

2025 Wellness Incentive FAQs

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Program Details

Q: What are the program details for this year?

A: You are encouraged to participate in the voluntary two-step process to earn a \$300 credit on your medical premiums. Complete **both steps** by September 30, 2024, to earn your 2025 wellness incentive medical premium credit.

Step 1: Take the Health Check Survey

Step 2: Participate in a Biometric Screening

Q: Who is eligible to participate?

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

Q: What is the deadline to earn the voluntary 2025 wellness incentive?

A: The deadline to earn the voluntary 2025 wellness incentive medical premium credit is September 30, 2024.

Health Check Survey

Q: What is Virgin pulse and what is the Health Check Survey?

A: NXP's Wellbeing Hub, powered by Virgin Pulse, encourages healthy habits through fun challenges and quarterly rewards. Get started by registering at Virgin Pulse, completing a health check and deciding which areas of your well-being you want to improve.

The Health Check Survey is a series of questions designed to help you focus on your personal health. At the end, you'll get your health summary which includes suggestions for improving your health. You must take the Health Check survey and participate in a biometric screening through Empower Health Services, to earn your voluntary 2025 wellness incentive medical premium credit.

Q: Where do I register to take the Health Check Survey?

A: There are several options to choose from to get registered:

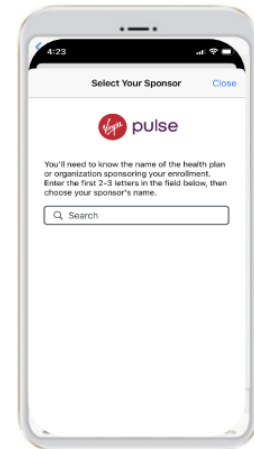
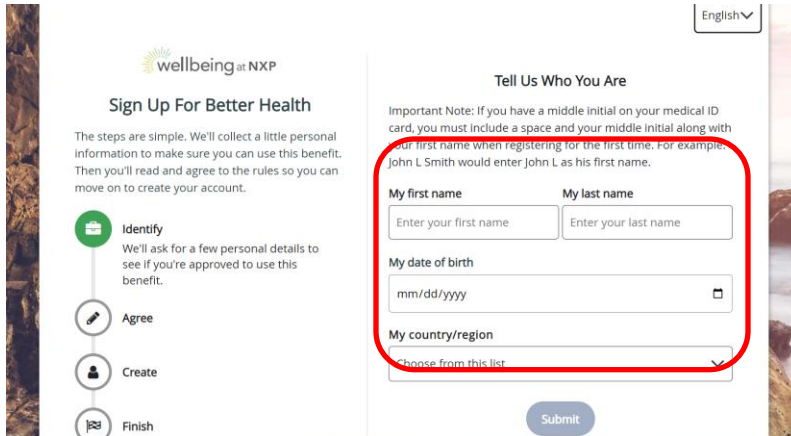
- SSO [NXP My Apps](#): Select Wellbeing@NXP



- Website: <https://join.virginpulse.com/nxp>
- Download the Virgin Pulse App from the App store or Google Play: Enter “NXP” in the Sponsor Search bar

Important Note: If you have a middle initial on your medical ID card, you **must** include **a space and your middle initial along with your first name**. I.E. John L Smith would enter **John L** as his first name.

Additionally, if you have **a hyphenated last name, you must remove the hyphen** when getting registered for the first time on Virgin Pulse.



Q: Need help setting up your NXP Wellbeing Hub account?

A: View the step-by-step instructions [here](#), call Virgin Pulse at **888-671-9395** or email support@virginpulse.com.

Q: Do I need to retake the Health Check Survey every year?

A: Yes. The Health Check survey must be taken between 1/1/24 and 9/30/24 to earn your voluntary 2025 wellness incentive medical premium credit.

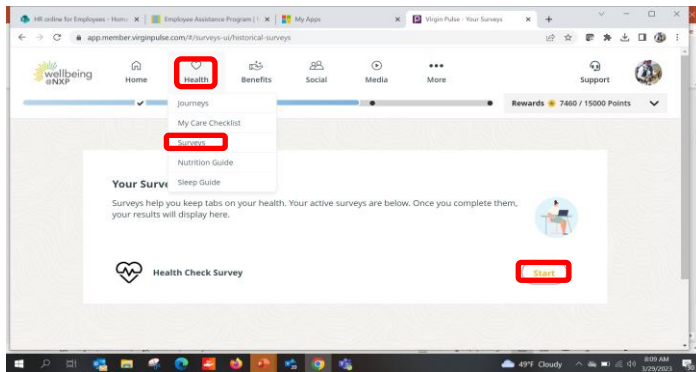
Q. What is the difference between Pulse Cash and the Wellness Incentive?

