or save your account for future health care needs.
- ▶ You will be issued a debit card to access funds from your HSA to pay for eligible health care expenses.
- ▶ You own the funds in your HSA, even if you move to another employer.
- ▶ The contributions to your HSA, and their earnings, accumulate tax-free. Once your HSA balance reaches \$1,000, you may invest your account for further growth (fees may apply).
- ▶ If you use the funds solely for qualified health care expenses, you don't ever owe taxes or penalties on the account.

* You must open your HSA with Fidelity to receive NXP contributions. NXP will not make a deposit into an HSA held by another financial institution.

HSA eligibility

Since an HSA is a [tax-advantaged account](#), certain restrictions apply, such as:

- ▶ You must be enrolled in a high-deductible health plan (such as Medical Plan 1).
- ▶ You can't be enrolled in Medicare or another government-sponsored medical plan.
- ▶ You can't be claimed as a dependent on someone else's tax return.
- ▶ You can't use a traditional Health Care Flexible Spending Account (FSA). You are, however, eligible to use the [Limited Use Health Care Flexible Spending Account \(FSA\)](#) to cover out-of-pocket expenses for dental and vision (see page 17 for details).
- ▶ There are maximum annual contribution limits (see the chart on page 12).
- ▶ You'll need to keep receipts to document that your HSA money is spent on qualified health care expenses.

How Medical Plan 1 (HSA-eligible) works

STEP 1

..... YOUR DEDUCTIBLE

You pay for all services, including prescriptions, until you meet your deductible (with the exception of preventive care, which is covered at 100% when performed in the network).

Pay with your HSA or pay another way

STEP 2

..... YOUR COINSURANCE

After you reach the deductible, you share the costs with the plan. You can use your HSA to help pay your share.

**Your plan pays 80% of network care +
You pay 20% of network care**

STEP 3

..... YOUR OUT-OF-POCKET MAXIMUM

When you reach the limit, you are done paying. The plan will pay 100% of covered network services for the rest of the plan year.

You are done paying

**Preventive care is covered 100 percent when
you use a UnitedHealthcare provider.**

2020 HSA contribution amounts

| | Employee-only coverage | Family coverage |
|---|--|--|
| IRS HSA contribution limit | \$3,550 Plus \$1,000 catch-up contribution if age 55 or older by year end | \$7,100 Plus \$1,000 catch-up contribution if age 55 or older by year end |
| NXP HSA contribution* | \$500 | \$1,000 |
| Maximum NXP employee contribution (IRS limit minus NXP contribution) | \$3,050 | \$6,100 |

* For new hires, the NXP HSA contribution is prorated based on the number of months during the year you are covered under Medical Plan 1 (HSA-eligible).

Want to learn more about Medical Plan 1?

Review the [Medical Plan 1 user's guide](#) to help you understand what to expect from the plan.



Kaiser HMO

In addition to the UnitedHealthcare medical and CVS/caremark pharmacy options, California employees have access to Kaiser HMO if they reside within Kaiser's network service area. Kaiser health care providers exclusively serve Kaiser plan members. As a plan member, you can select any Kaiser doctor at any Kaiser facility. You must receive services from Kaiser, or obtain authorization from Kaiser before obtaining care outside the HMO. The Kaiser medical care program gives members access to all of the covered services you need, such as routine care with your own personal plan physician, hospital care, laboratory and pharmacy services, emergency services, urgent care, prescription medications and other benefits. For additional details, please review the [Kaiser Evidence of Coverage for NCAL](#) and the [Kaiser Evidence of Coverage for SCAL](#).

Kaiser medical coverage options

The table below reflects your share of the cost. [See U.S. Benefits Rate Sheet for pay-period contributions.](#)

| | HMO | HMO |
|-------------------------------------|---|---|
| Selected coverage | Network | Out-of-Network |
| Plan type | Health maintenance organization (HMO) available only to California employees in the Kaiser network. Network coverage only, except in emergencies. | Health maintenance organization (HMO) available only to California employees in the Kaiser network. Network coverage only, except in emergencies. |
| Deductible | \$0 employee-only/\$0 family | No coverage |
| Coinsurance | You pay \$0 | No coverage |
| Out-of-pocket maximum | \$1,500 employee-only/\$3,000 family | No coverage |
| Preventive care | Covered 100% | No coverage |
| HSA available | No. Health Care FSA available | No. Health Care FSA available |
| Virtual Visits | Not available | Not available |
| Primary care physician visit | You pay \$35 | No coverage |
| Specialist visit | You pay \$35 | No coverage |
| Maternity (hospitalization) | 100% covered after \$500 hospital copay | No coverage |
| Hospital admission | You pay \$500 copay | No coverage |
| Inpatient surgery | You pay \$0 after \$500 hospital copay | No coverage |
| Outpatient surgery | \$150 copay per procedure | No coverage |
| Emergency room visit | \$150 copay, then \$0; copay waived if admitted | \$150 copay, then \$0; copay waived if admitted |

CVS/caremark pharmacy benefit

Prescription drug benefits under the UnitedHealthcare medical plans are administered by CVS/caremark. The NXP prescription plan offers access to cost-effective medications through retail pharmacies or, for maintenance medications, by mail.

Please refer to the Medical Plan Benefit Comparison chart below for a list of prescription copays and coinsurance. In addition, use the [Formulary Drug List](#) for information about preferred medications.

Need help estimating medication costs? You can call CVS/caremark, at **(877) 505-8360** or use these online tools for estimating the cost of prescription drugs under Medical Plan 1, Medical Plan 2 and Medical Plan 3.

