



NXP Participant Education

NXP 401(k) Retirement Plan

November 2018

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Your Ellwood Team



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Backed by:



**Traditional
Manager
Research**



**Alternative
Manager
Research**



**Capital
Markets**



**Outsourced Chief
Investment Officer**



**Operational Due
Diligence**



Asset Allocation

Retirement Readiness: Key Questions and Considerations

01 →

Saving

- How much should you save?
- Why save now?
- Should you save before tax (Traditional) or after tax (Roth) dollars?

02 →

Selecting Options for Your Portfolio

- How do you determine your asset allocation; percentage to stocks or bonds, etc?
- How do you implement your asset allocation decisions; U.S. large cap stocks, non-U.S. stocks, global bonds, etc?

03 →

Your Plan

- Types of investment options.

01



Saving

How Much Is Enough?

Experts recommend contributing at least:

12-17%

of your annual salary

If you have to, start small and make gradual increases each year.

Remember, every dollar counts.



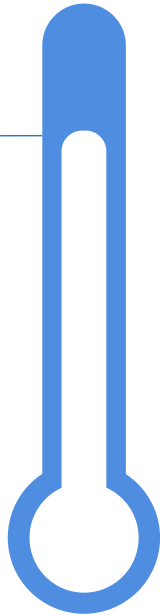
Source: Vanguard.

Why Save Now?

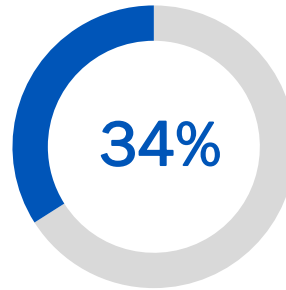
Retirement can be expensive

80%

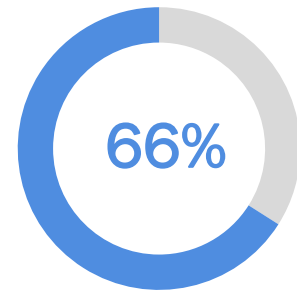
is the amount of your annual income that many experts estimate you'll need for each year of retirement.¹



Sources of retirement income²



Social Security



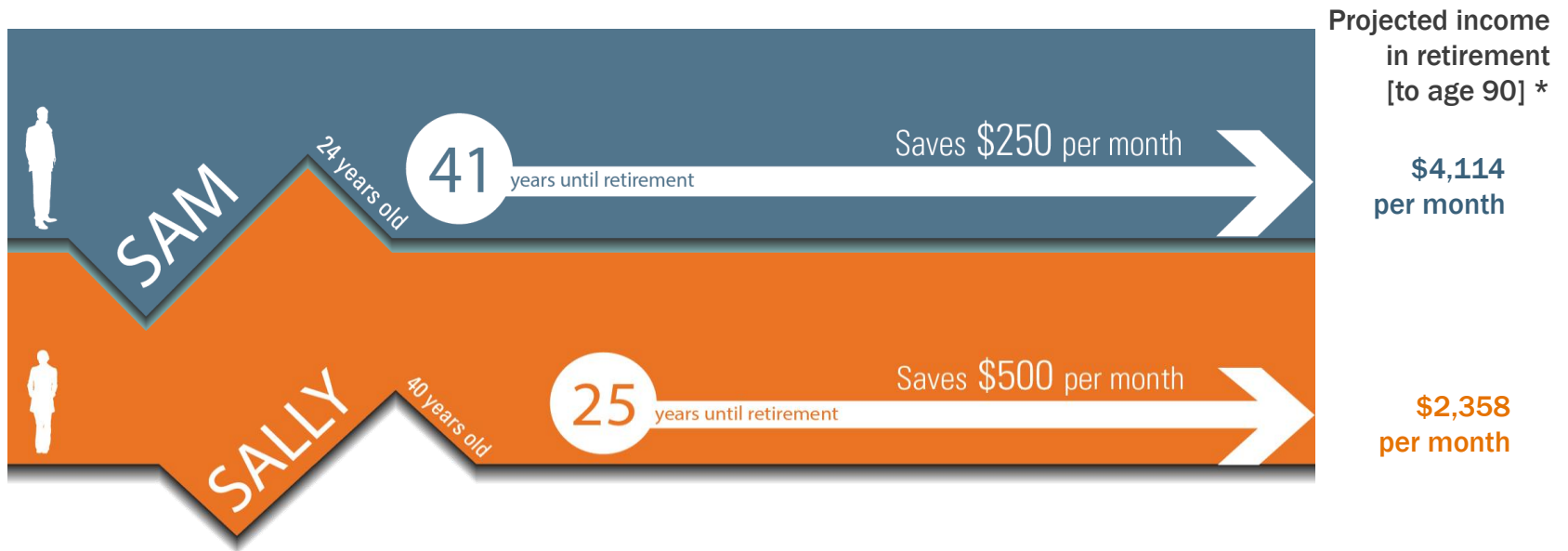
All other sources

- company retirement plan
- pensions
- personal savings and investments
- earnings/income
- other

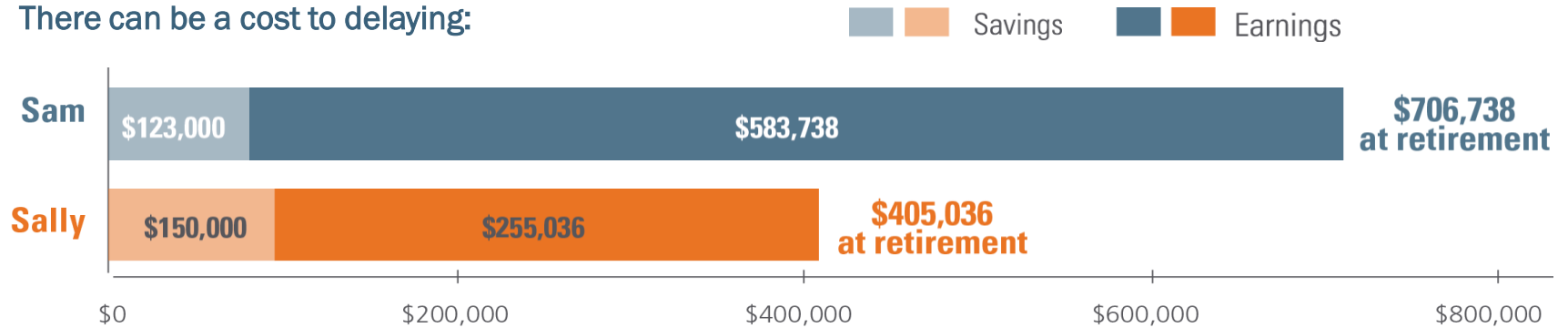
¹ David Blanchett, Estimating the True Cost of Retirement, June 30, 2015.

² Social Security Administration, *Fast Facts & Figures about Social Security*, 2015. Source: Vanguard.

Put Time On Your Side



There can be a cost to delaying:



* Retirement Income Criteria: The illustrations above assume a retirement age of 65 and that the individual receives the monthly retirement payment shown until age 90. The amount saved until retirement assumes an annual investment return of 7%. The monthly payment amount in retirement assumes an annual investment return of 5%. The investment performance shown does not represent the return of any particular investment and does not guarantee any future rate of return. The final account balance does not reflect any taxes or penalties that may be due upon distribution.

Source: Vanguard.

Savings Types and Limits

- You can elect to have contributions automatically deducted from your paycheck **before tax (Traditional)** or **after tax (Roth)**.
- Per the IRS, the maximum you can defer from your salary to the Plan is **\$18,500** for **2018**, plus if applicable, a \$6,000 catch-up contribution.

Savings Type	Who Might Benefit:	Why:
Traditional (Contributions are made on a pre-tax basis and investment earnings are taxed upon distribution from the plan)	<ul style="list-style-type: none"> Behind on saving for retirement and expect social security to be significant component of retirement income. Your compensation varies significantly from year-to-year. May occur if earnings are influenced by large commissions or bonuses. You have children, a family income generally between \$20k and \$50k, and you receive the Earned Income Tax Credit or Additional Child Tax Credit. 	<ul style="list-style-type: none"> Your income may fall in retirement, possibly resulting in a lower tax bracket. Tax rate may be higher this year than in retirement. Roth contributions would raise your taxable income and could cost you these valuable tax credits.
Roth (Contributions are made on an after-tax basis and investment earnings are accrue tax free in retirement)	<ul style="list-style-type: none"> Financially well-prepared for retirement (high savings, good benefits). Current salary is lower than expected future salary. Your current tax rate is low. 	<ul style="list-style-type: none"> Tax rate may be the same or higher in retirement. If you are just beginning your career, you may expect your salary and tax rate to rise in the future. Roth 401(k) contributions would cost you little today and could result in tax savings in retirement.
Combination	<ul style="list-style-type: none"> You are unsure about future earnings, tax brackets or federal tax policies. 	<ul style="list-style-type: none"> A combination of both strategies may help to diversify risk associated with tax uncertainty.

Source: Vanguard.

