

## Commuter benefits program

### Employee FAQ

#### **Commuter benefits program summary**

Certain U.S. states/localities require large employers to offer some type of commuter benefits program to their employees. To keep in compliance with the various local laws and provide our employees with a tax-advantaged commuter benefits program, we are offering this new benefit to all U.S. employees.

#### **Q: What exactly is the benefit all about?**

Stryker's commuter benefit program allows you to pay for qualified public transit and parking fees using pre-tax payroll deductions. Examples are public transit and parking fees related to work. You can elect up to \$280 per month for both transit and parking (\$560 total).

#### **Q: Who is the vendor?**

We partnered with WageWorks, a subsidiary of HealthEquity.

#### **Q: Does this program help me with expenses while using my own vehicle?**

No, the commuter benefits program only works with qualified public transit expenses (like buses, subways, ferries, trains, etc.). This program **can** help you with qualified parking expenses, see FAQ below.

#### **Q: How do I enroll?**

Enrollment periods are the 2<sup>nd</sup> of every month through the 1<sup>st</sup> of the following month. If you'd like, you can make your election carry forward automatically to following months. [Access the enrollment instructions](#) for additional detail.

#### **Q: When will the deduction hit my paycheck?**

The deduction for the entire amount you elected is taken during the month that the enrollment period ends. Semi-monthly-paid employees will see the deduction by the first pay date of the month. Weekly-paid employees will usually see the deduction by the 2<sup>nd</sup> or 3<sup>rd</sup> pay date of the month. Your public transit/parking benefit will be delivered to you later in the month. See the [Commuter benefits enrollment instructions](#) for a sample enrollment timeline.

#### **Q: Can I reverse my election after the enrollment period ends?**

No. After the enrollment period ends, the payroll deduction will be processed, and you will receive your public transit and/or parking benefit. We cannot provide refunds. Within the enrollment period, you can change your election.

**Q: How does parking reimbursement work?**

If you park near where you work—or near the public transit boarding location you use for travel to work—you have several ways to pay for your parking through HealthEquity/WageWorks.

**1. Pay My Parking**

This is the standard monthly option. HealthEquity/WageWorks will pay your parking provider on your behalf in time for the start of each order month. This works well if you pay for a monthly parking space or permit.

**2. HealthEquity/WageWorks Commuter Card**

If you pay for your parking with a debit/credit card, consider using the commuter card instead. This is a stored value card that works like a credit card at parking operators that accept them.

**3. Pay Me Back**

If you don't pay on a monthly basis, or your parking garage doesn't accept cards, select this option. Park, pay, then use Pay Me Back to get reimbursed. More information on this option can be found in the [QuickStart Guide](#).

**Q: Where can I get more information?**

Access [additional FAQs](#) for more information from our vendor, HealthEquity/WageWorks. You may also call their **Member Services line** 24/7 at **877 924 3967**. Additionally, the [QuickStart Guide](#) has a lot of great information about this benefit and how to enroll.