

# 2027 Wellness Incentive FAQs

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## Program Details

### Q: What are the program details for this year?

A: NXP Team members are encouraged to participate in the voluntary wellness incentive program to earn a \$300 credit on your medical premiums in 2027. Complete a biometric screening by September 30, 2026, to earn your 2027 wellness incentive credit.

### Q: Who is eligible to participate?

A: Only full-time U.S. NXP team members are eligible to participate in the voluntary wellness incentive program.

### Q: What is the deadline to earn the 2027 wellness incentive?

A: The deadline to earn the 2027 wellness incentive is September 30, 2026.

## Biometric Screenings

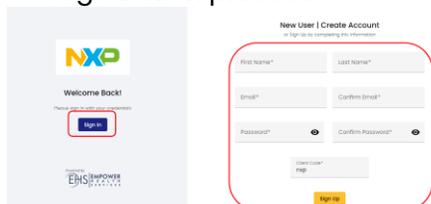
### Q: Who is Empower Health Services?

A: Empower Health Services is the biometric screening vendor that NXP has partnered with over the past several years, to administer biometric screenings.

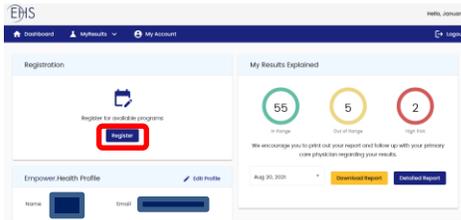
### Q: Where do I register for my biometric screening?

A: Visit [Empower.health/nxp](https://empower.health/nxp) and sign in with your Empower Health Services credentials. New to the site? Complete the "New User" fields and enter client code: **nxp**.

- You will receive an email confirmation and must verify your email to complete the registration process.



- Once you've logged in, select the blue register button, then select the biometric screening program type.



**Q: What are my options for completing a biometric screening through Empower Health Services?**

A: There are three options to complete a biometric screening:

1. Individual Program through LabCorp (select through Empower Health Services).
2. Physician Form (download from Empower Health Services).
3. On-site (Offered at participating NXP locations. Click [here](#) regarding location dates and times.)

**Q: What is involved with a biometric screening?**

A: The biometric screening includes blood pressure, height and weight measurement, fasting lipid panel, Hemoglobin A1c test and glucose test via venipuncture. The lipid panel includes total cholesterol, HDL (good cholesterol), LDL (bad cholesterol), triglycerides, total cholesterol/HDL ratio. BMI calculations will also be reported.

**Q: What is involved with the individual program through LabCorp?**

A: Register for the individual program option through [Empower Health Services](#).

- Your height, weight and blood pressure measurements **must be self-reported** during registration. This part is essential.
  - If you skip reporting the information, unfortunately, you won't qualify for the \$300 wellness incentive.
- Once registered, within 24 hours, you will receive your lab confirmation from Empower Health Services.
  - Do not visit the lab until you receive the lab confirmation number from Empower Health Services. You will not be able to complete your screening without it.
- The individual program through LabCorp is available to select until **September 25, 2026**. Team members still have until September 30, 2026, to visit LabCorp.

**Q: What is involved with the health provider form?**

A: Select and download the health provider form from [Empower Health Services](#).

- Team member – sign and date section 3.
- Physician – Records your screening results, date of screening and their signature in section 2.
- All fields must be filled out for your form to be accepted.
  - Note: Wellness incentive credit will **not** be applied if results are missing.
- Submit the form in one of the following ways by September 30, 2026:
  - Upload to [ehsupload.com](#). Fax to 630.385.0156 (ATTN: HPF Department). Or, Mail to EHS HPF Department | 495 N Commons Drive, Suite 100, Aurora, IL 60504.
- You are responsible for fees associated with the office visit.
- You are responsible for ensuring your provider submits the form to Empower Health Services.

- No exceptions will be made for providers not submitting your form by the deadline.
- Biometric values must be collected between **October 1, 2025 – September 30, 2026** to be eligible for the 2027 wellness incentive.

**Q: Will my executive physical count for the 2027 wellness incentive program?**

A: Yes, for G8 and above team members, the executive physical will count for the voluntary wellness incentive program, if the exam is completed between **October 1, 2025 – September 30, 2026**. For questions or escalations, contact [usbenefits.office@npx.com](mailto:usbenefits.office@npx.com).

**Q: Do I have to fast for my biometric screening?**

A: Yes. Fast a minimum of **8 hours** prior to your appointment.

