

NAVIGATE YOUR FUTURE

2019 U.S. Benefits
Annual Enrollment Presentation



SECURE CONNECTIONS
FOR A SMARTER WORLD

INTERNAL / PROPRIETARY



Get Connected – Your Annual Enrollment

- Benefits Strategy
- What you should know and take action on
- Important tools, tips & resources
- Summary of benefit plans





U.S. Benefits Strategy

Current U.S. Benefit strategy is to be median in cost and plan design with our semi-conductor competitors

Maintaining an overall 86%/14% cost share between the company and employees.

Premiums will be increasing between 10% and 15% for medical plans depending on the plan and tier of coverage you chose

2018 Medical Plan premiums did not increase for employees

NXP medical plans are self insured which means we are responsible for all claim costs.

2019 expected cost increase for medical and pharmacy expenses is \$3.5 million

[Learn More](#)

nxp.com/benefits



What's Changing in 2019

Annual Enrollment

- Annual Enrollment will take place later than usual this year.
- November 26 – December 7

Medical

- Plan changes in Deductibles and Out of Pocket Maximums

Wellness Screenings

- Cancelled in 2018
- All Employees will receive premium incentive in 2019

HSA contribution limit increases

- Individuals: by \$50 to \$3,500 annually
- Families: by \$100 to \$7,000 annually

Health Care Flexible Spending Account (FSA), Limited Use FSA

- Maximum annual contribution is increasing by \$50 to \$2,650 annually

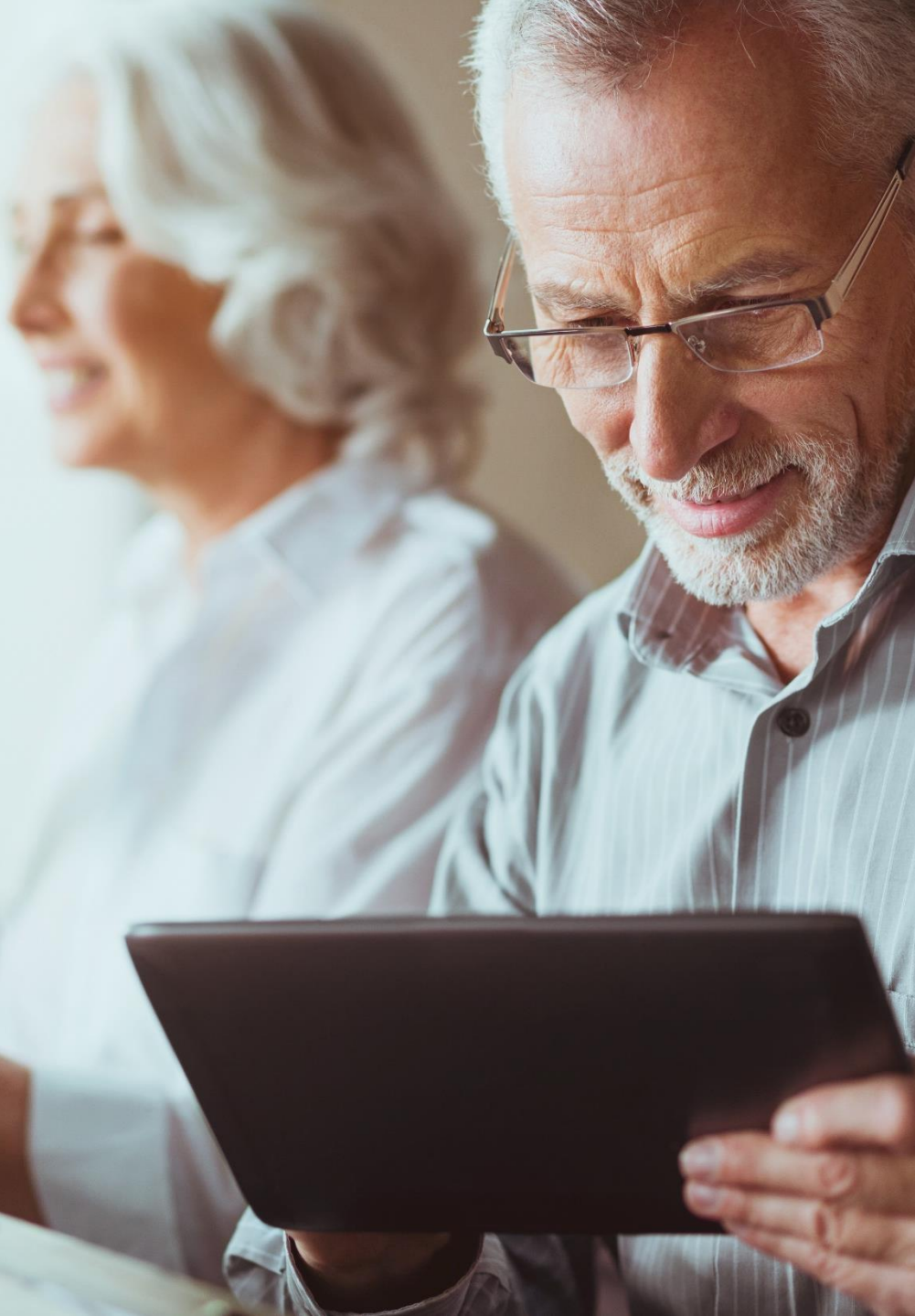
Dependent Care FSA (DCFSA)

