



NOTICE REGARDING WELLNESS PROGRAMS

NXP Wellness Program is a voluntary wellness program available to all U.S. employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or “HRA” that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes or heart disease). You will also be asked to complete a biometric screening, which will include blood pressure, weight, waist circumference, lipid panel and glucose test. The lipid panel includes total cholesterol, HDL (good cholesterol), LDL (bad cholesterol), triglycerides, total cholesterol/HDL ratio and glucose. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program by the communicated deadline will receive an incentive of reduced medical premiums. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so by the deadline will receive the reduced medical premiums. If you are unable to participate in any of the wellness screening, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting NXP Benefits Service Center at (888) 375-2367 from Monday to Friday from 7:00 a.m. to 7:00 p.m. Central Time.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as access to activity centers, personal coaching and other healthy lifestyle resources made available by the NXP Wellness Program. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and NXP may use aggregate information it collects to design a program based on identified health risks in the workplace, NXP’s wellness screening provider will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.



Your health information will not be sold, exchanged, transferred or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are employed by NXP's wellness screening provider in order to provide you with your results packet.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

About this Notice

We are required to provide you this notice and to abide by the terms of this notice, as it may be updated from time to time. We reserve the right to change the terms of this notice and to make the new notice provisions effective for all Protected Health Information we maintain. If we change this notice, you will receive a new notice by e-mail or hard-copy mail.

Contacting Us

You may contact NXP's HIPAA Privacy Office via written request to the address provided below:

NXP USA, Inc.
Human Resources Department –HIPAA Privacy Inquiries
6501 William Cannon Drive West, OE 331
Austin, Texas 78735