The table below reflects your share of the cost for pharmacy-related expenses. [See U.S. Benefits Rate Sheet for pay-period contributions.](#)

| | Medical Plan 1* | Medical Plan 2* | Medical Plan 3* | Kaiser Permanente** |
|--|--|--|--|--------------------------------------|
| | Generic medications | Generic medications | Generic medications | Generic medications |
| 30-day supply (short-term) | Generic preventive medications available at no cost; all other generics are 20% after deductible | You pay \$5 | You pay \$5 | You pay \$10 |
| Long-term supply or maintenance medications | You pay 20% after deductible for 90-day supply | You pay \$10 for 90-day supply | You pay \$10 for 90-day supply | You pay \$20 for 100-day supply |
| | Preferred brand-name medications | Preferred brand-name medications | Preferred brand-name medications | Preferred brand-name medications |
| 30-day supply (short-term) | You pay 20% after deductible | You pay 30% up to a maximum of \$75 | You pay 30% up to a maximum of \$75 | You pay \$30 |
| Long-term supply or maintenance medications | You pay 20% after deductible for 90-day supply | You pay 30% for 90-day supply up to a maximum of \$175 | You pay 30% for 90-day supply up to a maximum of \$175 | You pay \$60 for 100-day supply |
| | Non-preferred brand-name medications | Non-preferred brand-name medications | Non-preferred brand-name medications | Non-preferred brand-name medications |
| 30-day supply (short-term) | You pay 20% after deductible | You pay 50% up to a maximum of \$100 | You pay 50% up to a maximum of \$100 | You pay \$30 |
| Long-term supply or maintenance medications | You pay 20% after deductible for 90-day supply | You pay 50% for 90-day supply up to a maximum of \$250 | You pay 50% for 90-day supply up to a maximum of \$250 | You pay \$60 for 100-day supply |

* You can fill your short-term-supply prescriptions at any of Caremark's over 68,000 participating pharmacies, not just at CVS pharmacies. 90-day long-term or maintenance medications can be ordered by mail or picked up at a CVS pharmacy near you.

** Available at Kaiser Plan pharmacies only.

UnitedHealthcare resources

Network providers

The UnitedHealthcare network includes over 900,000 health care professionals and 6,000 hospitals. To locate a UnitedHealthcare network medical provider, visit welcometouhc.com/NXP or call UnitedHealthcare at **(844) 210-5428**.

If your current provider is not in the UnitedHealthcare network, you may qualify for Transition of Care. This program allows you to continue seeing your out-of-network provider for a limited time while getting reimbursed at the network level of coverage.* Call UnitedHealthcare at **(844) 210-5428** to ask about Transition of Care eligibility.

* Transition of Care decisions are made on a case-by-case basis by UnitedHealthcare. Qualifying conditions may include pregnancy, transplants, behavioral health and substance abuse, and others.

myuhc.com and the UnitedHealthcare app

You have 24/7 digital access to your health plan with myuhc.com and the UnitedHealthcare app. Use these tool to:

- ▶ Find network doctors and facilities
- ▶ Check your coverage and claims status
- ▶ Review preventive care services
- ▶ Get cost estimates
- ▶ View account balances
- ▶ Print or view a temporary ID card

The UnitedHealthcare app is available for download for iPhone® or Android®.

UnitedHealthcare Advocates

UnitedHealthcare Advocates can help you understand your benefits and make the most of your health care coverage. Call for:

- ▶ Answers to questions about claims
- ▶ Help understanding a bill
- ▶ Help finding a network provider near you
- ▶ Help finding ways to save money on health care
- ▶ Connections to important health and wellness resources

Nurses are also available to:

- ▶ Help you better understand your diagnosis and treatment options
- ▶ Help you understand and follow your treatment plan
- ▶ Recommend preventive care and identify any health risks
- ▶ Help you manage chronic or complex conditions
- ▶ Explain your medications and any alternative options available
- ▶ Coordinate your services before, during and after a hospital stay

To speak to an Advocate, call UnitedHealthcare at **(844) 210-5428**, 8 a.m. to 8 p.m., local time.

Virtual Visits featuring Teladoc

With Teladoc, you can have an appointment with a doctor online, on your own time. You can even get a prescription, if needed, that you can pick up at your local pharmacy.* Consider seeing a Teladoc doctor for:

- ▶ Colds and coughs
- ▶ Sore throats
- ▶ Seasonal flu
- ▶ Allergies
- ▶ Bladder infections
- ▶ Sinus problems
- ▶ Many other minor conditions

This service is ideal for employees on Medical Plan 1, as it allows those employees and their enrolled dependents to see a doctor for \$50 or less per visit. Start your Virtual Visit at myuhc.com/virtualvisits.

* Prescription services may not be available in all states.

The UnitedHealth Premium® program

When searching for a doctor or specialist in the UnitedHealthcare network, look for providers designated with two blue hearts on myuhc.com or the UnitedHealthcare app. The blue hearts indicate they're a Premium Care Physician within the UnitedHealth Premium program, which evaluates physicians using evidence-based medicine and national standardized measures. Make sure to choose a Premium Care Physician to get quality, cost-efficient care and a great value.

Find and compare costs

myuhc.com makes it easy to compare costs for providers and services in your network, including doctors, behavioral health resources, hospitals, office visits, labs, convenience and urgent care clinics, and more. Before your visit, you can even generate an out-of-pocket estimate based on your specific health plan status. Just log on to myuhc.com or the UnitedHealthcare app to get your personalized estimates.

UnitedHealthcare behavioral health

Your emotional well-being is just as important as your physical health. Under your behavioral health benefit, you are eligible for inpatient and outpatient care through your medical plan (pre-authorization may be required).

To locate a network provider for behavioral health services, log in to myuhc.com. Or, call UnitedHealthcare at **(844) 210-5428**.



Comparison of the different types of FSAs

| Plan | Covered expenses | Maximum contribution | How claims are paid |
|---|---|------------------------------|--|
| Health Care Flexible Spending Account (FSA) | Medical, pharmacy, dental and vision care expenses not reimbursed by another plan | \$2,700** | Full annual contribution is available on your first day of participation |
| Limited Use Health Care Flexible Spending Account (FSA)* | Dental and vision care expenses not reimbursed by another plan | \$2,700** | Full annual contribution is available on your first day of participation |
| Dependent Care Flexible Spending Account (DCFSA) | Employment-related dependent care expenses not claimed for the federal dependent care income tax credit | \$5,000 per calendar year*** | Only amounts already contributed are available |

* If you enroll in Medical Plan 1 and would like to contribute to a Health Care FSA for vision and dental care expenses, you must enroll in the Limited Use Health Care FSA.