- Limit change for highly compensated employees

Benefits Eligibility

- Increasing from 20 hours per week to 30 hours per week
- Align with 401(k) eligibility and ACA regulations





Aetna Medical Plans

Choice Plus Plan (EPO)

Choice Plan (PPO)

Medical Saving Plan (MSP or HSA)

aetna[®]



Medical Plan Comparison

BENEFIT	Medical Savings Plan	
	In-network	Out-of-network
NXP Health Savings Account (HSA) Contribution	\$500 Individual / \$1,000 Family	
Individual Deductible	\$1,500	\$7,500
Family Deductible	\$3,000	\$15,000
Individual Out of Pocket Max	\$4,000	\$12,500
Family Out of Pocket Max	\$7,350	\$25,000
Lifetime Max	Unlimited	
Coinsurance (amount you pay)	20%	50%
Teledoc	\$40	
Office Visit - Primary care physician	Deductible/Coinsurance	
Office Visit – Specialist/Aexcel Provider	Deductible/Coinsurance	
Preventive Care	0%	
Hospital - Inpatient	Deductible/Coinsurance	
Outpatient Surgery	Deductible/Coinsurance	
Emergency Room	Deductible/Coinsurance	
Additional ER Copay	None	
Urgent Care Copay	Deductible/Coinsurance	
Routine Lab/X-Ray/Advanced Imaging	Deductible/Coinsurance	
PHARMACY BENEFITS (Retail/Home Delivery)	CVS/Caremark	
RX Deductible	Combined with Medical	
Generic	Deductible/Coinsurance	
Preferred Brand	Deductible/Coinsurance <small>(Generic preventive Rx available at \$0)</small>	
Non-preferred Brand	Deductible/Coinsurance	

For details on Aetna medical plans

nxp.com/benefits





Health Savings Account

NXP provides seed money in early January

- \$500 (You Only)
- \$1,000 (all other coverage levels)

You will receive a debit card to pay for eligible healthcare expenses, use your current debit card if you were enrolled in 2018

You can add pre-tax contributions of your own

- Up to \$3,000 (You Only)
- Up to \$6,000 (all other coverage levels)
- Plus \$1,000 (if you're age 55 or above)

Advantages of Health Savings Account

- You own the account
- Your funds can earn interest
- Balances carry over from year to year
- Account is yours to take with you when you retire or leave the company.
- *Ideal vehicle for long-term, tax-free healthcare savings*



Medical Plan Comparison

BENEFIT	Choice Plus Plan (EPO)		Choice Plan (PPO)	
	In-network	Out-of-network	In-network	Out-of-network
Individual Deductible	\$200	No Coverage	\$300	\$1,500
Family Deductible	\$400	No Coverage	\$600	\$3,000
Individual Out of Pocket Max	\$5,000	No Coverage	\$5,000	\$12,500
Family Out of Pocket Max	\$10,000	No Coverage	\$10,000	\$25,000
Lifetime Max	Unlimited	No Coverage	Unlimited	
Coinsurance (amount you pay)	10%	No Coverage	20%	50%
Teledoc	\$10	No Coverage	\$10	
Office Visit - Primary care physician	\$20	No Coverage	\$20	50% after Deductible
Office Visit – Specialist/Aexcel Provider	\$50/\$30	No Coverage	\$50/\$30	50% after Deductible
Preventive Care	\$0	No Coverage	\$0	50% after Deductible
Hospital - Inpatient	10% after Deductible	No Coverage	20% after Deductible	50% after Deductible
Outpatient Surgery	10% after Deductible	No Coverage	20% after Deductible	50% after Deductible
Emergency Room	10%		20%	
Additional ER Copay	\$100		\$100	
Urgent Care Copay	\$30	No Coverage	\$30	50% after Deductible
Routine Lab/X-Ray/Advanced Imaging	10% after Deductible	No Coverage	20% after Deductible	50% after Deductible
PHARMACY BENEFITS (Retail/Home Delivery)	CVS/Caremark		CVS/Caremark	
RX Deductible	None		None	
Generic	\$5/\$10		\$5/\$10	
Preferred Brand	30% up to \$75/30% up to \$175		30% up to \$75/30% up to \$175	
Non-preferred Brand	50% up to \$100/50% up to \$250		50% up to \$100/50% up to \$250	

