

## 2021 Part-time benefits

### **Q1. How many hours do I have to work to remain eligible for Stryker's healthcare, life, disability and wellbeing plans as a part-time employee?**

- A. A minimum of 20 and a maximum of 39 average hours worked per week. However, there may be some differences in benefits under the life and disability plans. See below for more information.

Note: In certain circumstances, as described in the eligibility requirements of our Summary Plan Description, you may remain eligible for only medical and prescription coverage if you are working less than 20 hours per week. Please contact the myHR team for more information.

### **Q2. How will a change to part-time status affect my eligibility for tuition reimbursement?**

- A. Part-time employees are not eligible for the tuition reimbursement plan.

### **Q3. How will a change to part-time status affect my 401(k)?**

- A. The benefits of the 401(k) plan stay the same; however company contributions are calculated using your annual compensation as a factor. If there is annual reduction in your compensation, there will also be a reduction in the amount of contributions the Company makes to your 401(k) account. Also, you must be credited with working at least 1,000 hours of service during the Plan Year and be actively employed on the last day of the plan year to be eligible for the company match and discretionary contributions.

### **Q4. Will my life insurance be affected?**

- A. Your basic life insurance and accidental death and dismemberment plan, which are paid fully by Stryker, will change based on your new salary. Your life insurance amount is estimated at one times your new annual benefit salary.

Supplemental Life Insurance, Spouse, and/or Dependent Life Insurance are only available to full-time employees. Due to your change to Part-time status, you will no longer be eligible for this benefit.

### **Q5. Will a change to part-time employment status affect my disability insurance?**

- A. Short-term disability will not be affected; however, you will no longer be eligible for long-term disability benefits.

### **Q6. How will a change to Part-time employment status affect my Family Medical Leave Act (FMLA) eligibility?**

- A. You are eligible for FMLA benefits if have been employed for at least one (1) year and have worked at least 1,250 hours over the previous twelve (12) months of employment as long as you work for a location that has 50 employees within a 75-mile radius.

### **Q7. What are my healthcare employee costs as a part-time employee?**

- A. Your healthcare options will remain the same if you are working at least 20 hours per week. However, there will be a change to your costs as follows:



Plan Coverage Option	2021 Part-time Monthly Cost
<b>UnitedHealthcare Choice PPO</b>	
Employee	\$179
Employee + 1	\$361
Family	\$560
<b>UnitedHealthcare Value PPO</b>	
Employee	\$163
Employee + 1	\$322
Family	\$502
<b>UnitedHealthcare Out-of-Area</b>	
Employee	\$179
Employee + 1	\$361
Family	\$560
<b>UnitedHealthcare Premium HSA</b>	
Employee	\$142
Employee + 1	\$277
Family	\$437
<b>UnitedHealthcare Basic HSA</b>	
Employee	\$60
Employee + 1	\$80
Family	\$110
<b>Kaiser Northern CA HMO (live or work in No.</b>	
Employee	\$211
Employee + 1	\$394
Family	\$614
<b>Kaiser Southern CA HMO (live or work in No.</b>	
Employee	\$170
Employee + 1	\$309
Family	\$454
<b>HMSA (residents of Hawaii)</b>	
Employee	\$28
Employee + 1	\$347
Family	\$538
<b>BCBS of Alabama (residents of Alabama)</b>	
Employee	\$130
Employee + 1	\$240
Family	\$354
<b>Delta Dental</b>	
Employee	\$20
Employee + 1	\$40
Family	\$60

The benefits outlined in this document are summaries only and are subject to the actual provisions of the respective plan documents in effect covering such benefits. Stryker reserves the right to alter, modify, amend, or terminate these benefits within the law, in a manner in which we believe to be in our and our associates' best interest as affected by business conditions. If there are any differences between the information in this summary and the plan documents or contracts, the plan document or contract will prevail.



<b>EyeMed Vision Care</b>	
Employee	\$5
Employee + 1	\$10
Family	\$15

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