

Is life feeling a little cloudy?

**Get clear  
about your  
resources.**



Total **rewards**

# We've got you covered



**Stryker is here to support you on your health and wellbeing journey.** We provide you with great benefits, which don't stop at your medical coverage. You also have access to tools and resources that support not only your physical health, but your overall wellbeing.

To learn more about all your benefits and find helpful tools and resources, go to [totalrewards.stryker.com](https://totalrewards.stryker.com).



# Get support anywhere, anytime

With the LifeWorks Employee Assistance Program, you and your family have 24/7 access to confidential and free resources to deal with a variety of issues, including:

- Stress
- Anxiety
- Grief
- Marital or family conflicts
- Financial concerns
- Alcohol/drug addiction

LifeWorks not only provides you with the ability to speak to a counselor over the phone but can also help you get a referral for up to five free in-person sessions. To learn more about LifeWorks, go to **[stryker.lifeworks.com](https://stryker.lifeworks.com)** (username: stryker; password: 4260) or call 866 785 4572.



# Get more than an annual physical

When you enroll in one of Stryker's medical plans, you get coverage for preventive health care, emergency services and more. Our plans also offer coverage for mental health services, including:

- Inpatient and outpatient treatment
- Medication management
- Substance use disorder services
- And more

To learn more, visit **[totalrewards.stryker.com](https://totalrewards.stryker.com)** or contact your insurance carrier at the number on your ID card.

## Mental health care from the comfort of your home

If you are enrolled in a UnitedHealthcare plan, you can use Talkspace online therapy to communicate with a licensed therapist from your phone or desktop, by text, voice or video message. Best of all, Talkspace is confidential and secure. Please note that costs may vary depending on your plan, the type of clinician you see or services you receive. Go to **[myuhc.com](https://myuhc.com)** to learn more.

If you're enrolled in a UnitedHealthcare plan, you can also meet with a behavioral health provider online. For more information on mental health services or virtual care options through Kaiser, BCBSAL, HMSA or Cigna, contact your carrier.

# Support for your family, **support for you**

## Expanded UHC fertility benefits

We understand that everyone's family planning journey is different, which is why we are proud to introduce expanded fertility benefits for those covered under a UnitedHealthcare (UHC) plan. The addition of these benefits upholds our culture of inclusion and better supports all employees who wish to have a child. **Effective April 1, 2021, certain fertility benefits will be covered without an infertility diagnosis.** Covered benefits include:

- Assisted reproductive technologies such as IVF
- Insemination procedures (Artificial Insemination (AI), Intrauterine Insemination (IUI))
- Ovulation induction
- Fertility surgical procedures
- Prescription drug support
- Fertility preservation to include the cryopreservation process and storage up to 12 months

Participants must work with a nurse consultant through the UHC Fertility Solutions program to identify the best treatment options and facilitate care through one of UHC's Centers of Excellence network clinics. To learn more about coverage details and requirements, contact UHC at 800 387 7508.

## Benefits that support you, at work and at home

Take advantage of all the great benefits Stryker offers that support your professional and personal life, including:

- **Time away from work**  
Take the time you need to relax, recover, care for family members, honor personal commitments and more.
- **LifeWorks child/elder care**  
Get a list of child and elder care providers in your area.
- **Adoption Assistance Plan**  
Receive up to \$5,000 per adoption (lifetime maximum of two adoptions) for eligible adoption-related expenses.
- **Parental leave**  
Whether adopting a child or having a baby, both moms and dads are eligible for paid parental leave to bond with their new family member. You must work with the myHR Leaves team before taking any time off for parental leave.
- **Caregiver leave**  
Get up to six weeks of paid leave to care for a family member with a serious health condition upon myHR Leaves team approval. This leave is available every three years at 100% pay.
- **Milk Stork**  
Milk Stork provides an easy-to-use milk shipping solution to support working moms during business travel.



## Find more wellbeing resources

Find additional resources that support your wellbeing by visiting [wellbeing.stryker.com](https://wellbeing.stryker.com). Please note you must be logged in to Stryker's network to access this site.

**Learn more at [totalrewards.stryker.com](https://totalrewards.stryker.com).**

# Save for your future

It's never too early to begin planning for retirement, and your 401(k) is a great tool to take advantage of. Not only can you contribute funds to use during retirement, but Stryker also contributes to your 401(k) through our matching contribution. This is just one way to recognize the contributions you make to our success.

Be sure to take advantage of the maximum match, too—it's free money from Stryker that you can use for your future. Stryker provides a matching contribution on the first 8% of eligible pay contributed (or 6% if you are in a sales representative role), equal to \$0.50 for every \$1.00 you contribute.

In addition to contributing to your 401(k) account, we also provide great resources to support your financial health. Your financial future is important, so make sure you take full advantage of your wealth benefits. Learn more about your options and how they can benefit you at [totalrewards.stryker.com](https://totalrewards.stryker.com).

**On March 15, 2021, we made our annual matching and discretionary contributions for 2020 to eligible 401(k) Plan accounts. Check your account balance today at [vanguard.com/retirementplans](https://vanguard.com/retirementplans) (plan number 090081).**

## Improve your financial picture

Get answers to your financial questions with monthly webinars from Vanguard. Learn about a variety of topics and get help with building your retirement savings. To sign up for the webinars, visit [https://webinars.on24.com/Vanguard\\_IIG/VES2021](https://webinars.on24.com/Vanguard_IIG/VES2021).



## Take care of **you** in 2021

If you put off scheduling your preventive exams last year, now's the time to catch up! Preventive care helps you identify potential health problems early on when they're easier and less expensive to treat. Plus, if you use in-network providers, preventive care is covered at 100% under the medical plan. Preventive care includes:

- Annual physicals
- Certain immunizations, such as flu shots
- Diabetes and cholesterol checks
- Certain cancer screenings
- And more

You can even receive some preventive care from the comfort of your home with virtual visits. For more information, visit your medical provider's web site, or call the number on your ID card.





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## Get your COVID-19 **vaccine**

During the Public Health Emergency period, employees will have a \$0 cost-share at both in- and out-of-network providers for the COVID-19 vaccine. Coverage following this period will be at \$0 cost-share at in-network providers under the UHC, Kaiser, BCBSAL and HMSA plans.

If you are covered under the Cigna International health plan, please contact Cigna for specific information. If you are charged and need to submit a claim for reimbursement, please contact your insurance carrier for further instructions.



### **Need more information?**

Visit [totalrewards.stryker.com](https://totalrewards.stryker.com) or contact your myHR team at 877 795 2002 or [myhr.stryker.com](https://myhr.stryker.com).