For details on Aetna medical plans

npx.com/benefits



Aetna Medical Plans Deductions Per Pay Period

Medical Savings Plan		Choice Plus Plan (EPO)		Choice Plan (PPO)	
You only	\$11	You only	\$45	You only	\$26
You + Spouse	\$24	You + Spouse	\$110	You + Spouse	\$63
You + Child(ren)	\$17	You + Child(ren)	\$100	You + Child(ren)	\$56
Family	\$35	Family	\$176	Family	\$100

For details on Aetna medical plans

nxp.com/benefits



Kaiser Medical Plan (HMO)

Health Maintenance Organization (HMO) (Kaiser network coverage only)	
California Employees Only	
Physicians Copays	Primary Care \$35 Specialists \$35 Emergency Care — \$150 copay (then \$500 hospital copay if admitted)
Deductible Coinsurance	\$0 100% (Plan pays)
Out-of-Pocket Maximum	\$1,500 (Individual) \$3,000 (Family)
Prescription (Kaiser) Up to 30-day Supply	Generic: You pay \$10 copay Brand: You pay \$30 copay
Maintenance Medications (100-day Supply)	Generic: You pay \$20 copay Brand: You pay \$60 copay

Deductions Per Pay Period	
You only	\$69
You + Spouse	\$161
You + Child(ren)	\$133
Family	\$247

For details on Kaiser HMO visit

nxp.com/benefits



MetLife Dental Plan

MetLife Plan	
Network Name: PDP Plus	
Deductible	Individual: \$100 Family: \$300
Annual maximum benefit	\$2,000 per person
Orthodontia lifetime limit	\$2,000 per person
Benefit Coverage Levels (in-network)	
Preventive Care	100%
Basic Care	80%
Major Care	50%

[No ID card required for services. If you would like a physical ID card, you can register and print a generic card at \[MetLife.com/dental\]\(http://MetLife.com/dental\)](#)

Deductions Per Pay Period	
You only	\$5.54
You + Spouse	\$11.08
You + Child(ren)	\$11.54
Family	\$18.00

For details on MetLife visit

nxp.com/benefits



VSP Vision Plan

VSP Vision		
Network Name: Choice Network		
Benefit	Copay	Frequency
Vision Exam	\$10	Every calendar year
Prescription Glasses Frames Lenses	\$10	Frames: Every other calendar year Lenses: Every calendar year
Contacts (Instead of Glasses) Contact lens fitting	\$0 Up to \$60	Every calendar year

[No ID card required for services, if you want insurance verification you can register and print one at VSP.com](#)

Deductions Per Pay Period	
You only	\$3.05
You + Spouse	\$6.12
You + Child(ren)	\$6.48
Family	\$10.36

For details on VSP visit

nxp.com/benefits



Life and Disability Insurance

Life Insurance Disability Insurance		
Life Insurance	Benefit	Cost
Basic: Employee	1x salary up to \$1M	Paid for by NXP
Buy-up: Employee	Up to 8x salary or \$1.5M	Based on coverage
Supplemental: Spouse	Up to \$250,000	Based on coverage
Supplemental: Child	\$15,000	\$2.05 per month
Disability Insurance		
Short Term: Core	75% for 90 days 60% up to 180 days	Paid for by NXP
Short Term: Buy Up	90% for 90 days 75% up to 180 days	Based on salary
Long Term Disability	60%	Paid for by NXP

For details on Life and Disability Insurance visit

nxp.com/benefits





Flexible Spending Account (FSA)

- Account may be used for employees enrolled in EPO, PPO, and HMO plans
 - MSA employees can enroll in the Limited Use FSA (LUFSA)
- Employees can contribute pre-tax up to \$2,650 annually
- You may carry over \$500 of you annual election to the next year
- Any amounts over \$500 will be forfeited if not used by December 31, 2019
- You may submit claims until March 31, 2020 for expenditures in 2019.
- Account may be used for medical, pharmacy, dental, and vision expenses
- A debit card will be sent to your home to utilize or you may elect auto reimbursement





Dependent Care Flexible Spending Account (DCFSA)

- Employees earning under \$125,000 annually can contribute up to \$5,000 annually for childcare expenses
- Employees earning over \$125,000 annually can contribute up to \$2,500
- Limits for employees were put in place for 2019 due to low enrollment in the plan and help with maintaining this plan as a company sponsored pre-tax plan