** The IRS permits you to roll over up to \$500 in unused Health Care FSA and Limited Use Health Care FSA funds to the following plan year.

*** Employees earning over \$125,000 annually can contribute up to \$2,500.

Health Care Flexible Spending Account

If you elect to participate in the Health Care FSA, you can contribute up to \$2,700 in pre-tax income for eligible expense reimbursements.

- ▶ Any money contributed must be used for expenses incurred in the same calendar year in accordance with IRS guidelines.
- ▶ You can roll over up to \$500 of unused Health Care FSA funds from year to year. Any unused Health Care FSA funds above \$500 at the end of the year are forfeited.
- ▶ You can change your Health Care FSA election amount during annual enrollment or within 30 days of a qualifying life event.
- ▶ Visit [irs.gov](https://www.irs.gov) for a complete list of covered expenses. Refer to Publication 502, Health Care Expenses.
- ▶ You will receive a debit card in the mail from Optum Bank® to pay for eligible medical, pharmacy, dental and vision expenses.
- ▶ For your convenience, you can also choose to turn on the auto-reimbursement feature for medical expenses only in order to have eligible medical expenses auto-submitted for payment from your Health Care FSA.
- ▶ You can view your account balance from myuhc.com or the UnitedHealthcare app.

Limited Use Health Care Flexible Spending Account

The Limited Use Health Care FSA is available if you are enrolled in Medical Plan 1. Participating in a Limited Use Health Care FSA helps you maximize the amount you can save pre-tax for dental and vision expenses. You can contribute up to \$2,700 in pre-tax contributions for eligible dental and vision expenses. There are limits on the expenses you may submit to your Limited Use Health Care FSA. Enroll and maximize your tax advantage if:

- ▶ You're expecting to incur significant dental and/or vision expenses.
- ▶ You don't want to use your HSA for dental and vision care expenses.

Similar to the Health Care FSA, you can roll over up to \$500 of unused Limited Use Health Care FSA funds from year to year. Any unused Limited Use Health Care FSA funds above \$500 at the end of year are forfeited.

You can change your Limited Use Health Care FSA election amount during annual enrollment or within 30 days of a qualifying life event.

Visit [irs.gov](https://www.irs.gov) for a complete list of covered expenses. Refer to Publication 502, Health Care Expenses.

Dependent Care Flexible Spending Account

A Dependent Care FSA lets you use pre-tax dollars to pay for eligible expenses related to care for your child, disabled spouse, elderly parent or other dependent who is physically or mentally incapable of self-care, so you can work or your spouse (if you're married) can work, look for work or attend school full time. As a Dependent Care FSA participant, you can contribute up to \$5,000 in pre-tax contributions for qualified dependent care expense reimbursements. Employees earning over \$125,000 annually can contribute up to \$2,500.

Any money contributed to this account must be used for expenses incurred in the same calendar year or the money is forfeited.

You can change your Dependent Care FSA election amount during annual enrollment or within 30 days of a qualifying life event.

Eligible Dependent Care FSA expenses include:

- ▶ A qualified child or elder care center
- ▶ A babysitter or nanny
- ▶ After-school care
- ▶ Registration fees
- ▶ Nursery school tuition
- ▶ A relative who provides care

Visit [irs.gov](https://www.irs.gov) Publication 503 for a complete list of covered eligible dependent care expenses.



Vision care services

Routine eye care services are included in the NXP vision plan for you and your covered dependents. Services include comprehensive vision examinations, prescription eyeglasses (lenses and frames), or contact lenses. To take advantage of the vision plan, you simply enroll yourself and your eligible dependents. Then see a VSP Choice network doctor or affiliate provider and pay your share of the cost, as described in the chart below. You get the most value from your vision plan benefits when you see a VSP Choice network doctor or affiliate provider. VSP offers two convenient ways to locate these providers near your home or work.

Visit [VSP.com](https://www.vsp.com). Once you register and create a username and password, you can search for a VSP Choice network doctor or affiliate provider by name or location. Or, call VSP's Member Services **(800) 877-7195**.

Vision care services through VSP

NXP's vision plan uses the VSP Choice network. [See U.S. Benefits Rate Sheet for pay-period contributions.](#)

| Service | Copay | Frequency |
|-------------------------------|--|---------------------------|
| Vision examination | \$10 | Every calendar year |
| Prescription glasses | \$10 | See frames and lenses |
| Frames | Included in prescription glasses copay; \$150 allowance for a wide selection of frames; \$170 allowance for featured frame brands; 20% savings on the amount over your allowance | Every other calendar year |
| Lenses | Included in prescription glasses copay | Every calendar year |
| Contacts (instead of glasses) | \$150 allowance for contacts and contact lens exam (fitting and evaluation); 15% savings on a contact lens exam (fitting and evaluation) | Every calendar year |
| Laser vision correction | Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities | As needed |

Dental services

The NXP dental plan offers you and your family preventive, restorative and orthodontic services. While you do not have to visit a Delta Dental PPO & Premier network dentist to receive dental benefits, you can take advantage of negotiated rates and increased savings by seeing a Delta Dental PPO & Premier network provider.

The annual maximum benefit for preventive, basic and major services is \$2,000 per year, per person. Your dental benefits include two exams and two cleanings each year, X-rays (subject to certain limits) and more. For most other dental services, benefits begin after you meet the annual deductible (\$50 for employee-only; \$150 for all other coverage levels).

To find a network dentist, visit deltadentalins.com/NXP and review the Delta Dental provider listing.

