



# Leverage resources to feel your best

Feeling your best starts with the choices you make each and every day — and those choices can have a big impact on your long-term wellbeing. Take advantage of all the resources Stryker provides to boost your emotional wellbeing, improve your physical health, navigate the complex healthcare system and more!

Keep reading to find out how you can make the most of these resources to achieve a healthier, more fulfilling life.

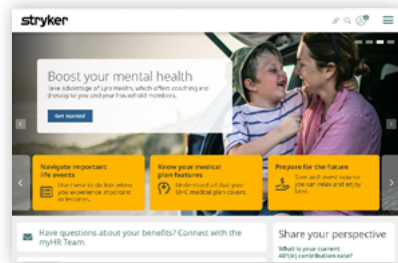
## Click to explore



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# Know where to go

The first step toward making the most of your benefits is knowing where to find the benefits information you need, the moment you need it. Stryker provides several resources that place the information right at your fingertips.



## ► [Total Rewards site](#)

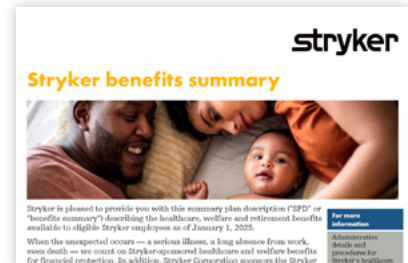
Use this site to find:

- What is covered through your health, financial and work/life benefits
- [Your available programs and resources](#) to help with mental health, cancer, diabetes, back/joint pain, family planning, maternity support and more.
- [Contact information for benefits providers](#)
- [Helpful documents](#)
- [A calendar of upcoming events and educational webinars](#)



## ► [Benefits at a Glance](#)

For a high-level overview of your benefit options, refer to the [2025 Benefits at a Glance](#).



## ► [Summary Plan Description \(SPD\)](#)

Review comprehensive details of your health plan coverage.



## Updated SPD now available

We've updated our Summary Plan Description (SPD), which provides important, detailed information about some of your benefits. You can access it [here](#).



# Navigate life's challenges with **Lyra Health**

We all need help through life's defining moments, and through the moments in between. Lyra Health, our Mental Health and Employee Assistance Program, is here to help, whether you're:

- Becoming a new parent
- Navigating grief
- Coping with a cancer diagnosis
- Supporting your children's mental health
- Managing burnout
- Addressing relationship issues
- Dealing with the emotional stress of fertility challenges
- Struggling with difficulty sleeping due to stress or anxiety

With Lyra, you and your household family members and dependents have access to **ten free coaching or counseling sessions** annually. The Lyra team is always available to help you connect to the best care. You can call 833 511 0159 anytime or visit [stryker.lyrahealth.com](https://stryker.lyrahealth.com) for more information.

Not ready to meet with a provider? Access thousands of resources on several mental health topics by registering or signing in at [stryker.lyrahealth.com](https://stryker.lyrahealth.com).

## What Stryker employees are saying about Lyra



### Remarkable results

Stryker participants reported an impressive **86% improvement or recovery** in symptoms after receiving care from Lyra.



### High satisfaction rates

**97% of Stryker participants expressed satisfaction** or high satisfaction with the relationship and emotional connection they built with their provider.



### Quick access to care

Participants typically experience **an average wait time of just one day** for their first appointment.



# Fuel your wellbeing with Strive

With our Strive wellbeing program, you and your spouse or domestic partner can develop and maintain healthy habits, all while earning exciting rewards.

## Earn points by:

- **Tracking your habits:** Monitor your habits to help reinforce healthy behaviors.
- **Participating in Journeys:** Engage in digital coaching on topics like nutrition, physical activity, sleep, stress and financial wellbeing.
- **Joining challenges:** Participate in personal and team challenges to stay motivated.
- **Working out with Wellbeats:** Access hundreds of workouts at your fingertips through Wellbeats, found on the Programs page in Strive.
- **Meal planning with Foodsmart:** Find personalized nutrition guidance and instant custom meal plans through Foodsmart, found on the Programs page in Strive.
- **Completing mindfulness exercises with RethinkCare:** Explore how to train your brain to relax, sleep better, enhance productivity and support your overall wellbeing through RethinkCare on the Programs page in Strive.

When you participate in Strive, you'll earn points towards [great incentives](#).

## Did you know?

Participating in Strive with your spouse/ domestic partner can help you meet your health goals! According to the American Psychological Association, individuals reported a **50% higher success rate** in achieving health goals when they were supported by a partner. Your spouse or domestic partner can get started today by signing up for Strive at [strive.stryker.com](https://strive.stryker.com).



## Make every dollar count

With **PerkSpot**, you can find valuable discounts from hundreds of merchants to help you save on everyday purchases.



### Planning a trip?

Take advantage of travel discounts, along with car rentals through Avis, Enterprise and Budget and theme parks like Walt Disney World, Six Flags and Universal.



### Arranging a date night?

PerkSpot has you covered with discounts on movie tickets through AMC and Regal, plus dining discounts through Restaurant.com.



### Preparing your meals for the week?

Check out discounts at Costco, Sam's Club and Walmart, plus meal kits through Blue Apron.



### Heading to the gym?



You can save on brands like Planet Fitness, Equinox and Garmin.

**Enroll in PerkSpot using this unique link**, and start saving today!

# How Included Health can help you

[Included Health](#) offers personalized guidance and assistance when you need help navigating the complex healthcare system. This valuable resource is available at no cost to Stryker employees and dependents enrolled in one of Stryker's medical plans.

## Use Included Health when you need:

-  **24/7 expert medical advice:** Access support for your healthcare questions and concerns any time of the day.
-  **Remote second medical opinions:** If you receive a diagnosis from your doctor, consult with leading medical experts to confirm diagnoses and treatment plans.

## For UHC plan members

### Assistance with claims/appeals, personalized cost estimates and finding high quality providers:

Get help navigating claims, appeals and billing questions, as well as personalized cost estimates. Additionally, receive support in identifying high-quality healthcare providers to ensure optimal care.

## Community programs

Included Health's community programs provide concierge support for Black and LGBTQ+ employees and their eligible dependents (even those not enrolled in one of Stryker's medical plans). Experienced care team members connect you to vetted, high-quality and culturally competent care, ensuring you feel seen, heard and understood.



# Protect your health with **free in-network preventive care**

Regular preventive screenings can help catch potential health problems early, which often leads to more effective treatment options and better long-term health outcomes. Regular checkups also help build a strong, trusting relationship with your doctor, which can make a big difference in your care over time. Plus, preventive screenings are free when you use an in-network provider (related services that result from the screening may not be free).



## Did you know?

Only  
**56%**

of Stryker members  
received an annual  
physical in 2024.

Only  
**17%**

of eligible Stryker  
members received a  
colonoscopy in 2024.

Only  
**50%**

of eligible Stryker  
members received a  
mammogram in 2024.

### Take action today!

- ✓ Start by scheduling your annual physical.
  - If you don't have a primary care physician, [Included Health](#) can help you find one that suits your needs.
- ✓ While at your physical, talk to your doctor about what other preventive screenings you may need, such as a mammogram or colonoscopy, based on your age, gender or family history.
- ✓ Schedule any additional preventive screenings as recommended by your doctor.

### Helpful links

Use the links below to understand and use your Total Rewards:

- **Total Rewards site:** [totalrewards.stryker.com](https://totalrewards.stryker.com)
- **myHR:** [myhr.stryker.com](https://myhr.stryker.com)
- **Enroll or make changes:** [enroll.stryker.com](https://enroll.stryker.com)