02



Selecting Investment Options

Selecting Options for Your Portfolio:

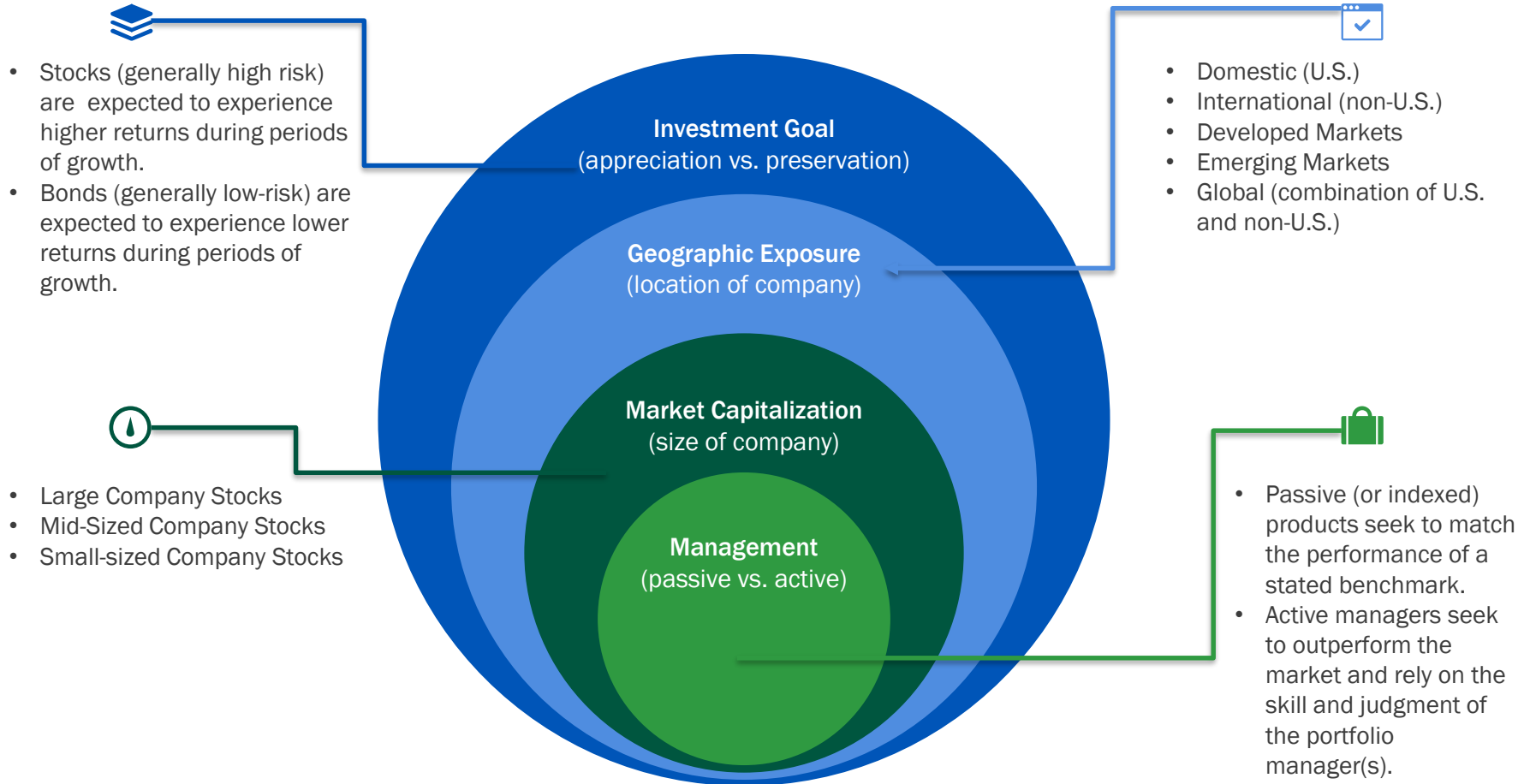
Goals & Time Horizon – Risk Tolerance

- In general your risk tolerance, or willingness/ability to take investment risk, depends on the number of years remaining until retirement.
- There are two key risks to consider:
 1. **Volatility Risk** – Refers to the amount of uncertainty or risk around the changes in an investment value. The higher the volatility of an investment the more dramatically it can change over a short time frame in either direction.
 2. **Inflation Risk** – Refers to Purchasing Power Risk; the risk that the value of the investments do not keep up with inflation or increased costs for goods and services.



Investment Mix: Diversification Is Key

Because asset class performance varies over time, diversification is important. The following factors should be considered:



Rotation Among Asset Classes and Investment Styles:

Why Funds in Multiple Asset Classes Are Offered

Sixteen Year View of Asset Class Returns

Annual Returns Relative to Key Indices (2002 - 2017) Ranked in Order of Performance (Best to Worst)