Dental services through Delta Dental PPO & Premier

The table below reflects your share of the cost. [See U.S. Benefits Rate Sheet for pay-period contributions.](#)

| Service | Coverage level |
|----------------------------|---|
| Preventive services | Covered at 100% of negotiated fees, no deductible |
| Basic dental services | You pay 20% of negotiated fees, after you've satisfied the deductible requirement |
| Major dental services | You pay 50% of negotiated fees, after you've satisfied the deductible requirement |
| Deductible | \$50 per person, per calendar year, up to \$150 for family |
| Annual maximum | \$2,000 annual maximum (per covered person) |
| Aggregate lifetime maximum | \$2,000 lifetime maximum for orthodontics (per covered person) |



Wellness programs

At NXP, our goal is to provide you with the resources you need to take care of all aspects of your health and well-being. Take advantage of the following programs — many available at no additional cost to you — to power up and be your healthy best, no matter what your goals are or where you're at on your wellness journey.

Rally®

Stay on track and achieve your health goals with Rally, a fun way to focus on your well-being.

- ▶ Complete the Rally Health Survey and get personalized results to help you improve your diet, fitness and mood. You'll also discover your Rally AgeSM — a measure of your overall health
- ▶ Get recommended Missions based on your Health Survey results and choose from activities to help you move more, eat healthier and get a better night's sleep
- ▶ Earn Rally Coins that you can use to enter sweepstakes for extra rewards
- ▶ Join fun, competitive challenges that can be completed with your coworkers or individually

Get started at myuhc.com. You can also download the Rally HealthSM app for use on the go.

Real Appeal®

Eligible members can get help achieving a healthy weight by making long-lasting lifestyle changes with this digital weight-loss program. Participate in up to 52 weeks of customized support that includes:

- ▶ Group sessions with a live virtual coach and videos
- ▶ Customized digital coaching
- ▶ 24/7 access to a secure portal
- ▶ Tips and tools for healthier living
- ▶ Online tracking tools (syncs with the Real Appeal app, Jawbone and Fitbit®)
- ▶ A success kit with a blender, food scale, portion plate, session guide, nutrition guide and workout DVD

Get started at member.realappeal.com.

Gym reimbursement

You are eligible to receive up to \$240 (less applicable taxes) per year as reimbursement for fitness activities. Examples include a membership to a local gym or fitness center, including NXP Activity Centers (where available), or participation in approved fitness, sports and health education-related activities. For more information, review the details on nxp.com/benefits.

NXP Activity Center membership

Many of our NXP sites offer onsite fitness facilities. Use your \$240 gym reimbursement to cover your membership. Contact your local activity center for more information. The contact information for the NXP Activity Centers is on page 33 of this guide.

Preventive care

Staying healthy is the best way to keep your medical costs down. That's why several convenient preventive care options are available to you, including:

- ▶ No-cost flu shots
- ▶ Onsite health screenings

In addition to the care noted above, network preventive care coverage is available through UnitedHealthcare and Kaiser at no cost. This coverage includes routine screenings, checkups and generic contraceptives. It also includes counseling to help you prevent illness, disease or other health problems. For details, visit uhc.com/preventivecare or kp.org.

Quit For Life®

Smoking can take a big toll on your health, your quality of life and your budget. According to the Surgeon General, quitting tobacco is the single most important thing smokers can do to improve life expectancy and quality of life. The six-week Quit For Life program lets you work with a certified coach for one-on-one support to stay on track so you can stop using tobacco for good. To get started, call **(844) 210-5428**.



DISABILITY AND LIFE INSURANCE.

Disability insurance

NXP provides you with short-term disability insurance. This valuable benefit can replace a portion of your income for injuries or illnesses that keep you out of work up to 180 days. Under the NXP short-term disability policy, you may receive:

- ▶ Benefits starting on the eighth calendar day after you become disabled
- ▶ 75 percent of your eligible compensation for the first 90 calendar days
- ▶ 60 percent of your eligible compensation for the next 90 calendar days

You can elect to take advantage of the short-term disability buy-up option to increase your benefit. This option:

- ▶ Provides an additional 15 percent of income replacement
- ▶ Costs \$0.16 per \$100 of covered compensation

Short-term disability buy-up can be changed only during annual enrollment.

Long-term disability is available after 180 days of disability at no cost to you. You receive 60 percent of your base salary, up to \$10,000 per month. California benefits may vary based on state laws.

Business travel accident and AD&D insurance

In addition to basic life insurance, NXP also provides you with extra protection in case of accidental death, dismemberment or other accidents while traveling for business. There is no cost to you for this program and no need to enroll. Coverage is provided under two separate plans: the Accidental Death and Dismemberment (AD&D) Insurance Plan and the Business Travel Accident (BTA) Insurance Plan. You'll see your specific coverage levels at nxp.com/benefits.

Basic life insurance

NXP employees scheduled to work at least 30 hours per week will receive life insurance in the amount of one times their annual eligible compensation, rounded up to the nearest \$100. Basic life insurance is paid by NXP — there is no charge to you.

As a participant in the basic life insurance program, you have access to the following valuable tools and resources:

Online will preparation service

This interactive resource provided through MetLife will assist you in preparing a will, living will or power of attorney. For more information, visit [willscenter.com](https://www.willscenter.com).

Delivering the Promise

Delivering the Promise is a service designed to help beneficiaries sort through the details and serious questions regarding life insurance claims and future financial needs. MetLife representatives are available to provide in-person or telephone assistance to beneficiaries and their family members, in areas such as:

- ▶ Filing life insurance claims and government benefits
- ▶ Locating counseling and support resources
- ▶ Identifying important issues, including outstanding documents that need to be updated
- ▶ Planning for current and future financial needs

Grief counseling

This service is through MetLife, and is designed to assist you, your dependents and your beneficiaries with any situation you perceive as a major loss. To speak to a licensed professional counselor, call **(800) 638-6420**.



Supplemental life insurance

To increase the amount of your life insurance, you may enroll in supplemental life insurance. The cost of this optional coverage is based on your age, your salary and tobacco use (see chart below).

You can elect supplemental life insurance coverage of one to eight times your annual eligible earnings, up to \$1,500,000. Depending on the coverage you select, you may be required to provide evidence of insurability, which could include a physical exam.