Additional Benefits

NXP 401(k) Plan

- NXP matches dollar for dollar up 5%
- Employee maximum contribution is \$19,000
- Employees over 50 years old can contribute up to \$6,000 more as a catch up contribution

Hyatt Legal

- You can use this benefit for legal services such as wills, medical directives, and power of attorney documents
- Attorneys can also advise on any legal issues except for employment disputes

NXP Perks At Work

- Offers discounts on electronics, movie tickets, cars, and more

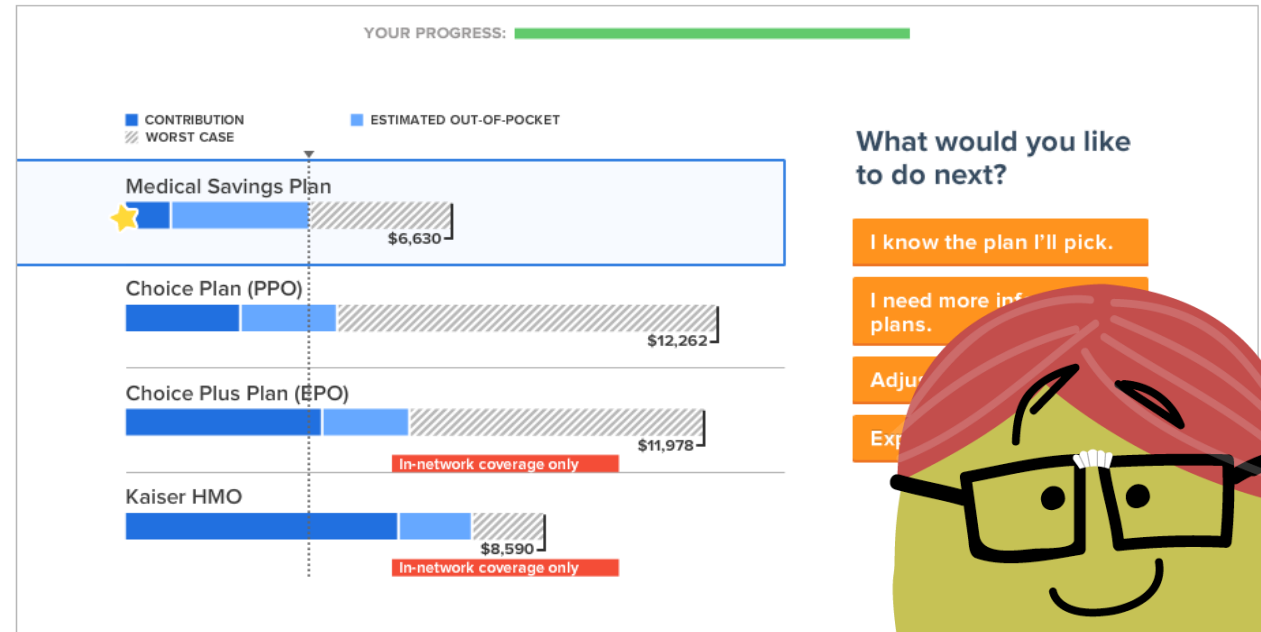


Talk With Alex

Need help deciding which plan is best for you?

Meet Alex at:

myalex.com/nxp/2019



What would you like to do next?

- I know the plan I'll pick.
- I need more information on plans.
- Adjust my plan.
- Explore other options.





Healthcare Reform: Form 1095

- IRS Form 1095-C will be mailed to NXP employees by Jan. 31, 2019 to be used for 2018 income tax filing
- Used to verify compliance with employer/individual mandates and eligibility for Marketplace premium tax credits
- Sign up for e-delivery at nxp.com/rewards if you want it faster
- New rules for Social Security numbers (SSNs) solicitations – add SSNs for your dependents if you haven't already





Benefit Enrollment Tools, Resources and Next Steps

- ❑ Learn more at nxp.com/benefits
- ❑ Talk with ALEX at myalex.com/nxp/2019
- ❑ Review your covered dependents
- ❑ Call NXP Rewards at (888) 375-2367 with questions
- ❑ Enroll between November 26 and December 7 at nxp.com/rewards
- ❑ Use your current ID cards next year if you don't change plans



What You Need to Know

- You can enroll between **November 26 and December 7**
 - Select different plans and coverage levels
 - Or waive coverage
- **Otherwise, default enrollment**
 - Current plan and current covered dependents and current payroll contributions
 - This includes your flexible spending accounts
 - No new ID cards if you don't change plans
- **Enrollment is required if you want to increase your health care FSA to the new \$2,650 limit**
- **If you are enrolled in the Medical Savings Plan you must re-establish your HSA and Limited Use FSA contributions**
- **The elections you make will be effective Jan. 1 – Dec. 31, 2019**





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