



NXP® Rewards at a Glance

Take Charge—Health. Finances. Well-being.

Our employees drive the innovation that sets NXP apart—and fuel our success in the market. As an NXP employee, you and your family are eligible for the following rewards:

BENEFITS

- 401(k) Retirement Plan with Company Match
- Medical, Pharmacy, Dental and Vision Plans
- Comprehensive Wellness Programs
- Health Care and Dependent Care Flexible Spending Accounts and a Health Savings Account
- Employee Assistance Program
- Basic, Supplemental and Dependent Life and Disability Insurance
- Business Travel and Accident Insurance
- Hyatt® Legal Plan
- Will Preparation Services
- Tobacco Cessation Program
- Paid Time Off for Holidays
- Travel Assistance
- Career Development, Education, and Training
- Employee Discounts
- Employee Share Purchase Plan (ESPP)





Rewards Program	Description
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.
Employee Share Purchase Plan (ESPP)	Share Success offers you an opportunity to become a stockholder in our company. <ul style="list-style-type: none"> • Share Success allows you to purchase NXP shares at a 15% discount. • Contributions made convenient via after-tax payroll deductions. • Participation in the program is voluntary. No guarantee against market loss once stock is purchased.
NXP Bonus Plan	A competitive element of NXP's pay-for-performance philosophy and determined by your performance after taking into consideration company funding and business results.
Medical Plan	Choose between three Aetna® medical and CVS Caremark® pharmacy plans, including a Medical Savings Plan with Health Savings Account (HSA). California employees have access to a Kaiser plan option as well. <ul style="list-style-type: none"> • Flexibility of choosing the medical plan that meets you and your family's needs today and for the future. • Medical Savings Plan helps you save on taxes, save for future health costs, and NXP deposits money in your HSA to help cover your deductible and out of pocket expenses. • Preventive care covered at 100%. • Prescriptions are covered with a minimal copay and home delivery is available for maintenance medications. • Access to Castlight®—a personalized online tool that empowers you to make informed health care choices with a clear understanding of provider quality, convenience, and cost. • Teladoc services available 24 hours a day 7 days a week to help diagnose minor medical problems, recommend treatment, and can even call in a prescription to your pharmacy of choice, when necessary.
Dental Plan	Coverage available through MetLife® PDP Plus Dental Plan. <ul style="list-style-type: none"> • Preventive and diagnostic care is covered at 100% with no in-network deductible. • Restorative dental services are covered at 80% and major dental services are covered at 50% after deductible. • Provides up to \$2,000 per year in dental coverage with a separate \$2,000 orthodontic lifetime maximum for each covered adult and child.
Vision Plan	Coverage available through VSP Choice Vision Plan. <ul style="list-style-type: none"> • \$10 copay for an annual eye exam. • \$10 copay for prescription glasses and lenses every year, and \$150 to \$170 allowance for frames every two years (in-network). • Laser vision correction at up to 15% off the regular price at contracted facilities.
Flexible Spending Accounts	Pre-tax health and dependent care flexible spending accounts with your choice of automatic reimbursement or debit card for medical, pharmacy, dental, and vision out-of-pocket expenses.
Life Insurance	Basic coverage is paid by NXP and provides 1 x your annual salary to your beneficiaries. You may purchase additional life insurance of up to 8 x your salary for you, up to \$250,000 for your spouse/domestic partner, and \$15,000 per child.
Business Travel and Accident Insurance	NXP provides you with benefits equal to six times your annual salary with a minimum benefit of \$150,000 if accidental death occurs while traveling on company business.
Disability Plan	Short-term and long-term disability insurance is provided at no cost. This insurance is valuable for illnesses that keep you out of work.
Work-Life Effectiveness Benefits	Additional benefits include adoption assistance, education assistance program, child and elder care discounts, discounts on group auto and home insurance, corporate discount programs, and onsite activity centers at some locations.
Employee Assistance Program	Personal counseling, online resources with expert guidance and care for you and your family.
Paid Time Off and Holidays	You are eligible for twenty-two vacation days a year with increases based on your years of service. Interns are eligible for five paid days off for illness. Senior leaders have access to unlimited paid time off. All employees observe eight holidays annually.
Wellness	Free programs and tools to help you live a healthy lifestyle. Includes financial incentives, onsite activity centers in some locations, tobacco cessation program, 24-hour Nurseline and more.

The information in this "Rewards at a Glance" document highlights the benefit plans available to U.S. NXP employees. These highlights are not complete descriptions of the benefits. NXP may terminate, amend, or modify any benefits described in this publication, in whole or in part, at any time, for any reason, to the extent permitted by applicable law. The descriptions of the benefits are not guarantees of current or future employment or benefits. If there is any conflict between this document and the official plan documents, the official plan documents will govern.