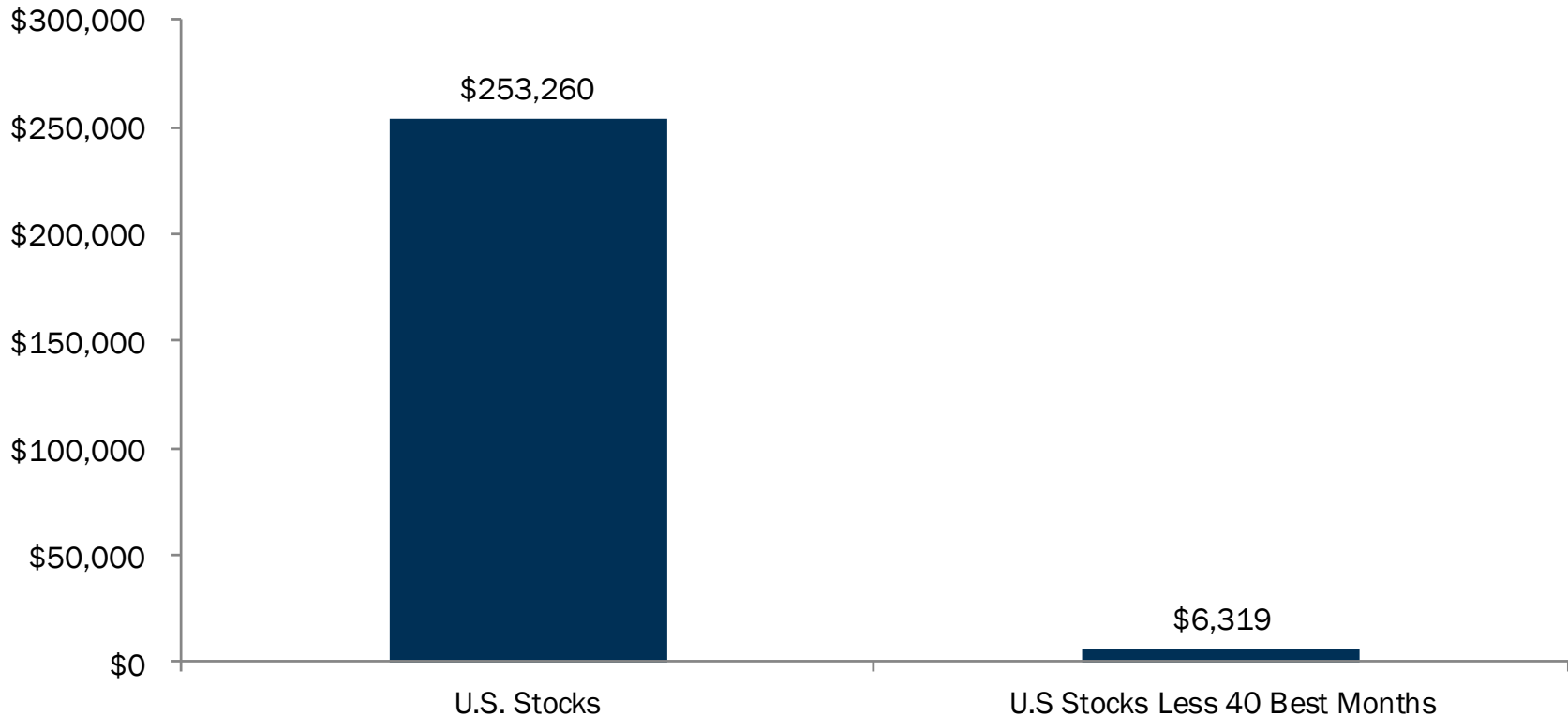
2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Ann.	Vol.
Comdty. 25.9%	EM Equity 55.8%	REITs 33.2%	EM Equity 34.0%	REITs 36.1%	EM Equity 39.4%	Fixed Income 5.2%	EM Equity 78.5%	REITs 28.6%	REITs 9.2%	EM Equity 18.2%	Small Cap 38.8%	REITs 31.8%	REITs 4.2%	Small Cap 21.3%	EM Equity 37.3%	EM Equity 11.1%	REITs 23.1%
Fixed Income 10.3%	Small Cap 47.3%	EM Equity 25.6%	Comdty. 21.4%	EM Equity 32.2%	Comdty. 16.2%	Cash 2.1%	High Yield 58.2%	Small Cap 26.8%	Fixed Income 7.8%	REITs 17.6%	Large Cap 32.4%	Large Cap 13.7%	Large Cap 1.4%	High Yield 17.1%	Dev. Int'l Equity 25.0%	REITs 10.4%	EM Equity 21.4%
REITs 3.6%	Dev. Int'l Equity 38.6%	Dev. Int'l Equity 20.2%	REITs 14.0%	Dev. Int'l Equity 26.4%	Dev. Int'l Equity 11.2%	Balanced -22.1%	Dev. Int'l Equity 31.8%	EM Equity 18.9%	High Yield 5.0%	Dev. Int'l Equity 17.3%	Dev. Int'l Equity 22.8%	Balanced 10.6%	Balanced 1.3%	Large Cap 12.0%	Large Cap 21.8%	Small Cap 8.9%	Small Cap 18.2%
Cash 1.8%	REITs 36.2%	Small Cap 18.3%	Dev. Int'l Equity 13.6%	Small Cap 18.3%	Fixed Income 7.0%	High Yield -26.2%	REITs 28.6%	Comdty. 16.8%	Balanced 4.7%	Small Cap 16.4%	Balanced 17.6%	Fixed Income 6.0%	Fixed Income 0.5%	Comdty. 11.8%	Small Cap 14.6%	High Yield 8.3%	Comdty. 16.6%
High Yield -1.4%	High Yield 29.0%	High Yield 11.1%	Large Cap 4.9%	Large Cap 15.8%	Balanced 6.2%	Small Cap -33.8%	Small Cap 27.2%	High Yield 15.1%	Large Cap 2.1%	Large Cap 16.0%	High Yield 7.4%	Small Cap 4.9%	Cash 0.1%	EM Equity 11.2%	Balanced 14.2%	Large Cap 7.6%	Dev. Int'l Equity 16.4%
EM Equity -6.2%	Large Cap 28.7%	Large Cap 10.9%	Small Cap 4.6%	High Yield 11.9%	Large Cap 5.5%	Comdty. -35.6%	Large Cap 26.5%	Large Cap 15.1%	Cash 0.1%	High Yield 15.8%	REITs 1.9%	High Yield 2.5%	Dev. Int'l Equity -0.8%	Balanced 8.3%	High Yield 7.5%	Balanced 6.6%	Large Cap 13.2%
Balanced -9.8%	Comdty. 23.9%	Comdty. 9.1%	Balanced 4.0%	Balanced 11.1%	Cash 5.0%	Large Cap -37.0%	Comdty. 18.9%	Balanced 12.1%	Small Cap -4.2%	Balanced 11.3%	Cash 0.1%	Cash 0.0%	Small Cap -4.4%	REITs 7.2%	REITs 4.2%	Dev. Int'l Equity 6.4%	High Yield 9.1%
Dev. Int'l Equity -15.9%	Balanced 18.5%	Balanced 8.3%	Cash 3.1%	Cash 4.8%	High Yield 1.2%	REITs -39.2%	Balanced 18.4%	Dev. Int'l Equity 7.7%	Dev. Int'l Equity -12.1%	Fixed Income 4.2%	Fixed Income -2.0%	EM Equity -2.2%	High Yield -4.5%	Fixed Income 2.6%	Fixed Income 3.5%	Fixed Income 4.5%	Balanced 8.1%
Small Cap -20.5%	Fixed Income 4.1%	Fixed Income 4.3%	High Yield 2.7%	Fixed Income 4.3%	Small Cap -1.5%	Dev. Int'l Equity -43.4%	Fixed Income 5.9%	Fixed Income 6.5%	Comdty. -13.3%	Cash 0.1%	EM Equity -2.6%	Dev. Int'l Equity -4.9%	EM Equity -14.9%	Dev. Int'l Equity 1.0%	Comdty. 1.7%	Cash 1.3%	Fixed Income 3.3%
Large Cap -22.1%	Cash 1.1%	Cash 1.3%	Fixed Income 2.4%	Comdty. 2.1%	REITs -17.8%	EM Equity -53.3%	Cash 0.2%	Cash 0.1%	EM Equity -18.4%	Comdty. -1.1%	Comdty. -9.5%	Comdty. -17.0%	Comdty. -24.7%	Cash 0.3%	Cash 0.9%	Comdty. 1.2%	Cash 0.5%

- Any given asset class may outperform or underperform in any given year, however, having a diversified portfolio may minimize risk.

Equity Market Timing is Risky:

The Penalties of Missing the Market

Value of \$100 Invested in U.S. Stock Market Since 1945 (73 Years)



- This graph illustrates the importance of being in the market and the dangers of trying to time the market, especially in times of market stress (i.e. surprise events such as 2008 Global Financial Crisis).
- As this graph shows, missing the 40 best returning months of the U.S. Stock market can be costly and volatile.

*All Values are for the periods 1/1/1945 – 12/31/2017.

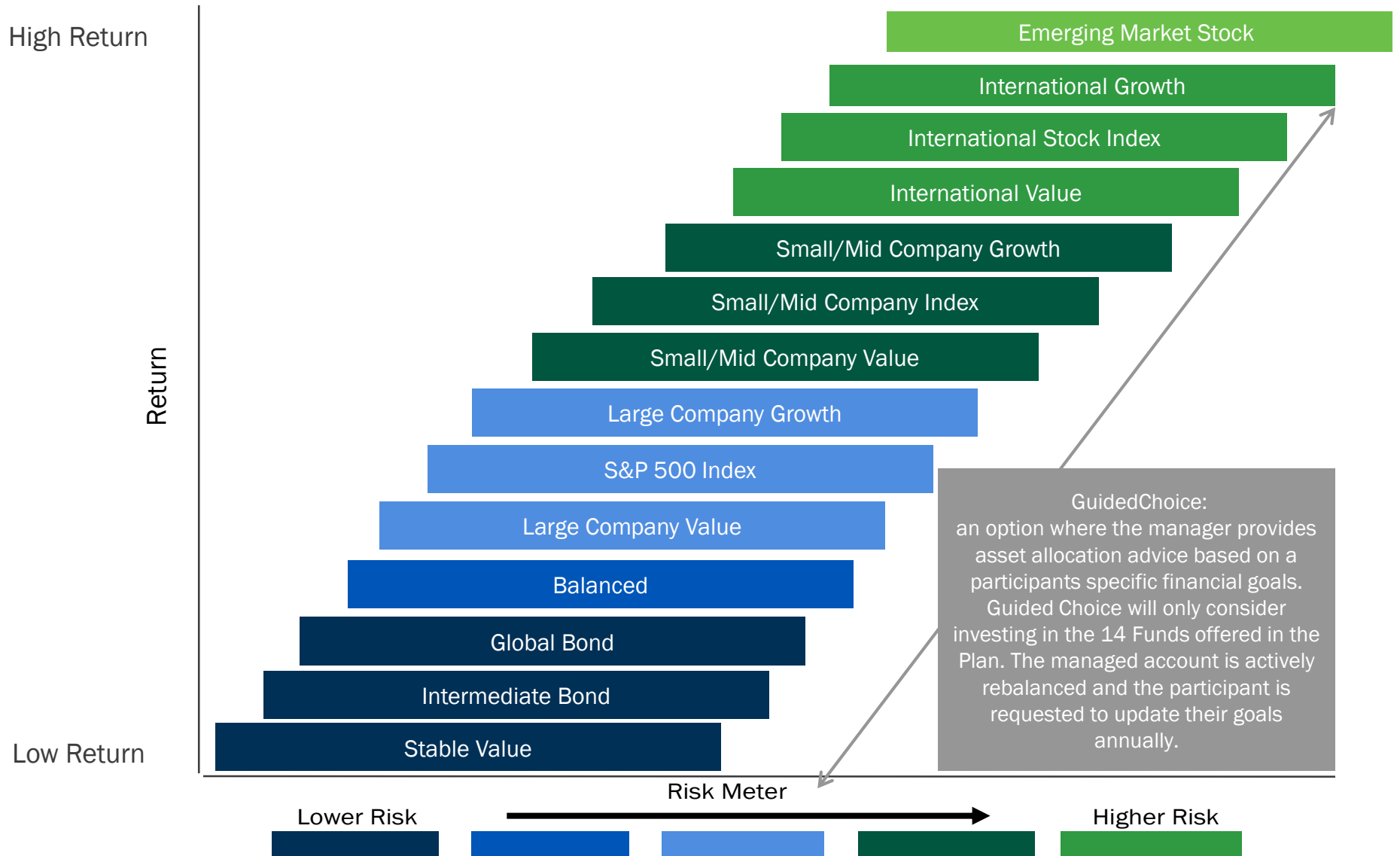
Note: Initial Investment of \$100 in the S&P 500 Index.

