


Fuel your **financial wellbeing**



Total **rewards**

Focusing on **your finances**

A smiling man with dark hair, wearing a blue blazer over a white and black striped shirt, is holding a tablet. He is looking towards the camera.

**Keeping a holistic view of
your finances is key to your
financial health.**

There are many pieces to the puzzle, and Stryker offers plans and programs that can help you make the most of your money. Keep reading to learn more about these valuable benefits.

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 at totalrewards.stryker.com/spd.

Beyond pay

Working at Stryker brings you access to valuable financial benefits beyond just your paycheck, including free services, helpful tools and a wide array of resources to help you meet your personal and financial goals. To learn more about the benefits below, visit totalrewards.stryker.com.



401(k) plan

Stryker's 401(k) plan makes saving for retirement easy. To boost your savings, Stryker matches 50% of the first 8% of your eligible pay that you contribute.



Employee Stock Purchase Program

The Employee Stock Purchase Program (ESPP) is a unique benefit that can supplement your long-term savings by allowing you to buy shares of Stryker common stock at a 5% discount. Purchasing Stryker stock is another way to invest in yourself and your financial future. As Stryker succeeds, you benefit along with all of our shareholders.



Health Savings Account (HSA)

A Health Savings Account lets you save tax-free money (including an annual contribution from Stryker) to pay for eligible healthcare expenses for you and your dependents. Once your balance grows to \$2,100, you can invest in a wide range of mutual funds.

The HSA has a triple tax advantage: you pay no tax when you contribute or spend the money on eligible expenses, and any investment earnings* are also tax-free. Plus, any remaining balance automatically rolls over each year, making the HSA a great way to maximize your savings and pay for healthcare in retirement.



Strive for wellbeing

Our wellbeing program, Strive, provides financial wellbeing learning opportunities, challenges and Journeys. Plus, you and your spouse or domestic partner can earn great incentives for participating. Learn more about our financial wellbeing partner, Ayco, on [page 6](#).



Life, Accidental Death and Dismemberment (AD&D) and Disability

Stryker provides you with basic life, AD&D and disability coverage to help protect your income. The plan pays one times your eligible annual earnings, up to \$500,000 for basic life and accidental death and dismemberment benefits. During Annual Enrollment (or if you have a qualifying life event), full-time employees can also purchase supplemental coverage including supplemental employee life, spouse/domestic partner and child life insurance.

Short and long-term disability benefits are provided at no cost to eligible employees. These benefits help protect your income if you are disabled from work.



Tuition reimbursement

The tuition reimbursement plan reimburses your tuition for an undergraduate or graduate degree program as long as it's relevant to your present job or prepares you for future opportunities at Stryker.



Commuter benefits

Commuter benefits help you pay for commuting and parking expenses with pre-tax dollars. Unlike other tax-advantaged benefits, you can activate commuter benefits any time.



Discounts and special deals

PerkSpot, our employee discount program, helps you stretch your budget with discounts and deals.

*Investments are not FDIC insured, are not guaranteed by Optum Bank®, and may lose value.

Saving for the future at any age

It's never too early or too late to start saving for retirement. These tips can help you make the most of your financial benefits and prepare for retirement no matter what stage of life you're in.



Under 30:

Start off strong

As you get started, make sure to maximize your pay and benefits to build a strong foundation. Remember, the earlier you start investing, the more time your money has to grow.

- **Create a budget** that includes how you will **spend** (on necessities and splurges), **save** (for retirement or personal goals) and **share** (through charitable giving) your money.
- **Use tax-advantaged accounts** (Healthcare Flexible Spending Account (HCFSA), Health Savings Account (HSA), Day Care FSA (DCFSA), and commuter account) to pay for eligible healthcare, dependent day care and your commute to help reduce your taxable income.
- **Sign up for the 401(k) plan and meet your match.** Try to contribute at least 8% of your eligible pay to take full advantage of the company match—otherwise, you're simply missing out on free money.
- **Choose your investment mix.** Before investing, carefully consider each fund or option's objectives, risks, charges and expenses.

Age 30 – 50:

Build your savings

At this stage, balancing your personal financial goals with saving for retirement can become more challenging. These tips can help you achieve your retirement goals.

- **Get specific about your retirement dreams** by window shopping for your retirement. Researching today's costs can help you set tomorrow's retirement goals. Review your financials periodically to make sure you are on track to meet your goals.
- **Take a look at your tax return.** If you're left with a big bill or hefty refund, check your withholding. A personal financial coach can help you strike the right balance.
- **Make sure your investments give you peace of mind.** Are you comfortable weathering a bumpy stock market? Investing includes risk of loss, so talk through a Risk Tolerance Assessment with your free financial coach to see if it may be time to make changes. See [page 6](#) to find free telephonic support for financial matters.





