



HELPFUL CONTACTS

Occupational Health Resources (OHR)

- **Arizona, California and Other U.S. Locations:** (480) 814-3641
- **Texas, ATMC/Ed Bluestein:** (512) 933-6443
- **Texas, OHT/Oak Hill:** (512) 895-2900

Office of U.S. Benefits
usbenefits.office@nxp.com

Employee Assistance Program (EAP):
liveworkwell.com
(855) 591-1565
Access code: NXP

NXP IS COMMITTED TO YOUR HEALTH AND WELL-BEING

At NXP, we are committed to complying with the Americans for Disabilities Act and providing reasonable accommodations. If you require any accommodations or have questions about the process, please contact Occupational Health Resources (OHR).



Your well-being and success in the workplace is important to us.

NXP

RESTRICTION AND ACCOMMODATION REQUEST PROCESS

**OCCUPATIONAL
HEALTH
RESOURCES
U.S. SITES**

WHAT IS A RESTRICTION OR ACCOMMODATION REQUEST?

- NXP offers a formal process to evaluate restriction/accommodation requests under the Americans with Disabilities Act (ADA).
- This allows employees with medical documentation to seek adjustments or modifications to their work environment or job duties to enable them to perform the essential functions of their job.
- Accommodations aim to ensure equal employment opportunities for all individuals and facilitate full participation in the workforce.



HOW DO I REQUEST AN ACCOMMODATION?

1. Your physician must complete a Fitness for Duty Form which can be obtained from OHR or New York Life. It is your responsibility to submit this form as soon as you become aware of any restrictions so NXP may begin assessing your request. An accommodation may be requested at any time.
2. Your request will be reviewed on a case-by-case basis by a team from OHR, your dept. manager, HR and the Accommodation Coordinator.
3. A decision will be reached by the team and communicated to you.
4. If your accommodation is approved, it is your responsibility to work within the restrictions and provide timely updates / extensions to OHR
5. If your request cannot be accommodated, contact OHR to discuss absence coverage / leave options.

KEEP IN MIND...



- **NXP** may not be able to accommodate restrictions lasting longer than 180 days, but requests for such accommodations will be evaluated on a case-by-case basis subject to business needs.
- If restrictions are permanent as determined by a licensed health care provider, the decision to accommodate will depend on the availability of a permanent position.
- Occupational Health Resources may require periodic updates on permanent restrictions or accommodations.
- *You may appeal a decision. If a request is denied while on approved short-term disability, Long-term disability benefits may be utilized until you are fit for duty.*