03



Your Plan

Investment Funds offered in the NXP Plan by Risk



Investment Options Listed in a Tier Approach

Current NXP Lineup

Tier One:
Manage My Investments For Me
Managed Account

- GuidedChoice

Tier Two:
Manage My Investments Myself
Core Funds

- Stable Value
- Intermediate Bond
- Global Bond

- Balanced

- Large Company Value
- S&P 500 Index
- Large Company Growth

- Small/Mid Company Value
- Small/Mid Company Index
- Small/Mid Company Growth

- International Value
- International Stock Index
- International Growth
- Emerging Market Stock

Tier Three:
Manage My Investments Myself
Brokerage Account

- Self Directed Brokerage Account

Participant does not have knowledge or desire to set asset allocation or select manager

Participant is engaged and wants to set asset allocation among a pre-selected group of managers

Participant is engaged and wants to set asset allocation or select managers from a broad range of investment managers

- Automatic rebalancing available

Manage My Investments for Me:

GuidedChoice

GUIDEDCHOICE:

Takes on the fiduciary responsibility for managing a participant's assets within the plan. Meets the DOL/ERISA guidelines for an independent, objective advice provider.

HOW TO SAVE:

GuidedChoice will give you advice on how much to save pre-tax and how much in Roth contributions.

DIVERSIFICATION:

GuidedChoice allocates a participant's contributions among existing plan options to provide an asset mix that takes into account factors such as the individual's age, retirement date and savings rate.



GuidedChoice[®]

AUTOMATIC REBALANCE:

GuidedChoice offers automatic quarterly rebalancing of participant's account to align with advice given.

OUTSIDE PLAN ASSETS:

Participants have the ability to include external assets such as an existing IRA or a spouse's retirement assets in the advice for a more complete picture.

SAVE MORE:

GuidedChoice tells participants when they aren't saving enough.

RETIREMENT SPENDING:

GuidedChoice provides you with an estimate of how much you will have monthly in retirement.

Overview of Investment Options

Emerging Market Stock

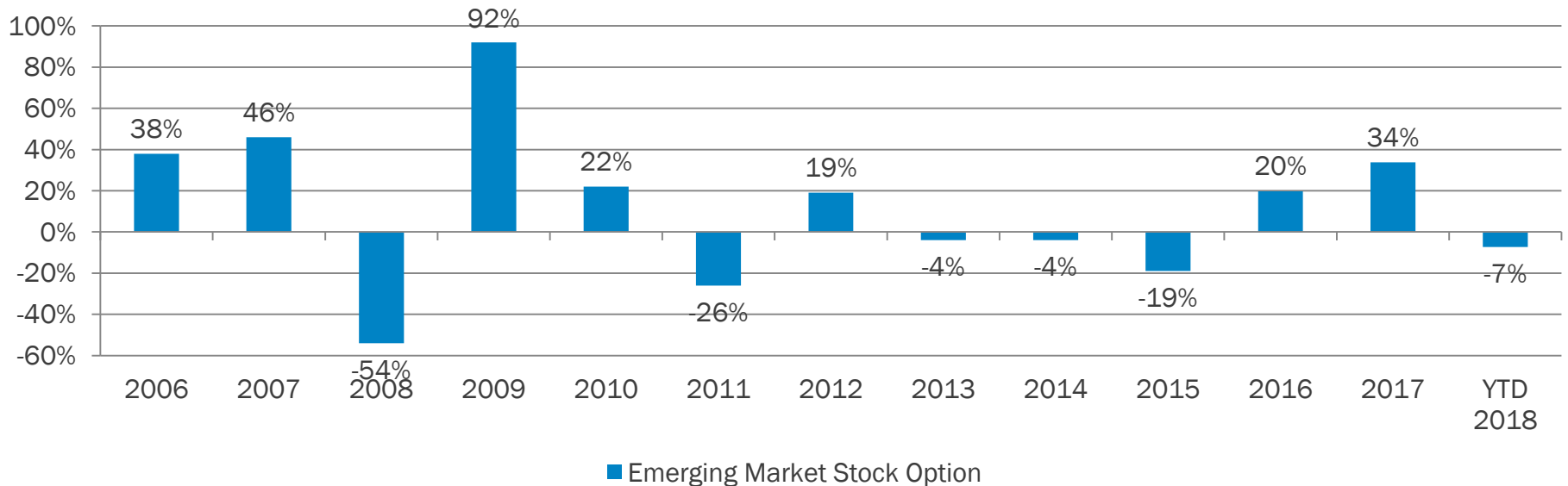
Overview:

- Broad exposure to emerging markets
- Overweight value and small capitalization stocks with positive price momentum
- Actively managed with 2,000 stocks in 20 countries
- 100% DFA Emerging Markets Value Fund– Austin, TX
 - Expense Ratio: 0.57%

Stock Examples:

- Vale
- China Construction Bank
- Bank of China Ltd.
- Reliance Industries

Annual Returns



Small/Mid Company Growth

Overview:

- Combination of two complimentary investment managers
- Diversified portfolio of growth-oriented medium and small capitalization domestic stocks
- Companies display strong earnings growth
- Actively managed with 60-80 stocks

Stock Examples:

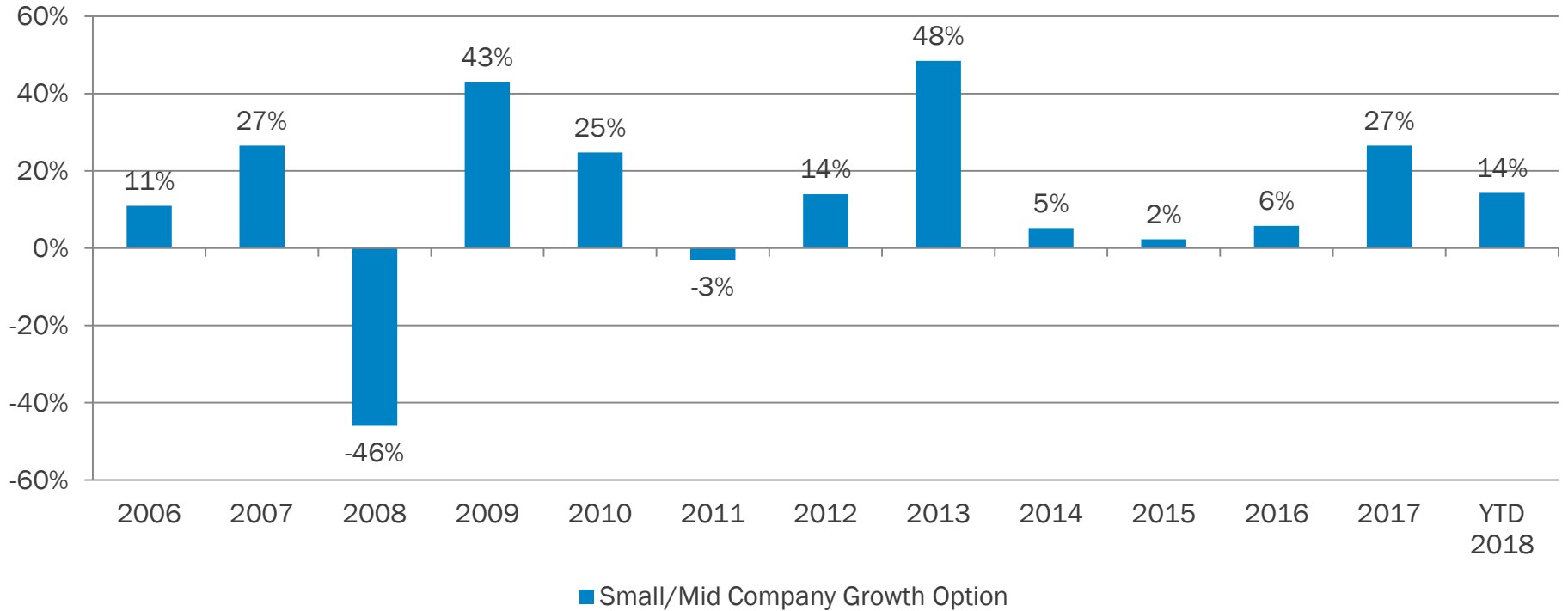
- Global Payments
- Boston Scientific
- Loxo Oncology
- Tactile Systems Technology

Target Manager Allocation

- 50% Artisan Mid Cap Growth Separate Account – Milwaukee, WI
- 50% Driehaus Small Cap Growth Separate Account – Chicago, IL
- Combined expense ratio: 0.65%

Small/Mid Company Growth

Annual Returns



Small/Mid Company Value

Overview:

- Combination of two complimentary investment managers
- Diversified portfolio of undervalued medium and small capitalization U.S. stocks
- Companies that can generate a 50% return in a 1-2 year period
- Vaughan Nelson is actively managed with 45-60 stocks while Vanguard is passive with 800+ stocks.

