

2026 Part-time benefits

Revised September 11, 2025

Q1. How many hours do I have to be scheduled to work as a regular part-time employee to be eligible for Stryker's healthcare, life, disability, wellbeing and Included Health benefits?

You must be regularly scheduled a minimum of 20 and a maximum of 39 average hours per week to be considered a part-time employee eligible for these benefits. However, there may be some differences in benefits under the life and disability plans. See below for more information and refer to the [Summary Plan Description](#) and/or plan certificates for specific details.

Note: In certain circumstances, as described in the eligibility requirements of our [Summary Plan Description](#), you may be eligible for only certain medical and prescription coverage if you work less than 20 hours per week. Please contact the myHR Team for more information.

Q2. How will part-time status affect my eligibility for tuition reimbursement?

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

Q3. How will part-time status affect my 401(k)?

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 a reduction in your annual 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 (as defined by the Plan) 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. How is my life insurance affected by part-time status?

You will be eligible for basic life and accidental death and dismemberment coverage if you are regularly scheduled to work at least 20 hours per week. Your life insurance amount is estimated at one times your annual benefit salary.

Supplemental Employee Life Insurance, Spouse/Domestic Partner and/or Child Life Insurance are only available to full-time employees. If you are moving from full-time to part-time status and you had Supplemental Employee, Spouse/Domestic Partner and/or Child Life Insurance as a full-time employee, you may be able to convert or port your coverage to an individual policy at your own expense. When this occurs, you will automatically receive information in the mail from Unum with instructions on how to apply for portability or conversion. The completed portability or conversion application must be received by Unum within 90 days from your loss of coverage date.



Q5. Will my part-time employment status affect my disability insurance?

You will be eligible for short-term disability benefits if you are regularly scheduled to work at least 20 hours per week; however, you will not be eligible for long-term disability benefits.

If you are a full-time employee moving to part-time status, you may be eligible to convert your long-term disability benefits to an individual policy at your own expense. When this occurs, you will automatically receive information in the mail from Unum with instructions on how to apply for conversion. The completed conversion application must be received by Unum within 90 days from your loss of coverage date.

Q6. How will part-time employment status affect my Family Medical Leave Act (FMLA) eligibility?

You are eligible for FMLA benefits if you 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., a

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

If you are regularly scheduled to work at least 20 hours per week, your healthcare costs will be as follows:

| Plan Coverage Option | 2026 Part-time monthly cost |
|--|------------------------------------|
| Surest Advantage Plan | |
| Employee | \$189 |
| Employee +1 | \$382 |
| Family | \$594 |
| UnitedHealthcare Value PPO Plan | |
| Employee | \$191 |
| Employee + 1 | \$376 |
| Family | \$588 |
| UnitedHealthcare Out-of-Area Plan | |
| Employee | \$204 |
| Employee + 1 | \$410 |
| Family | \$637 |
| UnitedHealthcare Premium HSA Plan | |
| Employee | \$165 |
| Employee + 1 | \$322 |
| Family | \$505 |
| UnitedHealthcare Basic HSA Plan | |
| Employee | \$70 |
| Employee + 1 | \$94 |
| Family | \$128 |

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.

| | |
|--|-------|
| Kaiser Northern CA HMO (live or work in No. CA) | |
| Employee | \$286 |
| Employee + 1 | \$532 |
| Family | \$832 |
| Kaiser Southern CA HMO (live or work in So. CA) | |
| Employee | \$226 |
| Employee + 1 | \$410 |
| Family | \$602 |
| HMSA (residents of Hawaii) | |
| Employee | \$37 |
| Employee + 1 | \$437 |
| Family | \$678 |
| Delta Dental | |
| Employee | \$20 |
| Employee + 1 | \$40 |
| Family | \$60 |
| EyeMed Vision Care | |
| Employee | \$5 |
| Employee + 1 | \$10 |
| Family | \$15 |

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