



Your checklist for Annual Enrollment

1 Review your benefits

- ☐ **Explore your benefit options.** Visit totalrewards.stryker.com to review all your benefit options, including the 2027 Benefits at a Glance and summaries of benefits and coverage for 2027's medical plan options, which are available on the [Forms and documents](#) page.
- ☐ **Check your current elections.** Visit enroll.stryker.com and click **Your Benefits Summary** under the **Quick Links** section.
- ☐ **Consider your 2027 coverage needs.** Use the [Medical Expense Estimator](#) tool to compare medical plan options and determine the ideal HSA or Healthcare FSA contribution amount to maximize your tax savings. You can find this tool on the **Annual Enrollment** page at totalrewards.stryker.com.

2 Prepare to enroll

- ☐ **Gather dependent information.** Before you enroll, make sure to have Social Security numbers, dates of birth and [dependent certification documents](#) on hand for newly added dependents.
- ☐ **Double-check your beneficiaries.** Confirm the right person receives your life insurance and other death benefits if the unexpected happens. See the **Annual Enrollment** page at totalrewards.stryker.com for instructions.
- ☐ **Verify your address and phone number in Workday** to ensure your benefit materials (such as new ID cards) are sent to the correct address.

3 Choose your benefits

- ☐ **Make your elections on enroll.stryker.com** between October 26, 2026, and November 6, 2026, at 11:59 p.m. Central Time. While enrolling, verify that your dependents are enrolled in the correct plans. Once your enrollment is complete, print and/or save a copy of your confirmation statement for your records.

Take action to:

- ☐ Change your coverage for next year, including adding or removing dependents.
- ☐ Contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA) in 2027. Your 2026 HSA and/or FSA payroll deduction will **not** roll over to 2027.
- ☐ Complete the Tobacco Use Affidavit, which will determine whether you will pay the annual \$600 Tobacco Use Surcharge. If you enroll in one of Stryker's medical plans, you must complete the Tobacco Use Affidavit every year indicating the tobacco use status for you and your covered spouse/domestic partner (if applicable).

4 Provide documentation (if applicable)

- ☐ **Provide proof of dependent status** for newly added dependent(s) by November 13, 2026, at 11:59 p.m. Central Time. If you do not, your newly added dependent(s) will not have coverage in 2027. Remember, unless your covered child has a qualifying disability, they may only be covered on the Stryker plans until the end of the month they turn 26.
- ☐ **Complete Evidence of Insurability (EOI)** for your supplemental life insurance by the deadline you receive from Unum. Unum will send EOI information to your Stryker email address in January.



Questions? Contact the myHR Team at myhr.stryker.com or 877 795 2002.