Stock Examples:

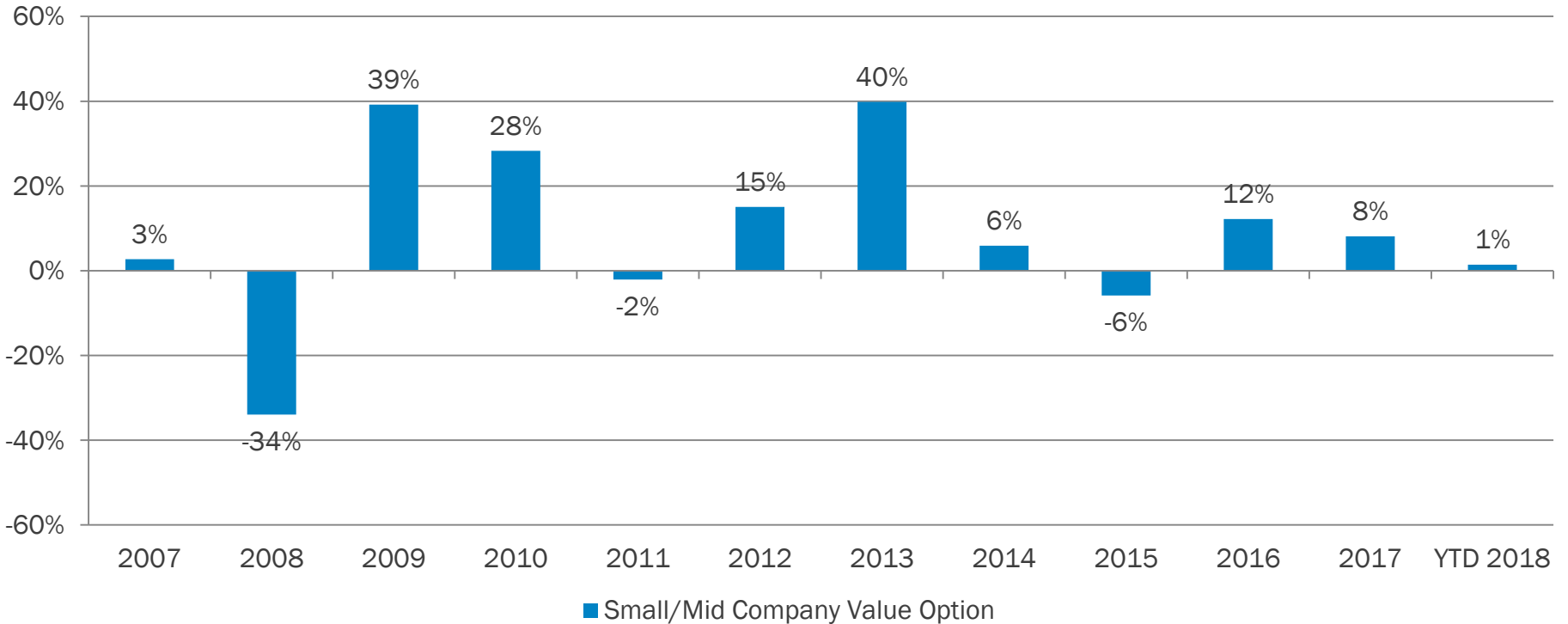
- WellCare Health Plans
- IDEX
- WPX Energy
- Centene Corp

Target Manager Allocation

- 50% Vanguard Small Cap Value Index Fund – Valley Forge, PA
- 50% Vaughan Nelson Value Opportunity Separate Account – Houston, TX
- Combined expense ratio: 0.39%

Small/Mid Company Value

Annual Returns



Small/Mid Company Index

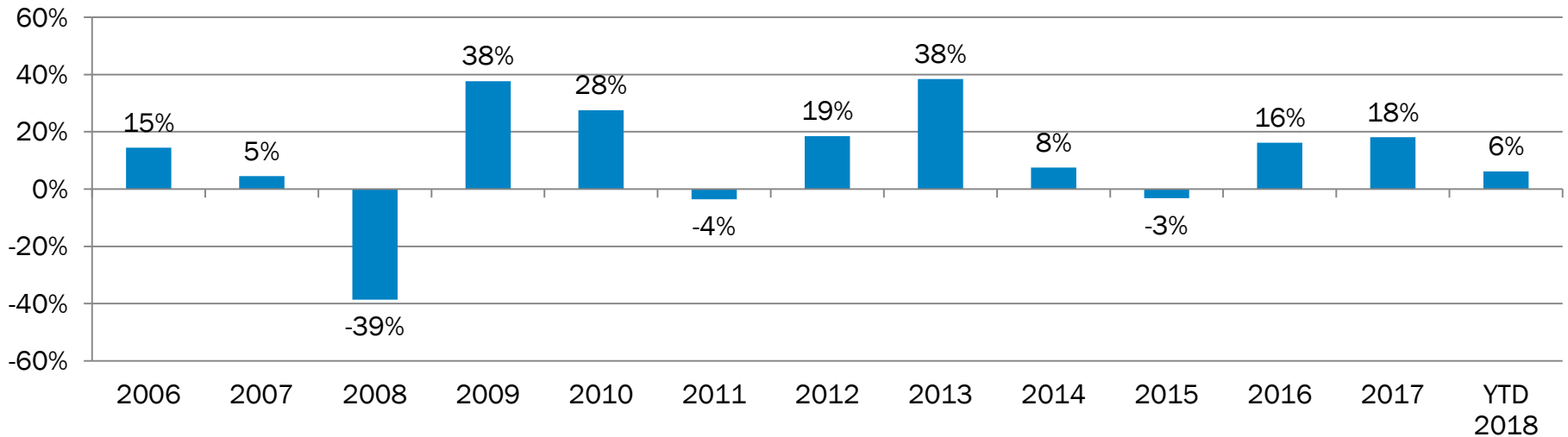
Overview:

- Broad exposure to U.S. mid and small capitalization stocks
- Above average earnings growth
- Passively invests in about 3,000 stocks
- 100% Vanguard Extended Market Index
 - Expense Ratio: 0.06%

Stock Examples:

- ServiceNow
- Tesla Motors
- Las Vegas Sands
- Worldpay

Annual Returns



■ Small/Mid Company Index Option

International Growth

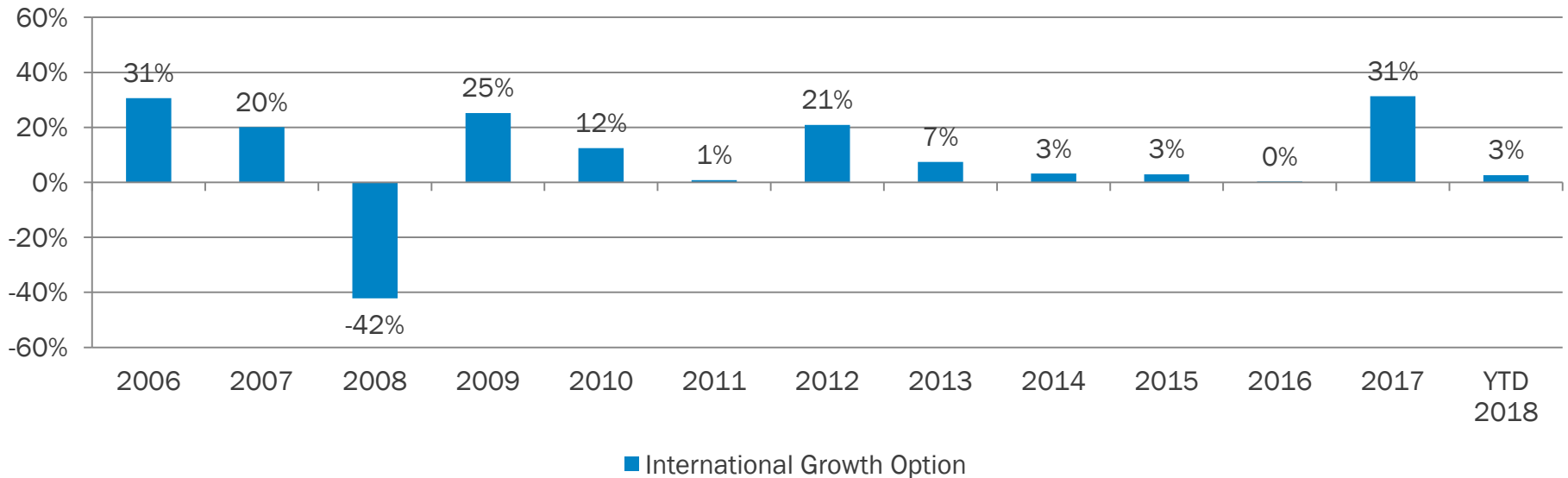
Overview:

- Growth stocks in both developed and emerging markets
- Above average earnings growth
- Actively managed with 50-70 stocks
- 100% WCM Focused International
 - Expense Ratio: 1.02%

Stock Examples:

- Keyence
- CSL
- LVMH Moet Hennessy Louis Vuitton
- Accenture

Annual Returns



International Value

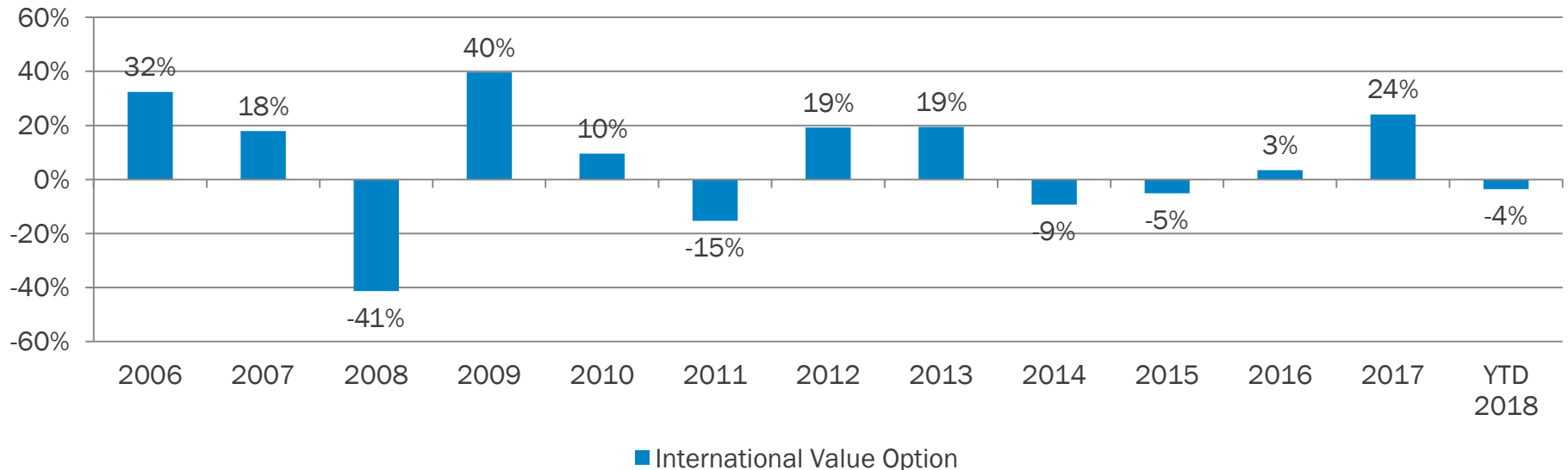
Overview:

- Value stocks in both developed and emerging markets
- Established undervalued stocks
- Actively managed with 70-80 stocks in 22 countries
- 100% Arrowstreet International Equity ACWI ex US Fund – Boston, MA
 - Expense Ratio: 0.90%

Stock Examples:

- Samsung Electronics
- Roche Holding
- Canadian National Railway
- Continental

Annual Returns



International Stock Index

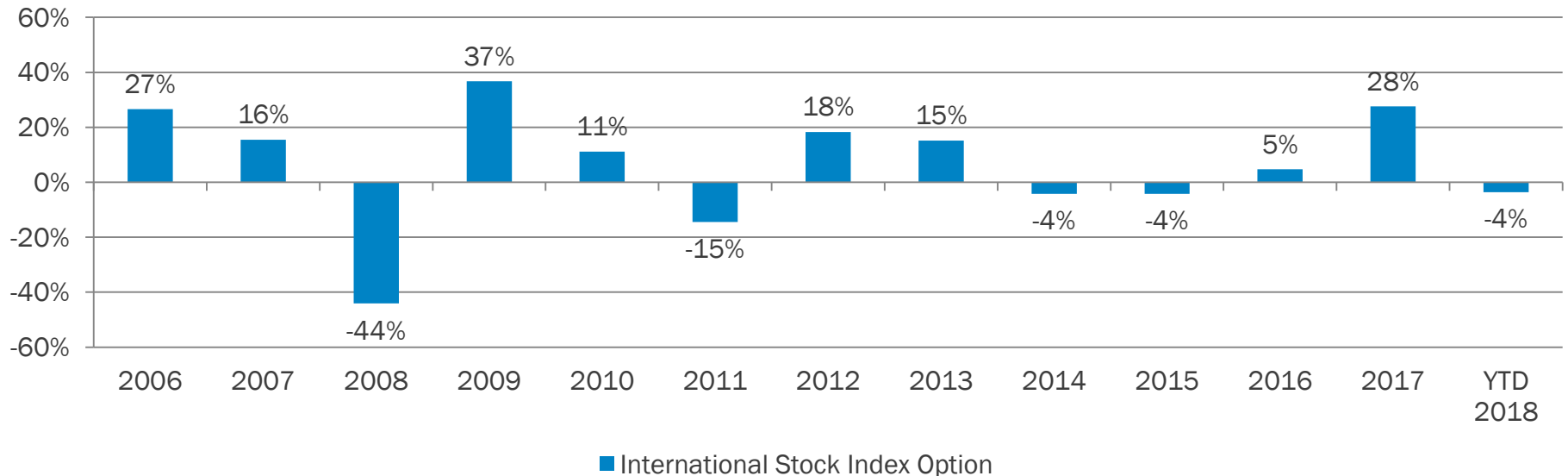
Overview:

- Stocks in both developed and emerging markets
- Passively managed with 6000 stocks
- 100% Vanguard Total International Stock Index
 - Expense Ratio: 0.09%

Stock Examples:

- Tencent Holdings
- Taiwan Semiconductor
- Nestle SA
- Alibaba Group

Annual Returns



Large Company Growth

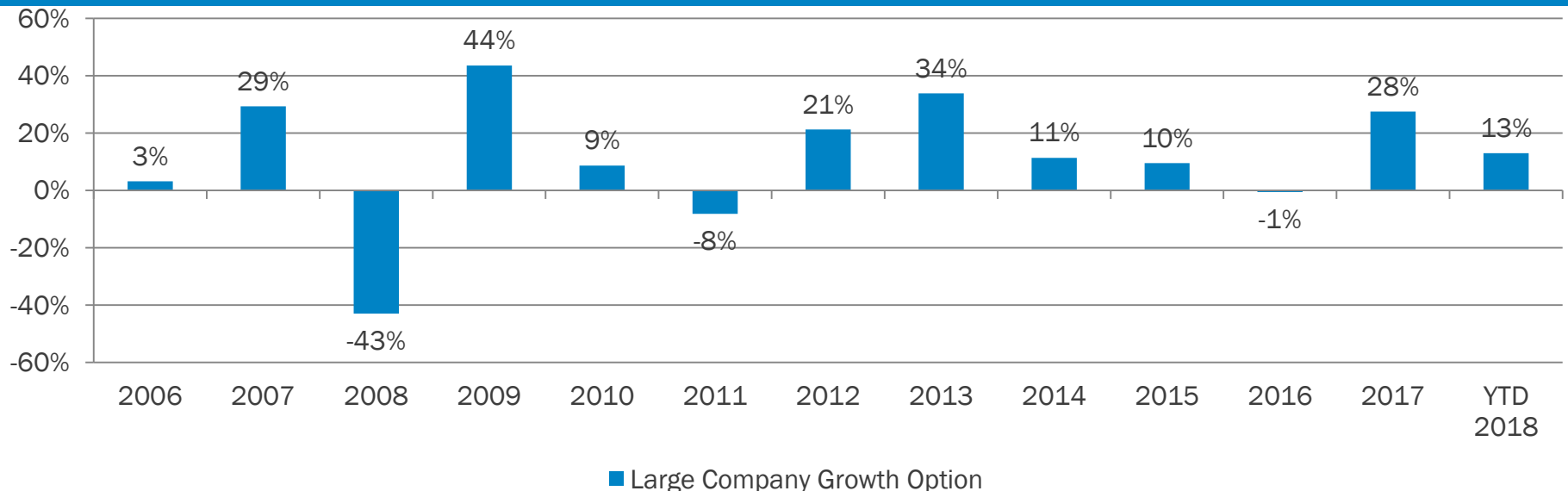
Overview:

- Large growth U.S. stocks
- Stocks with high revenue growth and strong brand name
- Actively managed with 25-35 stocks
- 100% Janus Concentrated Growth Separate Account – Denver, CO
 - Expense Ratio: 0.47%

Stock Examples:

- Amazon
- Microsoft
- Mastercard
- Alphabet

Annual Returns



S&P 500 Index

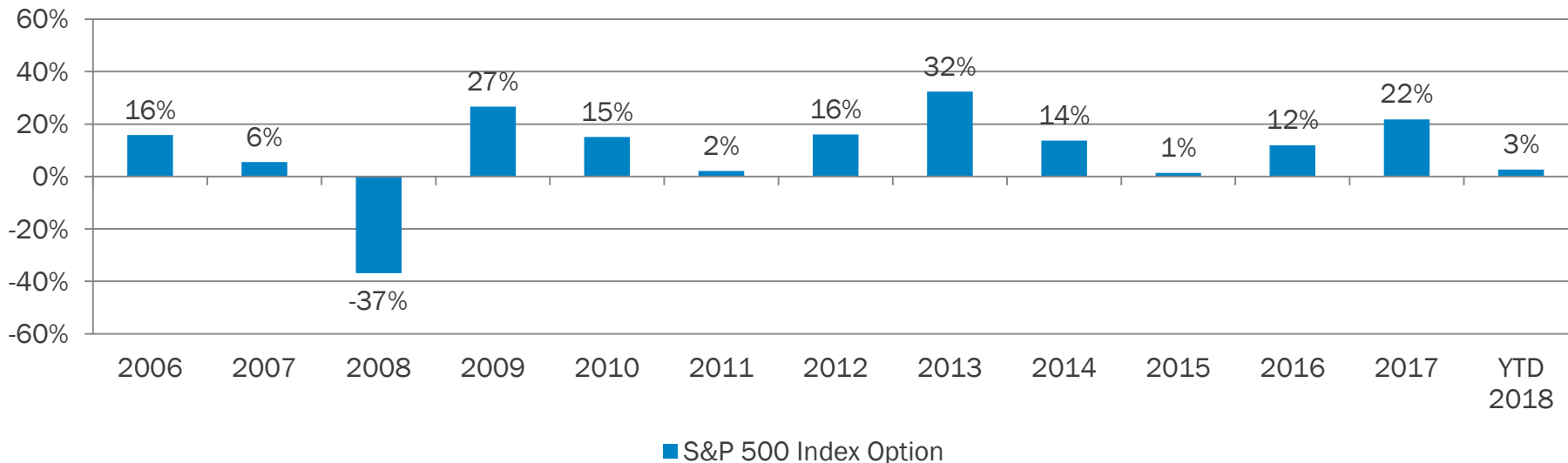
Overview:

- 500 largest companies in the U.S. stock market
- Stocks with both value and growth characteristics
- Passively managed low cost option
- 100% Vanguard S&P 500 Index Fund – located in Valley Forge, PA
 - Expense Ratio: 0.02%

Stock Examples:

- Apple Inc.
- Exxon Mobil Corporation
- Microsoft Corporation
- Johnson & Johnson

Annual Returns



Large Company Value

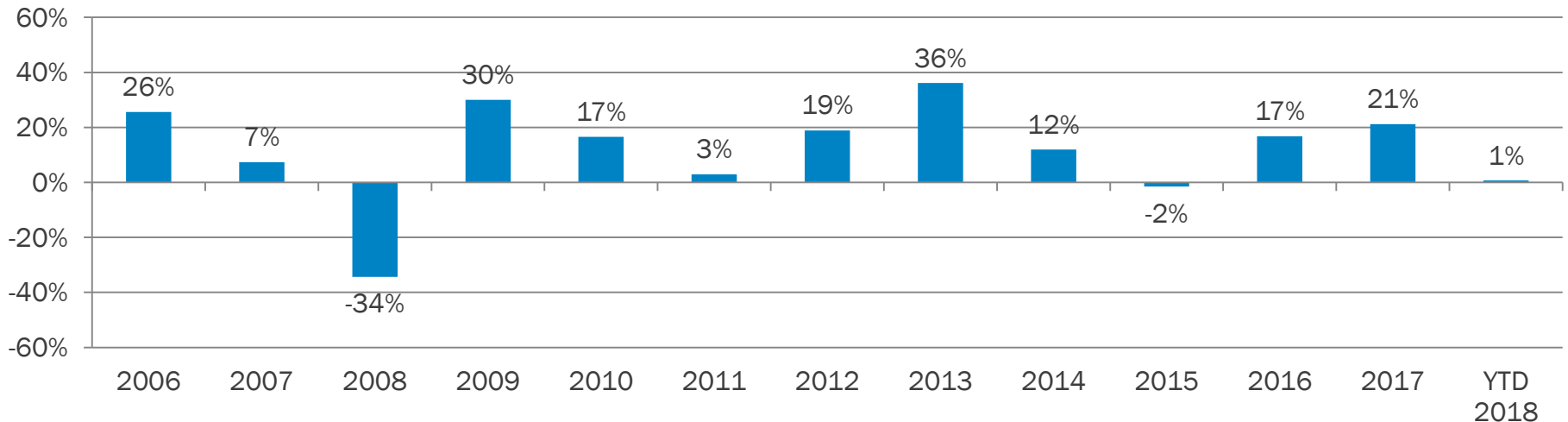
Overview:

- Combination of two complimentary investment managers buying large value U.S. stocks
- Actively managed with 60-80 stocks
- 50% Boston Partners Large Cap Value
- 50% Eagle Capital Large Cap Value
 - Expense Ratio: 0.61%

Stock Examples:

- Bank of America
- Berkshire Hathaway
- Microsoft Corp
- Alphabet Inc

Annual Returns



■ Large Company Value Option

Balanced

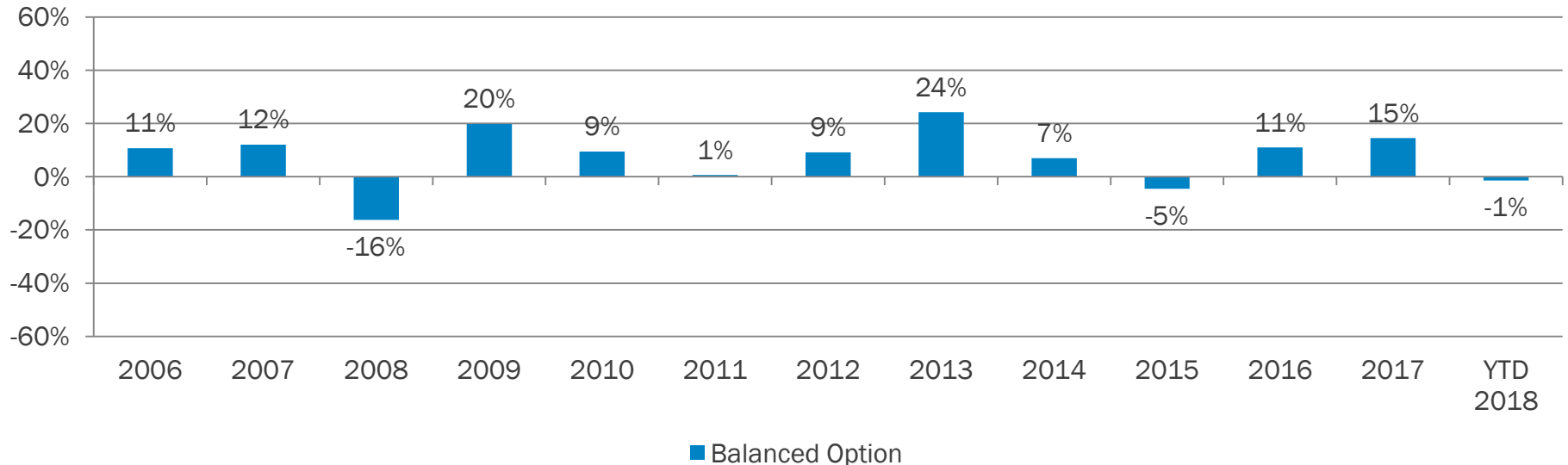
Overview:

- Combination of domestic stocks, bonds and cash
- 60% equity and 40% fixed income
- Long-term growth through both capital appreciation and income
- 100% Oakmark Equity & Income– located in Chicago, IL
 - Expense Ratio: 0.74%

Stock Examples:

- General Motors
- Bank of America
- TE Connectivity
- Mastercard

Annual Returns



Global Bond

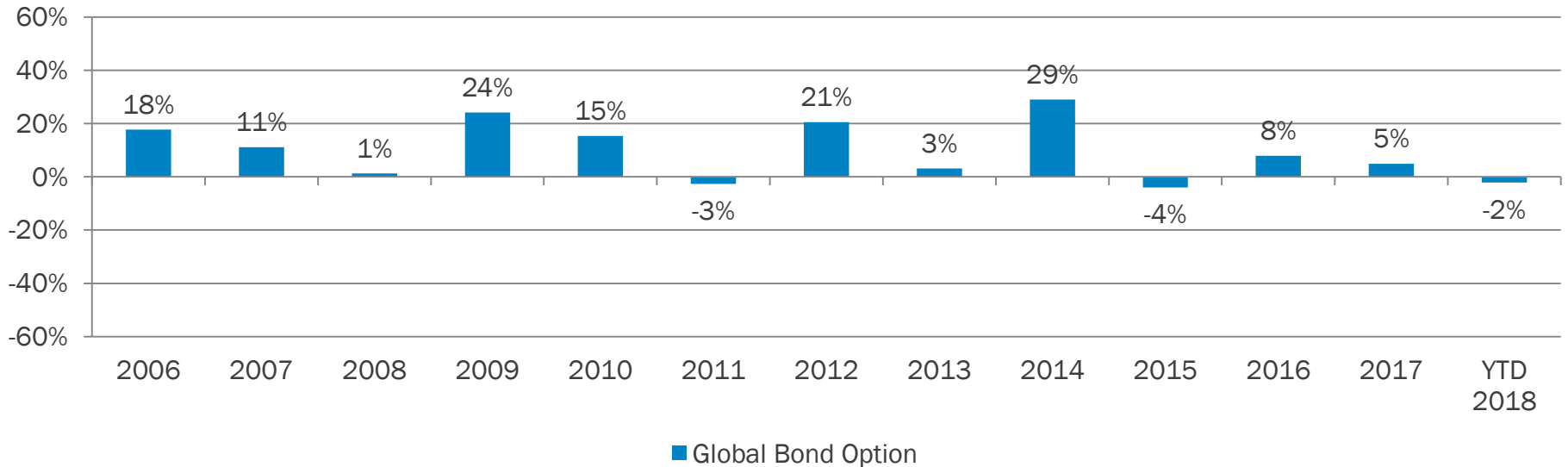
Overview:

- Global focused
- Diversified basket of fixed income instruments
- Actively managed with an average BB/BBB credit rating
- 100% Templeton Global Multisector Plus
 - Expense Ratio: 0.62%

Characteristics:

- Duration: -1.1 years
- Maturity: 3.1 years
- Average Quality: BB
- Yield to Maturity: 8.6%

Annual Returns



Intermediate Bond

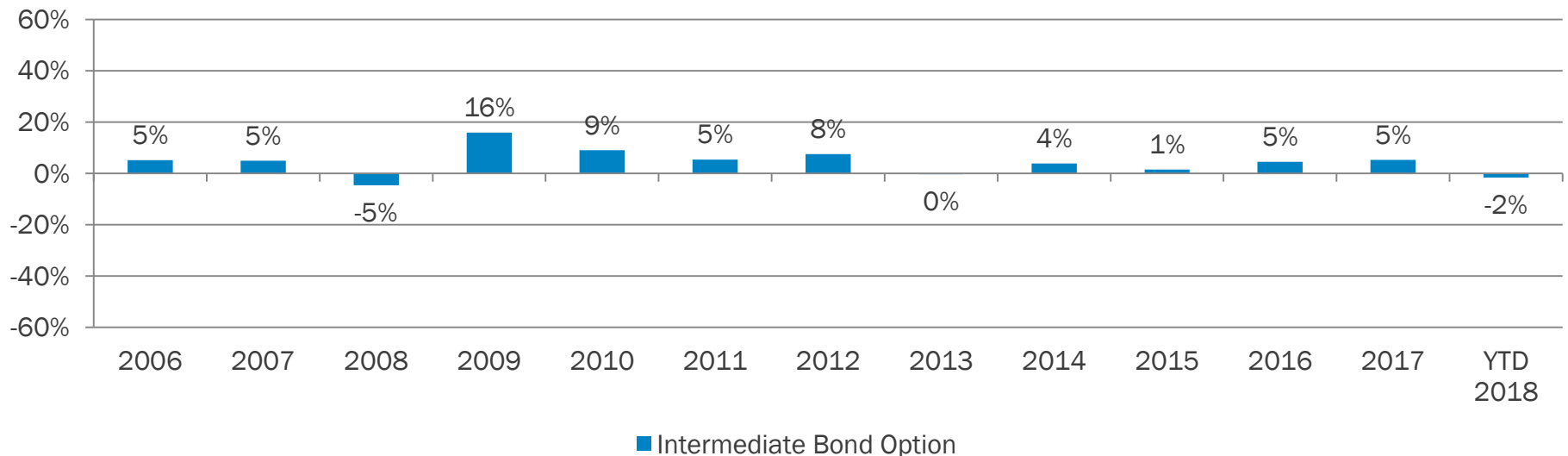
Overview:

- Fixed income securities
- Diversified portfolio of short and intermediate maturity high quality bonds
- Actively managed with an average A- credit rating
- 100% Western Asset Management
 - Expense Ratio: 0.18%

Characteristics:

- Duration: 4.3 years
- Maturity: 6.0 years
- Average Quality: A-
- Yield to Maturity: 4.3%

Annual Returns



Stable Value

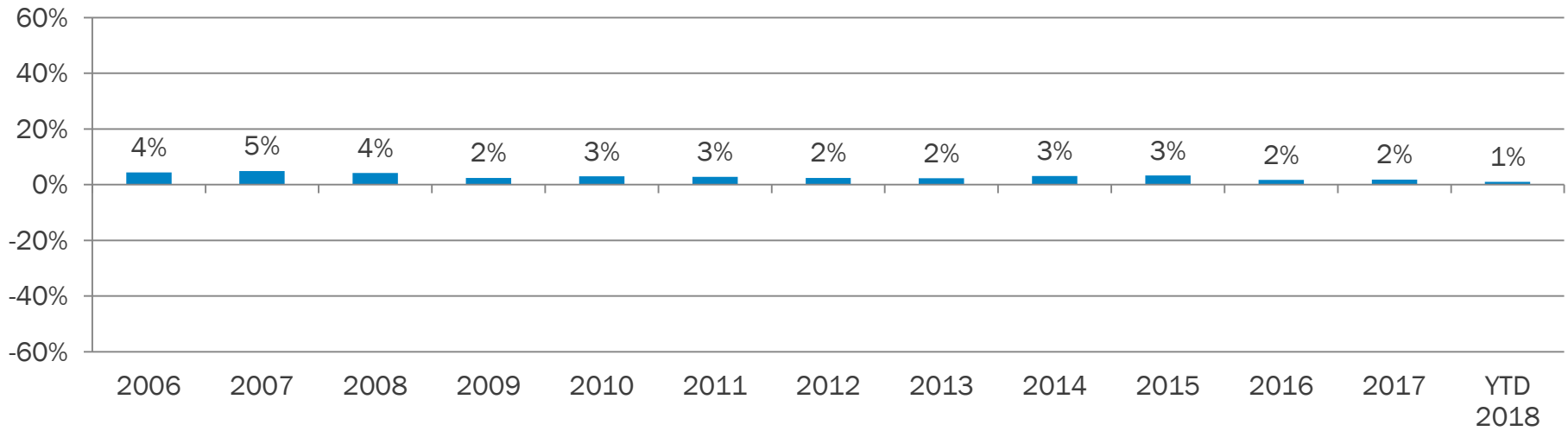
Overview:

- Stable rate of return
- Preserves principal through the use of two complementary bond managers
- Invests in stable value contracts issued by banks, insurance companies, and financial institutions
- 40% Goldman Sachs Asset Management – located in New York, NY
- 60% TCW/Metropolitan West Asset Management – located in Los Angeles, CA

Characteristics:

- Duration: 3.3 years
- Average Quality: AA
- Combined Expense Ratio: 0.41%

Annual Returns



■ Stable Value Option

Overview of Equity Option Performance

As of 9-30-2018

	1 Year	3 Year	5 Year	10 Year
Emerging Market Stock	2.4%	14.6%	3.6%	5.4%
Small/Mid Company Growth	34.3%	20.7%	14.3%	14.6%
Small/Mid Company Index	16.1%	16.3%	11.5%	12.5%
Small/Mid Company Value	10.6%	11.6%	9.9%	11.3%
International Growth	11.2%	14.0%	9.3%	10.9%
International Stock Index	1.6%	10.2%	4.6%	5.3%
International Value	3.3%	11.6%	6.2%	8.3%
Large Company Growth	29.2%	18.4%	15.7%	12.7%
S&P 500 Index	17.9%	17.3%	14.0%	12.0%
Large Company Value	15.7%	16.0%	12.4%	12.4%

Overview of Non-Equity Option Performance

As of 9-30-2018

	1 Year	3 Year	5 Year	10 Year
Balanced	5.3%	9.3%	7.0%	7.5%
Global Bond	-3.5%	3.9%	1.7%	6.8%
Intermediate Bond	-0.6%	2.9%	2.9%	5.1%
Stable Value	2.0%	1.9%	1.9%	2.3%

What to do now?

- View your account at www.nxp.com/rewards
 - Are you saving enough?
 - Are your investments properly diversified?
- Access GuidedChoice for free investment advice (www.nxp.com/rewards) or call (800) 242-6182.
 - Help on savings rate and savings type
 - Recommendations on asset allocation
 - View your estimated monthly retirement income
- If you need help accessing your account or processing transactions call NXP Rewards Customer Service at (888) 375-2367.
- Representatives are available 8:30 a.m. – 5:30 p.m. CST.

Endnotes

- As a service to clients, Ellwood may provide reporting information on all assets held in your account, including assets for which it does not provide advisory services. Such assets may include legacy assets, assets for which you have engaged other advisors and, with respect to retirement plans, (i) self-directed brokerage, mutual fund window and similar options, (ii) employer securities, and (iii) real property. While Ellwood seeks to identify such assets as “excluded assets” in your reports and/or in your Consulting Services Agreement, Ellwood shall not be liable or responsible in any respect for the supervision or oversight of such assets.
- Confidentiality: All information contained herein is the confidential and proprietary information of Ellwood and/or the underlying investment managers. Such information may be used only for your investment purposes and may not be disseminated to third parties without the written consent of Ellwood Associates.
- The historical information included herein regarding the performance by various funds and managers is historical only and is not a guarantee of future performance.
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Endnotes

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