



**Annual Enrollment is  
October 16- 27, 2023**

**NXP**

Now more than ever, your health and wellbeing are valued, and we have many resources available to help you make the right enrollment decisions for you and your family. The enrollment window for 2024 benefits will open **October 16 and close at 11:59 p.m. CT, October 27**. Throughout Annual Enrollment, the resources below are available to ensure you are prepared to make your choices when the enrollment window opens.

**Questions:**

NXP Benefits Service Center at (888) 375-2367  
<https://nxp.bswift.com>

**What's in store for 2024?**

- Vision **enhancements** including: \$0 copay for **retinal imaging, frame coverage every calendar year, safety glasses**, increased **computer vision** care frame allowance, and more. For more details visit [nxp.com/benefits](https://nxp.com/benefits)
- Beginning Jan 1, 2025, the Health Care FSA funds will **no longer roll over** from year to year. You must use your funds by Dec. 31, 2024 or any remaining funds will be forfeited. You have until March 31, 2025 to reimburse yourself for any eligible expenses incurred in 2024
- The IRS has **increased** the maximum contribution limits for the **Health Savings Account (HSA)** to \$3,650 Single / \$7,300 Family
- Medical Plan 1 **deductible increase** to \$1,600 / \$3,200 to meet IRS requirements
- Medical and Vision plan **contributions will increase**—for employees and NXP
- You can set aside even more savings now that you have **three ways to contribute to your 401(k)**. You can contribute above the pre-tax and Roth limit when you take advantage of the new after-tax contribution option. And remember NXP will match your pre-tax and Roth contributions dollar for dollar, up to 5% of your eligible salary
- If you do not make new elections by October 27, 2023 your current 2023 enrollment elections will carry over to 2024 except for spending accounts. Your 2023 Flexible Spending Account elections and Health Savings Account elections will not automatically be renewed for 2024. You will be **required to log in and make an election to contribute to the FSA and HSA again in 2024**

**2024 Plan Premiums (Per Pay Period)\***

Plan Option	Employee Only	Employee + Spouse / Domestic Partner	Employee + Child(ren)	Family
Medical Plan 1	\$13 (\$2)	\$46 (\$7)	\$40 (\$6)	\$77 (\$12)
Medical Plan 2	\$32 (\$5)	\$86 (\$13)	\$74 (\$11)	\$137 (\$21)
Medical Plan 3	\$55 (\$8)	\$146 (\$22)	\$133 (\$20)	\$238 (\$36)
Kaiser (CA only)	\$61 (\$9)	\$165 (\$25)	\$149 (\$23)	\$236 (\$36)
Dental	\$6 (\$0)	\$13 (\$0)	\$14 (\$0)	\$21 (\$0)
Vision	\$4 (\$1)	\$11 (\$3)	\$12 (\$3)	\$19 (\$4)

\*Rates above assume wellness incentive completion and non-smoker  
 (\$) represents amount of increase from 2023 to 2024

**Find more details at [nxp.com/benefits](https://nxp.com/benefits)**