- No food, cream, sugar, milk or milk alternatives, honey, or sweetener of any kind.
  - Water and black coffee are ok.
- Take any regularly scheduled medicines as usual.
- Drink at least two glasses of water one hour prior to your appointment.

**Personal Health Information Confidentiality and Security**

**Q: Will NXP ever see or have access to my personal test results?**

A: No. Protecting your privacy is important to NXP as it is to you. Individual screening results and specific health risks are confidential. Your screening results are managed independently by Empower Health Services and will never be shared with NXP. Empower Health Services does provide NXP an aggregate report of the entire screened population. This is de-identified aggregated data that enables us to shape our plans and programs to meet the health needs of U.S. team members. Empower Health Services also provides notification to Businessolver confirming your completion status which allows us to determine your eligibility for the voluntary wellness incentive program,.

**Q: How secure is my data?**

A: NXP’s careful review and due diligence process have ensured that Empower Health Services is compliant with all HIPAA (Health Insurance Portability and Accountability Act of 1996) and Federal policies for safeguarding your medical data. Security measures are in place to prevent the loss, misuse, or alteration of the information you submit and all intranet communications with the websites are done under SSL encryption to protect the data in transit. Empower Health Services pages are designed with security and privacy as their primary criteria and the site’s servers are constantly, automatically monitored for intrusions. Their network and computer security are regularly maintained and have been audited by an external security team.

**Q: What happens with my data once I register or complete a biometric screening?**

A: Once you complete a biometric screening, Empower Health Services notifies Businessolver of your completion status. The completion status indicates that you have completed the biometric screening. Your personal information is kept private in accordance with the [Notice of Privacy Practice](#) and [HIPAA requirements](#).

**Q. What happens if I do not agree to the Terms of Service? Will I receive the wellness incentive?**

A. No. If you do not agree to the terms of service, you confirm that you do not want to be screened. Your name will not appear on the file sent to Businessolver and you will not be eligible for the 2027 wellness incentive.

## General Program Questions

### **Q: Will I receive an email confirmation and/or reminder after registering for a biometric screening?**

A: Yes, you will receive an email confirmation for the following:

- **Individual Program** –Once registration is complete AND any fees owed (for any additional tests selected) are paid. If there are no fees owed, confirmation will be sent once registration is complete.
- **Health provider form** – Once registration is complete, you can then download your health provider form.
- **On-site program – NEW!** Opt in for text reminders during registration. You'll still get a confirmation and reminder email.

To ensure you receive all communications from Empower Health Services, please use your personal email address, as messages sent to NXP accounts may be filtered into junk folders.

### **Q: When will I receive my screening results?**

A: Results are available in your Empower Health Services account between 2–3 business days after your screening (pending additional tests ordered). A “results are ready” email will be sent from [notifications@empower.health](mailto:notifications@empower.health). You can also log into your account [here](#) to view your results.

### **Q: I participate in medical surveillance testing coordinated through the NXP Occupational Health Nurse and EHS department. Does the physical I complete count towards the 2027 wellness incentive?**

A: Yes. However, you must download the health provider form from [Empower Health Services registration site](#).

- Once downloaded, the team member must fill out sections 1 and 3.
- Email the downloaded form to NXP Occupational Health Center Nurses:
  - Oak Hill: [esmerelda.martinez@nxp.com](mailto:esmerelda.martinez@nxp.com)
  - Ed Bluestein: [francesca.bruno\\_3@nxp.com](mailto:francesca.bruno_3@nxp.com)
  - Arizona: [Kristin.kerwin@nxp.com](mailto:Kristin.kerwin@nxp.com)
- NXP Nurses complete section 2 of the form and will email the team member.
- Team members **must upload or fax** the completed form to Empower Health Services at **630-385-0156** by **September 30, 2026**.
- Team members must submit the health provider form to Empower Health Services, to earn the wellness incentive for 2027. No exceptions will be made if the form is not sent by September 30, 2026.

### **Q: What if I am out on a medical leave of absence? Do I still need to participate in the 2027 wellness incentive program?**

A: If you are unable to participate because you were out on medical leave the **entire duration of the program** (March 3, 2026 – September 30, 2026) you may request an exception to qualify for the wellness incentive for 2027. Please contact the U.S. Benefits Team at [usbenefits.office@nxp.com](mailto:usbenefits.office@nxp.com) to request an exception.