Supplemental life insurance monthly contributions

(cost per \$1,000 of coverage)

| Age | No tobacco | Tobacco |
|--------------|------------|---------|
| Under 30 | \$0.032 | \$0.047 |
| 30–34 | \$0.038 | \$0.056 |
| 35–39 | \$0.045 | \$0.063 |
| 40–44 | \$0.058 | \$0.097 |
| 45–49 | \$0.098 | \$0.150 |
| 50–54 | \$0.153 | \$0.230 |
| 55–59 | \$0.255 | \$0.432 |
| 60–64 | \$0.333 | \$0.674 |
| 65–69 | \$0.400 | \$1.210 |
| 70 and older | \$0.400 | \$2.060 |

Dependent life insurance

You may also elect optional life insurance coverage for your spouse/domestic partner and child(ren).

Spouse/domestic partner life insurance

You have a choice of spouse/domestic partner life insurance benefit levels up to \$250,000 or the level of your combined basic life and supplemental life coverage, whichever is less. Coverage over \$25,000 will require evidence of insurability, which could include a physical exam.

Spouse/domestic partner life insurance coverage options

| | |
|--|-----------|
| | \$25,000 |
| | \$50,000 |
| | \$100,000 |
| | \$150,000 |
| | \$200,000 |
| | \$250,000 |

Spouse/domestic partner life insurance monthly contributions

(cost per \$1,000 of coverage)

| Age | No tobacco | Tobacco |
|--------------|------------|---------|
| Under 30 | \$0.032 | \$0.047 |
| 30–34 | \$0.038 | \$0.056 |
| 35–39 | \$0.045 | \$0.063 |
| 40–44 | \$0.058 | \$0.097 |
| 45–49 | \$0.098 | \$0.150 |
| 50–54 | \$0.153 | \$0.230 |
| 55–59 | \$0.255 | \$0.432 |
| 60–64 | \$0.333 | \$0.674 |
| 65–69 | \$0.400 | \$1.210 |
| 70 and older | \$0.400 | \$2.060 |

Child life insurance

Life insurance coverage for children is available at two levels, \$15,000 and \$25,000, with no requirement to provide evidence of insurability. All of your eligible children will be included in this coverage, with no increase in contribution.

Child life insurance bi-weekly contributions

| Coverage level | Monthly cost |
|----------------|--------------|
| \$15,000 | \$0.95 |
| \$25,000 | \$1.58 |



WORK AND LIFE BALANCE.

Employee Assistance Program (EAP)

Receive 24/7, confidential support for life's challenges at no extra cost through the EAP.

- ▶ Speak to an EAP specialist as often as you like, free of charge
- ▶ Get five free face-to-face counseling sessions (per concern, per person, per year)
- ▶ Dependents who live away from home are also eligible

The EAP provides you and your family with help to handle almost any issue:

- ▶ Work and career support — including conflict management, stress management and career counseling
- ▶ Family and relationships — including pregnancy, adoption, separation or abuse
- ▶ Legal and financial services — including mediation, financial planning and financial aid assistance

- ▶ Grief support — including the loss of a loved one, infertility, miscarriage and other difficult life changes
- ▶ Child care and elder care — including help for teens and Medicaid/Medicare support
- ▶ Life transitions — including divorce, relocation and college selection

Access your EAP benefits at liveandworkwell.com. (access code: NXP).

For support anytime, call **(866) 248-4094**.

Adoption assistance

At NXP, you are eligible to receive reimbursement of up to \$8,000 per child in eligible adoption expenses. Eligible expenses include:

- ▶ Public or private adoption agency fees
- ▶ Foreign and international adoption fees
- ▶ Legal fees associated with an adoption
- ▶ Court fees associated with an adoption
- ▶ Agency or legal fees associated with temporary foster care

International travel assistance

Receive 24/7 health, safety and security services through AIG® while traveling worldwide.

- ▶ Speak to an experienced, internationally trained doctor or security specialist
- ▶ Get help finding a local doctor or other provider
- ▶ Get help securing medication or medical equipment
- ▶ Receive advice on loss of travel documents or legal assistance

In case of emergency, services will help:

- ▶ Arrange medical transportation or care
- ▶ Coordinate medical fees
- ▶ Monitor your condition and provide advice
- ▶ Arrange evacuation to a Center of Medical Excellence or to a secure location
- ▶ Provide support if your safety is at risk
- ▶ Secure translation assistance and interpreters
- ▶ Obtain legal referrals

Learn more at aig.com/us/travelguardassistance (policy number: 9152759).

Legal assistance plan

NXP's legal assistance plan, administered by Hyatt Legal, offers you, your spouse/domestic partner and your dependents easy and low-cost access to attorneys for advice and consultation on a variety of personal legal issues.

When you use a Hyatt network attorney for covered services, all attorney fees are covered by the legal plan. There is no limit to the number of covered services (including telephone advice, office consultations and beginning-to-end trial representation) you can receive as long as you remain enrolled in the plan. Here is a brief list of covered services:

- ▶ Family and personal
- ▶ Money matters
- ▶ Vehicle and driving
- ▶ Home and real estate matters
- ▶ Civil lawsuits
- ▶ Wills, estate and future planning
- ▶ Elder care

Please note: Some matters, including employment-related matters, are excluded.

You also have the option to add coverage for your parents under the Hyatt Legal plan. Should you choose to elect the Parents Buy-Up option, your parents will also have access to some of the services covered under this plan.

Pricing information paid via after-tax payroll deductions

| | Annual Hyatt Legal price | Monthly Hyatt Legal price | Bi-weekly Hyatt Legal price |
|----------------------------|--------------------------|---------------------------|-----------------------------|
| Standard MetLaw legal plan | \$198.00 | \$16.50 | \$7.62 |
| MetLaw plus Parents Buy-Up | \$258.00 | \$21.50 | \$9.92 |

To learn more, visit the Hyatt Legal information center at info.legalplans.com (access code: NXP (Standard Legal Plan); NXPPLUS (Parents Buy-Up Plan)).

Or, call the Hyatt Legal Client Service Center at **(800) 821-6400**.

