

Get **support.**
Find **resources.**

**Start
now.**



Total **rewards**

Prioritize your **mental health.**

Mental and emotional health impacts every aspect of wellbeing. That's why we recently introduced a new Mental Health and Employee Assistance Program (EAP) with Lyra Health. It gives every employee and their household family members free, confidential access to quality mental health care and much more.

We encourage you to make your mental and emotional health a priority. **Get support** for your wellbeing. **Find resources** from your Stryker benefits. Most importantly, **start now.** Your mental health and wellbeing are worth it.

Welcome to Lyra Health!

Lyra Health helps you and your household family members find free, confidential, convenient care for your emotional and mental health. That includes ten sessions of free coaching and/or therapy for each person, each year.

► Get support

When you're feeling less than your best, confidential support from Lyra's mental health coaches and therapists can get you back on your feet. Get care in the setting that's most convenient and comfortable for you. Live video, messaging or in-person sessions are available.

If you want to boost your wellbeing, you can find self-care and wellbeing tips with Lyra Essentials, a comprehensive library of research-based, self-care resources.

Use Lyra Essentials to:

- Find new ideas on overall wellbeing support.
- Access self-led wellness tools.
- Dive into a specific mental or emotional health concern.

► Tap into additional work-life services

Receive expert advice and connect with qualified experts for:

- Legal and financial concerns
- Identity theft issues
- Caregiving resources
- Elder and childcare referrals

► Always available

The Lyra team is available 24/7 to help you connect to the best care. Call 833 511 0159 anytime or visit stryker.lyrahealth.com.

Save more with PerkSpot



PerkSpot helps you stretch your budget and get more value in all kinds of ways.

- Pay less for a dream theme park vacation.
- Get a better deal on a new car or computer.
- Boost the family budget with discounts on strollers, car seats and other baby needs.
- Spend less on cell service, food delivery, housewares, appliances and so much more.

The PerkSpot website makes it easy to browse current deals or search for a particular item or service. New, curated offers are constantly being added. Get started by registering through the unique link on the Employee Discounts page of totalrewards.stryker.com.

Coming July 1

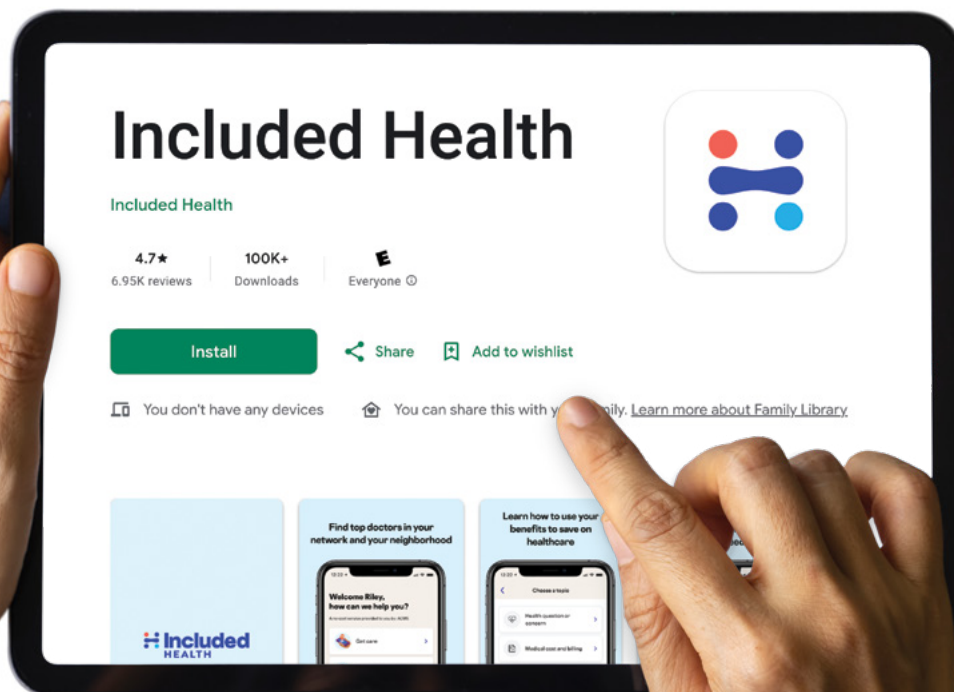
Let Included Health help with your healthcare questions

Managing healthcare is about to get easier with help from Included Health. Beginning July 1, those enrolled in a UHC medical plan can use Included Health's newly expanded services to:

- **New!** Get help resolving issues or concerns about claims, medical bills or Explanations of Benefits (EOBs).
- **New!** Expert medical advice is now available 24/7 on your phone, tablet or computer.
- **New!** Understand the costs associated with receiving care, including estimated out-of-pocket costs for procedures at providers and facilities.
- Find high-quality doctors, therapists and specialists in-network and in your neighborhood.
- Receive a free personalized, remote expert opinion from a panel of world-class physicians.