Age 50+:

Getting real about retirement

When retirement is less than 15 years away, it's time to focus on your retirement readiness. Here are some things to consider:

- **Take advantage of catch-up contributions.** Those over age 50 can save more in their individual retirement accounts (IRA), 401(k) and Health Savings Account (HSA). Set aside more if you can afford it.
- **Estimate your Social Security income and learn about your 401(k) withdrawal options.** Do you know how much of your income in retirement will be taxable? Your financial coach can help you review the tax treatment of your retirement savings, Social Security, HSA and investments. Then, make a plan that helps you maximize your current tax advantages.
- **Reconsider your monthly expenses.** What things will you stop doing once you retire? Are there any hobbies or travel on your agenda? Will you pay off debt now or carry it into retirement? Make sure your budget reflects your answers.



Start here to make the most of all your benefits

Ready to take advantage of all the tools, services and resources mentioned in this newsletter? Get connected with all this and more on totalrewards.stryker.com.



For every age

Get started with financial planning benefits. See [page 6](#) to learn more about all financial planning resources available through Stryker.

Sources:

Goldman Sachs Ayco Personal Financial Management
"Looking forward to a comfortable retirement? Saving is a great start." Vanguard, (investor.vanguard.com)

Get help managing your money

Financial planning with Ayco

Our financial wellbeing partner, Ayco, can help you move your family's books from red to black. Access their online tools or connect with a personal financial coach at no cost to you. Get help prioritizing expenses, setting and achieving financial goals and work out how much to save in your tax-advantaged accounts and 401(k). Access Ayco through the "Programs" page on strive.stryker.com.

Tools and tips with TELUS Health

TELUS Health (formerly LifeWorks), our Employee Assistance Program (EAP), offers tips, tools and expert advice on personal budgeting, money management, saving, investing and various legal services. You and your household family members can use the financial wellbeing toolkit to tune up your finances. Visit stryker.lifeworks.com (Username: stryker; Password: 4260) to learn more.

401(k) resources with Vanguard

Vanguard, our 401(k) administrator, makes it easy to stay in control of your savings. Visit vanguard.com/retirementplans (plan number 090081) to make changes to your 401(k) contribution amount, investment allocations and track your account's performance. You can also view webinars to learn more about investing, retirement and saving.



The Hartford can help

In partnership with The Hartford, we offer several benefits to help during the hardest times. Learn more about these services on the Employee discounts page of totalrewards.stryker.com.



Estate Guidance Will Services help you create a simple, legally binding will online, saving you the time and expense of a private legal consultation.



Funeral Concierge Services help you make confident, informed decisions, understand your options and stay within budget during a difficult time.



Travel Assistance and Identity Theft Protection Services, offered through Generali Global Assistance, Inc., protect you if the unexpected happens while traveling or if your identity is stolen.

The COVID-19 Public Health Emergency ended May 11, 2023

The federal COVID-19 Public Health Emergency (PHE) declaration, which was put in place in early 2020 to help alleviate the financial impact of COVID-19 on the American public, ended on May 11, 2023. Effective May 12, 2023, coverage, costs and payments for COVID-19 testing, treatments and vaccines under our medical plans have changed. Here is how your benefits have changed if you are enrolled in a UnitedHealthcare plan:

- COVID-19 diagnostic tests administered by a provider and testing-related visits are covered according to the cost-sharing provisions under the medical plan in which you are enrolled.
- Over-the-counter COVID-19 diagnostic tests are no longer covered.
- FDA-authorized COVID-19 vaccines are covered as a preventive benefit when received at an in-network provider office or in-network pharmacy.

For more information regarding other changes and for contact information if you are enrolled in the Kaiser, BCBSAL or HMSA plans, visit totalrewards.stryker.com. For information regarding the standard medical coverage and cost-sharing provisions under your medical plan, see the Summary Plan Description at totalrewards.stryker.com/spd.



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Take a pause

When was the last time you checked your beneficiary information? Take a moment this month to check your beneficiaries and make any necessary updates. The time you spend now will help your beneficiaries if something were to happen to you.

Life insurance

enroll.stryker.com

Look for the quick links on the home page. Then, click on Beneficiaries and follow the prompts. Remember to click Done when you are finished.

401(k)

vanguard.com/retirementplans

(plan number 090081) Once you log in, click on "My profile" to manage your beneficiaries.

HSA

optumbank.com

After you sign in, select "Manage Beneficiaries" from the "I want to..." section.



Remember!

If you have had a qualifying life event, such as a marriage, divorce, birth or loss of other coverage, you will want to make any changes to your benefits within 30 days of the qualifying event. If you do not, you may have to wait until the next Annual Enrollment to make changes. Please see the Summary Plan Description at totalrewards.stryker.com/spd for specific life event deadlines.

Need more information?

Visit totalrewards.stryker.com or contact your myHR team at 877 795 2002 or myhr.stryker.com.



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