**Q: What if I am out of the country or on vacation during on-site biometric screenings?**

**A:** You're still responsible for completing a biometric screening through Empower Health Services to earn your 2027 wellness incentive. If you can't attend an on-site event, you can use another option—the health provider form or the individual program through LabCorp. The only exception is for team members on medical leave between March 3–September 30, 2026.

**Q: What if I have an extremely important project and cannot participate in the voluntary wellness incentive program?**

**A:** The 2027 wellness incentive is available between **March 3, 2026 – September 30, 2026**. This gives team members an ample amount of time to participate. No exceptions will be made, unless a team member was on medical leave of absence between March 3, 2026 – September 30, 2026.

**Q: I'm a new hire. Do I need to participate in the voluntary wellness incentive program?**

**A:** No. Team members hired in 2026 will automatically receive the 2027 wellness incentive. New hires are eligible to participate in a screening, even though the incentive will already be earned.

**Q: I'm not enrolled in NXP's Medical Plan. Can I still participate?**

**A:** Yes. However, only team members enrolled in an NXP medical plan are eligible to receive the wellness incentive credit.

**Q: If I plan to enroll in NXP medical coverage in 2027, do I need to participate?**

**A:** Yes. If you plan to enroll in NXP medical coverage in 2027, you'll need to participate to receive the premium discount.

**Q: Can I send my biometric screening results to my doctor?**

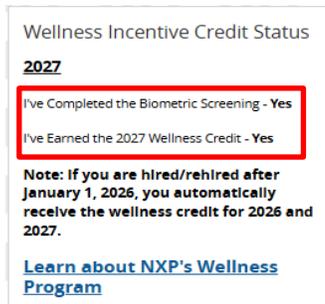
**A:** Yes. When registering for your screening, a screen will ask whether you'd like Empower Health Services to send your results to your healthcare provider. Select "Yes" when prompted and provide your doctor's name & fax number. This feature is available for the on-site event and individual program.

**Q: How can I check my completion status for the 2027 wellness incentive?**

**A:** [Log in to Businessolver](#) , NXP's Benefits administrative system, to view your wellness incentive status.

New users: The case-sensitive company key is **NXP**.

- From the homepage, your wellness incentive status will show on the right-hand side.
  - When biometric screening shows **YES**, your wellness incentive has been earned.
  - It takes between 2-3 weeks for the system to update your completion status.



## Body Composition Scans

### Q: What does a body composition scan measure and how does it work?

A: A body composition scan utilizes bioelectrical impedance to send a small, harmless electric impulse through your body's tissues to analyze muscle mass, fat mass, metabolic rate, and cellular components.

### Q: Are there any requirements to complete a scan?

A: All NXP team members are welcome to scan. Individuals with a pacemaker or experiencing pregnancy are **unable** to scan. Below are recommendations to achieve best scan results.

- Best results achieved when fasting; water is ok.
- Do not consume caffeine or caffeine products.
- Please note that shoes and socks must be removed to complete the scan.

### Q: Where will the body composition scans be offered?

A: Activity Centers will provide scans on a limited basis at each NXP site hosting on-site biometric screening events. Scans will be provided by local Activity Center staff utilizing the EVOLT 360 Analysis Machine and InBody Body Composition Analyzer. See below for the site list and the equipment/software each will use.

- Chandler – EVOLT 360 Analysis Machine
- Holger Way – InBody
- Ed Bluestein – EVOLT 360 Analysis Machine
- Oak Hill – EVOLT 360 Analysis Machine

### Q: Is there an associated cost with the body composition scan?

A: Yes. EVOLT 360 and Inbody scan pricing is \$30. Credit card payments only, due at time of service.

## Additional Resources

### Q: Who can I contact if I have any questions?

- **Biometric Screening** registration or results, contact Empower Health Services .
  - Call: **866-367-6974** (M-F, 8 a.m.–4:30 p.m. CT)
  - Email: [support@empowerhealthservices.com](mailto:support@empowerhealthservices.com).
- **Wellness incentive completion questions**, contact the NXP Benefits Service Center.
  - Call: **888-532-3971**. (M-F, 7 a.m.–7 p.m. CT)
- **General questions and program feedback**, contact your Benefits team.
  - Email: [usbenefits.office@nxp.com](mailto:usbenefits.office@nxp.com)
- **Body Composition Scans**, contact your local Activity Center staff for details.
  - Texas, email: [Kendall.payne@nxp.com](mailto:Kendall.payne@nxp.com)
  - Arizona & California email: [Arizona.macias@nxp.com](mailto:Arizona.macias@nxp.com)