Estate resolution services

Estate representatives have access to legal services related to probating an estate, including:

- ▶ Face-to-face consultations
- ▶ Correspondence and tax filings
- ▶ Documentation preparation and representation at court proceedings

For more information, call Hyatt Legal Plans at **(800) 821-6400**.

Personalized will preparation services

Meet face-to-face with an attorney to create and update a will, including complex wills and supplements to a will, for both you and your spouse. To get started, call Hyatt Legal Plans at **(800) 821-6400**.

NXP Perks at Work

NXP Perks at Work is an online discount program designed to save you money. Find all kinds of perks important to you, from helping you save to helping you grow and give, all in one place. This employee purchasing program gives you access to exclusive shopping events and one-of-a-kind discounts on thousands of brand-name products and services. With NXP Perks at Work, you can save on almost everything — groceries, movies, appliances, cars, clothes, electronics, vacations and personal care.

To access your NXP discounts visit perksatwork.com. Use your @nxp.com email address to register.

Time away*

NXP has a Paid Time Off (PTO) Program, which gives you a bank of time based on your NXP service to use for any purpose.

With PTO, your vacation and sick days are combined, so you can take time off when you need to, regardless of the reason. This approach gives you more flexibility in balancing the demands of work and family life. You can use PTO days for a variety of situations, including caring for a sick child, taking your dog to the vet, chaperoning a school trip or an occasional personal day.

If you live outside of California

Full-time active employees are credited with PTO on the 10th day of each month, as follows:

| Years of service | PTO monthly accruals | PTO annual accruals |
|---------------------------|-----------------------------|-------------------------|
| First year through year 7 | 1.83 PTO days (14.67 hours) | 22 PTO days (176 hours) |
| Years 8–14 | 2.25 PTO days (18 hours) | 27 PTO days (216 hours) |
| Years 15 and beyond | 2.67 PTO days (21.34 hours) | 32 PTO days (256 hours) |

If you live in California

PTO is handled differently in California, as shown in the chart below, so if you live in California, make sure and go to nxp.com/benefits and click on the “Time Away Benefits” link for details.

| Years of service | PTO monthly accruals | PTO annual accruals | PTO maximum accruals |
|---------------------------|-----------------------------|-------------------------|---------------------------|
| First year through year 7 | 1.83 PTO days (14.67 hours) | 22 PTO days (176 hours) | 33 PTO days (264 hours) |
| Years 8–14 | 2.25 PTO days (18 hours) | 27 PTO days (216 hours) | 40.5 PTO days (324 hours) |
| Years 15 and beyond | 2.67 PTO days (21.34 hours) | 32 PTO days (256 hours) | 48 PTO days (384 hours) |

* The PTO Program described above does not apply to NXP senior leaders or interns. NXP senior leaders have access to unlimited PTO. NXP interns have access to five paid sick days annually.



SAVINGS AND WEALTH.

NXP's 401(k) Retirement Plan is designed to help you build your wealth through long-term savings and accumulate the funds you'll need when you're no longer working.

401(k) Retirement Plan features

- ▶ Immediate eligibility
- ▶ Automatic enrollment with automatic escalation
- ▶ Company match
- ▶ Pre-tax and/or Roth (after-tax) employee contributions
- ▶ Auto-escalation feature allowing you to automatically increase your contributions by 1 percent or more each year
- ▶ Catch-up employee contributions
- ▶ Immediate vesting
- ▶ A choice of investment options
- ▶ Loans or hardship withdrawals when you need access to your money while still working at NXP

Additional features

- ▶ You're automatically enrolled to contribute 5 percent of your eligible compensation unless you elect to change your contribution amount or choose not to participate within the first 35 days of your employment. If you are auto-enrolled in the Plan, your contribution percentage will automatically increase 1 percent each year until you are contributing 15 percent of your eligible compensation. Certain individuals (e.g., contractors, consultants or leased employees) are not eligible to participate in the Plan.
- ▶ You may contribute up to 75 percent of your eligible compensation, not to exceed the IRS limit of \$19,500 for 2020, subject to change annually.
- ▶ If you're age 50 or older during the plan year, you may make catch-up contributions of up to \$6,500 for 2020, subject to change annually.
- ▶ You'll have continuous access to your account statements.

NXP matching contribution

NXP will match your personal contributions, dollar for dollar, up to 5 percent of your eligible compensation. And, you're immediately vested in the NXP company match.

Let's say you contribute 5 percent (\$2,500) of your \$50,000 salary to your 401(k). NXP will match your \$2,500 dollar for dollar (or another \$2,500), for a total annual contribution of \$5,000 (yours and NXP's).

Investment options

You decide how to invest your 401(k) account balance. Your account balance includes your contributions and any contributions made by NXP, adjusted for any investment returns or losses.

As with any investment, there are no guarantees. The funds in the Plan are subject to fluctuations in value as financial markets respond to economic, social and political conditions.

- ▶ You may invest in your 401(k) on a pre-tax and/or Roth (after-tax) basis.
- ▶ You can change your investment election or transfer balances between investment funds at any time, within the trading policy guidelines.
- ▶ You can elect to automatically rebalance your portfolio periodically with the auto-rebalance feature.

Self-directed brokerage account

You may invest a portion of your 401(k) account balance in the self-directed brokerage account, Fidelity BrokerageLink®. Fidelity BrokerageLink provides you the opportunity to invest in a broad range of investment options beyond those offered directly through the Plan.

Loans and withdrawals

Although the purpose of the 401(k) is to help you save for retirement, loans and, under some circumstances, withdrawals are available to help you meet your financial needs.

- ▶ You may have only one loan from the Plan at a time.
- ▶ The minimum loan amount is \$1,000.
- ▶ The maximum loan amount is 50 percent of your vested account balance or \$50,000 minus your highest outstanding loan balance in the preceding 12 months, whichever is less.
- ▶ There is a \$50 fee for each new loan. You repay yourself, with interest, at the prime rate + 0.5 percent through payroll deductions.