A: Pulse Cash accumulates separately, and you earn Pulse Cash rewards for doing healthy activities in the NXP Wellbeing Hub, powered by Virgin Pulse. Wellness Incentive credit is a \$300 premium credit on your 2025 medical premiums.

Q: After logging in to the NXP Wellbeing Hub, where do I go to take the Health Check Survey?

A: Navigate to the **Health > Survey** page.

- You'll be redirected to where you can start your Health Assessment. Click **Start the Survey** to begin.



Q: Is the information I provide in Virgin Pulse confidential?

A: Yes. The information you provide when taking the health survey is confidential. View the privacy policy [here](#).

Q: Do friends and family have access to the NXP Wellbeing Hub?

A: Yes. However, friends and family do not have access to the health check survey, journeys, the ability to earn the voluntary 2025 Wellness Incentive medical premium credit or earn Pulse Cash. Friends and family will be able to join challenges that you invite them to participate in, to track their steps and help keep you motivated.

Biometric Screenings

Q: Who is Empower Health Services?

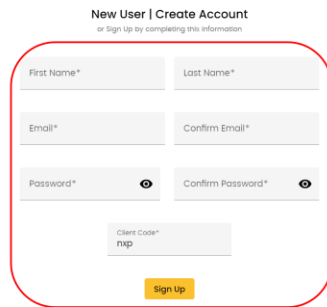
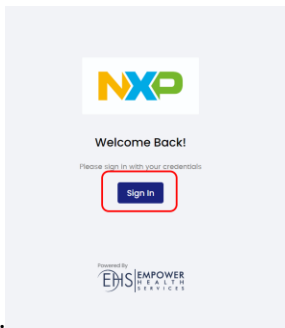
A: Empower Health Services is the biometric screening vendor that NXP has partnered with over the past several years, to administer biometric screenings.

Q: Where do I register for my Biometric Screening?

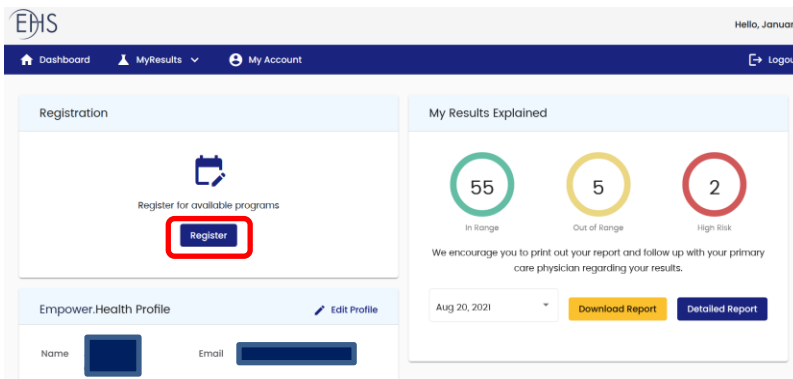
A: There are two options to get registered. Please see the options below:

Option 1 Visit [Empower.health/nxp](https://empower.health/nxp) and sign in with your credentials you created last year. If you are new to the registration site, complete the "New User" fields and enter client code: **nxp**.

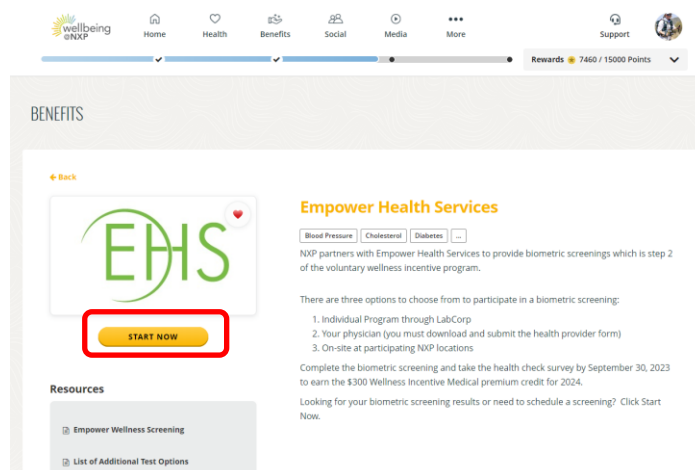
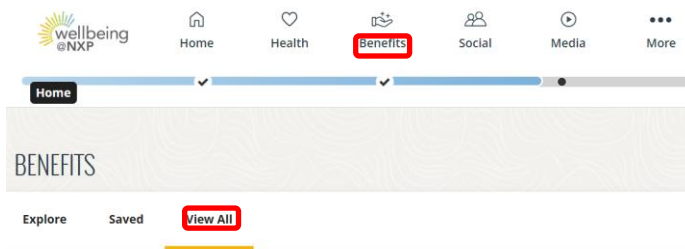
- You will receive an email confirmation and must verify your email to complete the registration process