Don't forget!

Included Health can connect those in the LGBTQ+ and Black communities to specialized support and care. LGBTQ+ and Black Health support is available to all benefit-eligible employees and their dependents.



Get started

Visit includedhealth.com/stryker

Call 855 431 5551

Download the app on Google Play or the Apple App Store



Even more for your emotional wellbeing

Strive for emotional wellbeing

Our wellbeing program, Strive, brings you several helpful resources including:



Digital coaching journeys on topics like stress and sleep.



Habit-tracking tools to keep yourself accountable to your goals.



RethinkCare, a mindfulness program that helps you create daily routines to reduce stress and increase resilience.

Visit strive.stryker.com to explore your free mental and emotional health resources.

Remember, you can also earn points and incentives by participating in mental and emotional health activities through Strive.

Medical plan coverage

Stryker medical plan coverage also includes inpatient and outpatient mental health treatment, medication management and substance use disorder services. Your carrier can explain how your behavioral health coverage works in more detail.

Learn more about your mental health and wellbeing benefits on totalrewards.stryker.com.

Get help now

If you or someone you know is experiencing difficult thoughts or abuse, these free and confidential phone lines are open around the clock every day.

National Suicide Lifeline

Call or text 988

Chat at 988lifeline.org/chat/

National Domestic Abuse Hotline

Call 1 800 799 7233

Chat at thehotline.org

Text "START" to 88788

Substance Use Disorder Helpline

Call 855 780 5955

Visit liveandworkwell.com/recovery

Don't wait if you or someone you know are worried about harming themselves or others. Call 911 or go to the nearest emergency room.



Understanding your prescription drug coverage

Despite being a common form of treatment, prescription drug coverage can be confusing. To help you and your doctor make informed choices about your treatment, let's take a look at how prescription drugs are covered by Stryker's UHC medical plans.

Prescription drugs are covered based on their cost and effectiveness.

Preventive:

Certain medications that manage chronic conditions like heart disease are covered at 100% (as long as they are prescribed, age and/or condition appropriate and filled at a network pharmacy).



Did you know?

In addition to certain preventive medications that are covered at 100%, the HSA plans also cover some "core preventive medications" before the deductible is met, meaning you only pay the appropriate coinsurance until you meet your out-of-pocket maximum.

Tier 1 Generic

Mostly generic drugs, these lower-cost medications provide the highest overall value. Some brand-name drugs may also be included.

Tier 2 Preferred brand

A mix of brand name and generics, these mid-range cost medications provide good overall value.

Tier 3 Other brand

Mostly brand-name drugs, and some generics. If lower tier options are available, these highest-cost medications provide a lower overall value.



A prescription drug list helps you and your doctor consider cost when evaluating your prescription drug treatment options.



Prescription drug lists can get updated throughout the year. To find the most recent lists, visit totalrewards.stryker.com.




Find it faster

When it comes to your benefits at Stryker, there are several sources of information and support. We want you to know who to call or where to go when you need help or information.

Your first stop should be totalrewards.stryker.com. In addition to general information and overviews, you can find direct links and phone numbers for detailed information and support.

Here is an overview of your resources.

Resource	It's best for...	You should also know...
totalrewards.stryker.com	<ul style="list-style-type: none"> • Learning about what's available • Connecting to your benefits 	You and your family can access anytime, anywhere without a password.
Included Health	<ul style="list-style-type: none"> • Comparing treatment options • Finding high-quality providers • Help with claims, medical bills and Explanations of Benefits (EOBs) • Getting expert medical advice 24/7 • Finding an expert second medical opinion 	You can set up your Included Health account anytime. Get started here. 
Summary Plan Description (SPD)	<ul style="list-style-type: none"> • Finding detailed plan coverage for specific health treatments and costs 	You can access the SPD directly at totalrewards.stryker.com/spd .
Your carrier	<ul style="list-style-type: none"> • Finding providers and claims • Asking specific claims and coverage questions 	You will need to log in to the carrier's secure website to access your account.
myHR	<ul style="list-style-type: none"> • Providing proof of dependent eligibility and qualifying life events • Finding answers to enrollment and benefits questions • Asking about leaves of absence 	In many cases, when you have an HR-related question, myHR is a great place to start.



Updated SPD now available

We've updated our SPD, which provides important, detailed information about some of your benefits. You can access it at totalrewards.stryker.com/spd.



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Has life changed lately?

If you have had a qualifying life event and need to make changes to your benefits, you must complete your enrollment and turn in any dependent certification (if applicable) to myHR within 30 days of your qualifying life event in order to enroll on a pre-tax basis.

For details about making changes to your coverage, including applicable deadlines, visit the Summary Plan Description at totalrewards.stryker.com/spd and click on **Healthcare**, followed by **Participating in healthcare benefits** and **Making changes**.



Need more information?

Visit totalrewards.stryker.com by scanning this code or contact your myHR team at 877 795 2002 or myhr.stryker.com.