Access to your money

You have various payment options to receive your account balance when you leave NXP. You can receive all or a portion of your account balance in a lump sum, roll over into another tax-qualified employer's plan, or roll over into a traditional or Roth individual retirement account (IRA).



401(k) Retirement Plan investment options

| Fund | NXP investment fund description | Risk |
|--|---|----------------|
| Stable Value | Combination of two investment managers investing in short-term, fixed-income securities such as U.S. Treasury bills, guaranteed insurance contracts and bank investment contracts. Seeks growth through short-term income. | LOWEST |
| Intermediate Bond | Combination of U.S. Treasury bills, certificates of deposit, corporate bonds, government bonds, mortgage and asset-backed securities. Seeks long-term growth through short- to long-term income. | |
| Global Bond | Consists of a range of fixed-income sectors, including global investment grade and high-yield corporates, emerging market debt and other global credit spread sectors. Seeks long-term growth through intermediate to longer-term income. | |
| Large Company Value | Combination of two investment managers investing in large company common stocks, with potential to provide dividend income and some capital appreciation through value-oriented stocks. | |
| S&P 500 Index | Contains large company domestic common stocks seeking to replicate the S&P 500 Index. | |
| Large Company Growth | A diversified portfolio of large company common stocks that seeks to provide some capital appreciation through growth-oriented stocks. | |
| International Value | Equity securities of non-U.S. common stock with potential of providing dividend income and some capital appreciation through value-oriented stocks. | |
| International Stock Index | Contains equity securities of non-U.S. common stocks seeking to replicate the FTSE All Cap Global ex U.S. Index. | |
| International Growth | Equity securities of non-U.S. common stock with potential of providing capital appreciation through growth-oriented stocks. | |
| Small/Mid Company Value | Combination of two investment managers investing in small and mid-sized company common stocks that seek to provide dividend and capital appreciation through value-oriented stocks. | |
| Small/Mid Company Index | Contains small and mid-sized company domestic stocks seeking to replicate the S&P Completion Index. | |
| Small/Mid Company Growth | Combination of two investment managers investing in small and mid-sized company common stocks that seeks to provide capital appreciation through growth-oriented stocks. | |
| Emerging Market Stock | A diversified portfolio of international common stocks solely invested in emerging market countries that seeks to provide capital appreciation through emerging market value-oriented stocks. | HIGHEST |
| Target Retirement Funds | Target Retirement Funds are an asset mix of stocks, bonds and other investments that automatically become more conservative as the fund approaches its target retirement date and beyond. | N/A |
| Self-Directed Brokerage Account | Provides the opportunity to invest in a broad range of investments including mutual funds and individual stocks. | N/A |

Employee Share Purchase Plan

The NXP Employee Share Purchase Plan is an Employee Stock Purchase Plan (ESPP) that allows employees to purchase NXP stock at a 15 percent discount. The purchase price will be 85 percent of the closing price of NXP stock on the last trading day. By enrolling through payroll deductions, you can have purchases made twice a year and can build your wealth through ownership of NXP stock.

Plan eligibility

Generally, all regular full-time and part-time employees of NXP or one of its group companies are eligible to enroll. Temporary employees, contractors and executives are not eligible.

Participating in the Plan

- ▶ You can enroll during the months of January and July for the upcoming savings period.
- ▶ Employees who become eligible to enroll after the end of an enrollment period must wait to enroll in the next six-month savings period.
- ▶ You can elect to save a percentage of your gross (pre-tax) base salary through payroll deductions. This contribution rate can be from 2 percent to 10 percent of your base salary, and cannot be increased or decreased during the savings period.
- ▶ The contribution rate percentage is withheld each pay period.
- ▶ NXP designates E*TRADE® to administer participant accounts online and provide brokerage services. All shares purchased will be deposited in the participant’s online E*TRADE account.

- ▶ The Plan provides for “Automatic Enrollment” from savings period to savings period — meaning that participation continues at the same contribution percentage rate for consecutive savings periods, until a participant withdraws or suspends their participation. This is also referred to as an “evergreen election.”
- ▶ Participants may suspend saving contributions during a savings period by notifying E*TRADE at least 15 days prior to the next payroll withholding date. Previous savings may still be applied toward the purchase.
- ▶ Participants may withdraw at any time during a savings period, stopping payroll deductions and canceling any purchase possibilities for that savings period. All savings withheld for that period will be refunded. Withdrawals must be made at least 15 days prior to the purchase date by notifying E*TRADE.
- ▶ Upon suspension or withdrawal, you will not be automatically re-enrolled for the next savings period.

At the end of the savings period, the savings you have accumulated over the six-month period are used to purchase NXP shares at a 15 percent discount. The maximum savings amount per calendar year — allowed by tax laws governing this plan — is \$21,250 USD.

This means that with the 15 percent discount in the purchase price, you can purchase up to \$25,000 USD of NXP stock value for 85 percent of the cost.

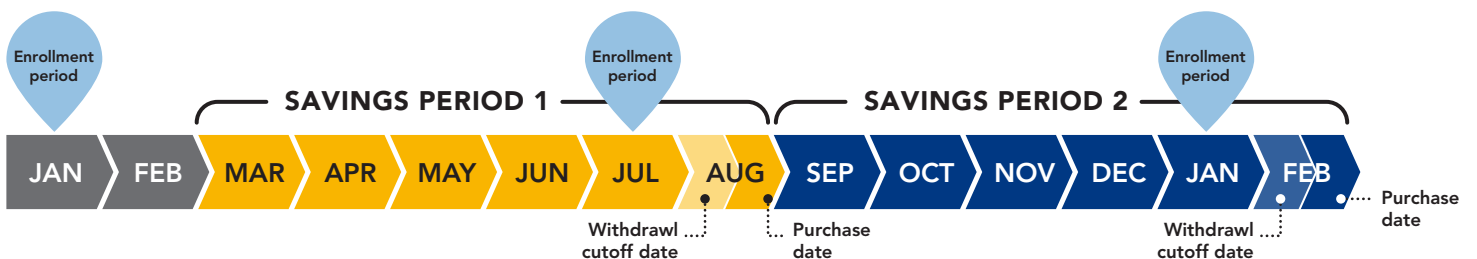
There is no requirement in the Plan to own the stock for any length of time before you sell or dispose of it. However, to take advantage of any favorable capital gains tax rates, stock typically does need to be held for a specified period of time to qualify for lower capital gains tax rates. Please confer with your personal tax advisor about the plan.