- Once logged into the site, select the blue register button, then select the biometric screening program type



Option 2 Log in to [NXP Wellbeing Hub](#). From the dashboard, navigate to **Benefits > View all > EHS (Empower Health Services)**. Click on the “start now” button.



Q: What are my options for completing a Biometric Screening?

A: There are three options to complete the biometric screening through Empower Health Services:

1. Individual Program through LabCorp (*you must register through Empower Health Services*).
2. Your physician (*you must download and submit the health provider form to Empower Health Services*).
3. On-site (*NXP partners with Empower Health Services to provide biometric screenings. Click [here](#) for more information regarding location dates and times*).

Q: What is involved with the 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: To complete a lab visit through LabCorp, you must register for the individual program option through the [Empower Health Services registration site](#). Once registered, within 24 hours, you will receive your lab confirmation from Empower Health Services.

- **Your height, weight and blood pressure measurements must be self-reported** during registration. **Important note:** *Failure to self-report this information will impact your screening results and the voluntary \$300 wellness incentive medical premium credit will **not** be applied*
- **Do not visit the lab until you receive the lab confirmation. You will not be able to complete your screening without your confirmation number**
- The individual program through LabCorp is available to select until **September 25, 2024**. Employees still have until September 30, 2024, to visit LabCorp to get their screening done. After September 25, 2024, the only remaining option is the health provider form

Q: What is involved with the health provider form?

A: Download the health provider form on the [Empower Health Services registration site](#).

- Download the health provider form and sign and date section 3
- Your health care provider will record 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: Medical premium credit will not be applied if results are missing
- The form **must be [uploaded](#) or faxed** to Empower Health Services at **630-385-0156**.
- You are responsible for fees associated with the office visit and/or testing
- Biometric values must be collected between **October 1, 2023, and September 30, 2024** to be eligible for the Voluntary 2025 Wellness Incentive medical premium credit
- **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

Q: Will my Executive Physical count in lieu of a Biometric Screening and Health Check Survey?

A: Yes, the executive physical will count in lieu of a biometric screening and Health Check survey, if the exam is completed **between October 1, 2023 through September 30, 2024**. You must log in to the NXP Wellbeing Hub and fill out the executive physical attestation form to earn your voluntary 2025 Wellness Incentive medical premium credit. For questions or escalations, contact usbenefits.office@nxp.com

Q: Do I have to fast for my Biometric Screening?

A: Yes. You **must fast** a minimum of **8 hours** prior to your appointment. 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
- Wear short or loose-fitting sleeves as access to your arm will be required

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. employees. Empower Health Services also provides notification to Bswift confirming your completion status which allows us to determine your eligibility for the annual voluntary wellness incentive medical premium credit.

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 the Biometric Screening?

A: Once you complete the biometric screening, Empower Health Services notifies Bswift 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 voluntary wellness incentive medical premium credit?

A. 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 Bswift and you will not be eligible for the voluntary 2025 wellness incentive medical premium credit.

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** – you'll receive a confirmation email once registration is complete AND any fees owed (additional tests selected) are paid. If there are no fees owed, confirmation will be sent once registration is complete.
- **Health provider form** – you'll receive a confirmation email once your registration is complete and you can download your health provider form.
- **On-site program**– you'll receive a confirmation email and reminder email of your appointment.

Q: When will I receive my screening results?

A: Results are available within your account within 2-3 business days after your screening (pending additional tests ordered). A results ready email will be sent as notification from notifications@empower.health, but the email is not required to get results nor does the email include results.

You can also log into your account [here](#) to view your results. Additionally, some screening results will show up in the Wellbeing Hub, powered by Virgin Pulse, 4-6 weeks after your biometric screening (if you have created an account on Virgin Pulse).

Q: I participate in medical surveillance testing coordinated through the NXP Occupational Health Nurse and EHS department. Does the physical I complete count towards Step 2 of the voluntary 2025 wellness incentive medical premium credit?

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

- Once the form is downloaded, employee must fill out sections 1 and 3
- Email the downloaded form to NXP Occupational Health Center Nurses
 - Oak Hill: karlie.cummings@nxp.com & esmerelda.martinez@nxp.com
 - Ed Bluestein: riley.jernejcic@nxp.com & ruth.cong@nxp.com
 - Arizona: Kristin.kerwin@nxp.com
- NXP Nurses complete section 2 of the form
- Nurses will email the employee with the completed form
- Employee **must upload or fax** the completed form to Empower Health Services at **630-385-0156** by **September 30, 2024**.
- Employee must take the Health Check Survey **and** submit the health provider form to Empower Health Services, to earn the medical premium credit for 2025.

Q: What if I am out on a medical leave of absence? Do I still need to participate in the voluntary 2025 wellness incentive program?

A: If you are unable to participate in the voluntary wellness incentive program because you were out on medical leave for more than 6 months in 2024, you may request an exception to qualify for the voluntary wellness incentive medical premium credit for 2025. Please contact the U.S. Benefits Team at usbenefits.office@nxp.com to request an exception.

Q: What if I am out of the country or on vacation during onsite Biometric Screenings?

A: To earn your voluntary 2025 wellness incentive medical premium credit, it is your responsibility to complete a biometric screening through Empower Health Services and take the Health Check survey

through the NXP Wellbeing Hub by the September 30, 2024, deadline. Additional screening options (health provider form or individual program through LabCorp) are available for those employees unable to participate in an onsite screening event. The only exception made will be anyone on medical leave of absence during March 1, 2024 – September 30, 2024.

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

A: The voluntary 2025 wellness incentive medical premium credit is available between **March 1, 2024 – September 30, 2024**. This gives employees an ample amount of time to participate.

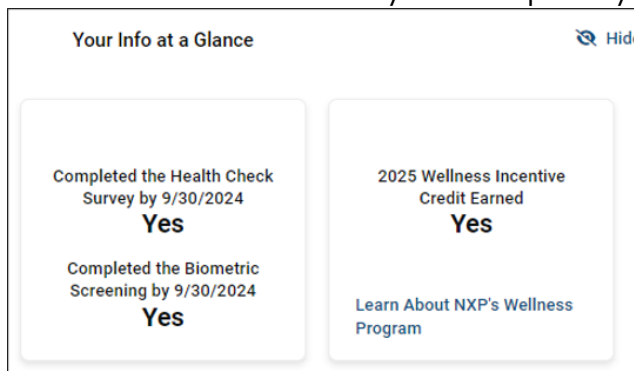
Q: I'm a new hire. Do I need to participate in the voluntary wellness incentive program?

A: If you were hired in 2024 you will automatically receive the voluntary 2025 wellness incentive medical premium credit. New hires are eligible to participate in a biometric screening and take the Health Check survey in 2024, even though they will automatically receive the 2025 wellness incentive medical premium credit.

Q: How can I check my completion status for the voluntary 2025 wellness incentive medical premium credit?

A: View your voluntary wellness incentive medical premium credit in [Bswift](#).

- From the homepage, scroll down to **Your Info at a glance** > click **show sensitive data**
- When both steps show **YES**, your wellness incentive has been earned
- It takes between 2-3 weeks for the system to update your completion status



Note: You can also check the status of your incentive on the [Wellbeing hub](#), powered by Virgin Pulse. However, this site takes longer (between 4-6 weeks) to update, so we recommend Bswift as the primary site to track your incentive program completion.

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.
- **Health Check Survey** registration, contact Virgin Pulse
 - Call: **888-671-9395** (M-F, 8 a.m.–9 p.m ET)

- Email: support@virginpulse.com
- Live chat: M–F, 2 a.m.–9 p.m. ET
- **Wellness incentive questions**, contact the NXP Benefits Service Center
 - Call: **888-375-2367**. (M–F, 7 a.m.–7 p.m. CT)
- **General questions and program feedback**, contact your Benefits team.
 - Email: usbenefits.office@nxp.com