Savings periods

There are two savings periods every year, each lasting six calendar months:

1. March to August
2. September to February

Initial participation begins the first full six-month savings period following eligibility qualification. There is no minimum service requirement. Withholding amounts are applied to purchase NXP shares twice a year.



IMPORTANT CONTACT INFORMATION.

Reward resources at your fingertips

- ▶ To learn more about your NXP benefits all year long, visit nxp.com/benefits
- ▶ To view and update your health insurance, visit nxp.bswift.com
- ▶ To view and update your 401(k), visit netbenefits.com
- ▶ NXP Benefits Service Center: **(888) 375-2367**

| Benefit | Telephone | Website |
|---|--|---|
| 401(k) Retirement Plan | (844) NXP-401K | netbenefits.com |
| 401(k) Retirement Plan Investment Advice Fidelity | (866) 811-6041 | netbenefits.com |
| Activity Centers (Onsite for some locations) | Chandler Activity Center: (480) 814-3534 Ed Bluestein Activity Center: (512) 933-6229 Oak Hill Activity Center: (512) 895-3069 San José group exercise classes only. Contact Norene Goldstone at norene.goldstone@nxp.com for more information. | |
| Adoption Assistance Program | (888) 375-2367 | nxp.com/benefits |
| AIG Business Travel Accident Insurance | U.S.: (877) 244-6871 International Collect: +1 (715) 346-0859 | Email: assistance@aig.com aig.com/us/travelguardassistance Policy Number: 9152759 |
| Ask Emma Your virtual benefit advisor | | nxp.bswift.com Ask Emma will show up as you go through your enrollment. |
| Basic, Supplemental, Spouse/Domestic Partner and Child(ren) Life and AD&D Insurance | Claims and Evidence of Insurability: (800) 638-6420 Fax: (570) 558-8645 | |
| COBRA | (888) 375-2367 | nxp.bswift.com |
| Dental Plan Delta Dental — Delta Dental PPO & Premier Network | (800) 521-2651 TTY: 711 | deltadentalins.com/NXP |

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| Benefit | Telephone | Website |
|--|--|--|
| Digital Weight Loss Program Real Appeal | | member.realappeal.com |
| Disability Income Plan | Occupational Health Resources Arizona, California and Washington: (480) 814-3641 Texas, Ed Bluestein: (512) 933-6443 Texas, at Oak Hill: (512) 895-2900 Other U.S. locations: (512) 895-2900 Prudential® Disability: Telephone: (800) 842-1718 Fax: (877) 889-4885 | prudential.com/mybenefits |
| E*TRADE Employee Stock Plan Accounts | (800) 838-0908 | etrade.com |
| Education Assistance | | hr.helpdesk.amr@nxp.com |
| Employee Assistance Program UnitedHealthcare resources for balancing work, life and personal concerns | (866) 248-4094 | liveandworkwell.com Access code: NXP |
| Family Medical Leave (FMLA) | Visit your onsite medical clinic and speak with the onsite nursing staff. | |
| Flexible Spending/ Reimbursement Accounts UnitedHealthcare • Health Care FSA • Limited Use Health Care FSA • Dependent Care FSA | (844) 210-5428 | myuhc.com or the UnitedHealthcare app |
| Funeral Planning MetLife | (866) 853-0954 | |
| Grief Counseling MetLife | (888) 319-7819 | metlifegc.lifeworks.com Username: metlifeassist Password: support |
| Gym Reimbursement \$240 gym reimbursement | | hr.helpdesk.amr@nxp.com |
| Health and Wellness Resource Rally | | myuhc.com or Rally Health app (Mobile code: NXPUSA) |
| Health Savings Account Fidelity | (844) 697-4015 Fax: (888) 211-9900 | netbenefits.com |

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| Benefit | Telephone | Website |
|---|---|---|
| HR Help Desk | | hr.helpdesk.amr@nxp.com |
| Hyatt Legal | (800) 821-6400 | info.legalplans.com Access code: NXP (Standard Legal Plan); NXPPLUS (Parents Buy-Up Plan) |
| Kaiser HMO | (800) 278-3296 | kp.org |
| Medical Plan <ul style="list-style-type: none"> • UnitedHealthcare Choice Plus Network • Advocates and nurses • Behavioral Health Program | UnitedHealthcare Advocate Team: (844) 210-5428 8 a.m. – 8 p.m. local time TTY: 711 | Pre-member website: welcometouhc.com/nxp Post-enrollment website: myuhc.com |
| NXP Benefits Service Center | (888) 375-2367 7 a.m. – 7 p.m. Central time | nxp.com/benefits |
| NXP Perks at Work | | perksatwork.com Use your @nxp.com email address to register |
| Payroll Assistance | | PayrollHelpUS@nxp.com |
| Prescription Drug Program CVS/caremark | (877) 505-8360 TDD: (800) 231-4403 | caremark.com |
| UnitedHealthcare Virtual Visits featuring Teladoc Online doctor visits available 24/7 | | myuhc.com or UnitedHealthcare app |
| Vision Plan VSP Choice Network | (800) 877-7195 TTY: (800) 428-4833 | VSP.com |
| Wellness Screening Empower Health Services | (866) 367-6974 | Register at empowerhealthservices.hpn.com and enter client code NXP. individualprogram@empowerhealthservices.com |



The Employee Benefits Guide provides only an overview of your employee benefits. The respective plan documents and policies govern your rights. You should rely on this information only as a general summary of some of the features of the plans and policies. In the event of any difference between the information contained herein and the plan documents and policies, the plan documents and policies will supersede this guide. NXP reserves the right at any time to amend, modify or terminate one or more of the plans or policies described in this guide.

nxp.com/benefits

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