

# Dive into your **2024** **benefits**



# Total **rewards**

# Dive into your 2024 benefits

**Annual Enrollment is coming soon, so take time to dive into your benefits for next year.**

This newsletter explains what's changing and gives you important dates and information about your benefits. Get started here, then take the next step by visiting [totalrewards.stryker.com](https://totalrewards.stryker.com). You'll find enrollment tools to help you make confident choices for 2024.

## Do I need to enroll?

It depends. You must take action if you wish to:

- **Confirm, change or update your benefit elections.**
- **Avoid the annual \$600 Tobacco Use Surcharge.** If you enroll in one of Stryker's medical plans, you must complete the Tobacco Use Affidavit **every year** indicating the tobacco use status for you and your covered spouse/domestic partner (if applicable). Your Tobacco Use Affidavit from 2023 will **not** carry over to 2024.
- **Contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA).** Your **current** election amount will **not** roll over to 2024.

Keep in mind, you cannot make changes outside of Annual Enrollment\* unless you experience a qualified life event, so consider your options and confirm your selections carefully when you enroll. For more information about qualifying life events, visit the Summary Plan Description available at [totalrewards.stryker.com/spd](https://totalrewards.stryker.com/spd).

\*Except for HSA contribution election amounts, which you can change throughout the year.

**Annual Enrollment for your 2024 benefits begins October 23 and ends November 3, 2023, at 11:59 p.m. Central Time.**

# Your Annual Enrollment checklist

## Review your benefits

- ✔ **Explore your benefit options** and see what's changing for 2024. Summaries of Benefits and Coverage (SBCs) for your 2024 medical plan options are available online on the Forms and documents page on [totalrewards.stryker.com](https://totalrewards.stryker.com).
- ✔ **Check your current elections on [enroll.stryker.com](https://enroll.stryker.com).** To view your current benefit elections, click on the **Your Benefits Summary** button under Quick Links.
- ✔ **Consider your 2024 coverage needs.** Will your needs change in 2024? Has it been a while since you compared your options? It's easy to compare medical plan options with the 2024 Medical Expense Estimator tool, which you can find on the **Annual Enrollment** page at [totalrewards.stryker.com](https://totalrewards.stryker.com).

## Prepare to enroll

- ✔ **Locate dependent information.** Before you enroll, gather Social Security numbers and other [dependent certification information](#) for any newly added dependents.\*
- ✔ **Double check your beneficiaries.** It only takes a moment. Make sure the right person receives your life insurance and other death benefits if the unexpected happens. See the **Annual Enrollment** page at [totalrewards.stryker.com](https://totalrewards.stryker.com) for instructions.
- ✔ **Confirm your address and phone number in Workday.** Make sure your Annual Enrollment materials go to the correct address.

## Choose your benefits

- ✔ **Make your elections on [enroll.stryker.com](https://enroll.stryker.com).** Annual Enrollment begins on October 23 and ends on November 3, 2023, at 11:59 p.m. Central Time. While enrolling, double-check to make sure that your dependents are enrolled in the correct plans. Once you have completed your enrollment, be sure to print your confirmation statement.

## ✔ Take action to:

- **Change your medical, dental, vision or supplemental health coverage for next year.**
- **Contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA) in 2024.** Your current HSA or FSA payroll deduction will not roll over to 2024.
- **Review and update your life insurance elections and beneficiaries.**
- **Confirm or update your tobacco status** to avoid the annual \$600 Tobacco Use Surcharge. If you enroll in one of Stryker's medical plans, **you must complete the Tobacco Use Affidavit every year** indicating the tobacco use status for you and your covered spouse/domestic partner (if applicable).

## Provide documentation (if applicable)

- ✔ **Provide proof of your dependent's status for any newly added dependents by November 10, 2023.** If you do not provide the [dependent certification documents](#) for any newly added dependents\*, your dependent will be removed and will not receive coverage for the 2024 plan year.
- ✔ **Complete the Evidence of Insurability (EOI)** for your supplemental life insurance by the deadline you receive from Unum, our new life and disability provider, if requested. Unum will send information regarding how to complete the EOI process to your Stryker email address in January.

\*Dependent certification includes birth certificates for your children and/or your marriage certificate and 2022 tax return for your spouse. For other dependents or options, please contact the myHR Team. Remember, unless your covered children have a qualifying disability, they may only be covered until age 26 by the medical, dental, vision, supplemental health and child life insurance plans.

# What's changing for 2024

We review our benefits program each year to ensure our offerings are still valuable, affordable and competitive. For 2024, most of your benefits will stay the same but there are a few changes to be aware of.\*



## Your cost for coverage

**For the medical plans:** For the UnitedHealthcare plans, costs will not change. However, there are some changes for other medical plan costs.

**For all other plans:** Your monthly cost of coverage will not change in 2024, unless you move into a new age or salary category for certain benefits.

You can find your 2024 monthly coverage costs for medical, dental and vision on pages 8 and 9.

For your other monthly coverage costs, look in the 2024 Benefits at a Glance on [totalrewards.stryker.com](https://totalrewards.stryker.com) under Annual Enrollment. You can also find all the rates on the benefit enrollment site when you enroll.

\*Contact your carrier for additional details.



## Contribution limits

The Internal Revenue Service (IRS) has increased the contribution limits for the Health Savings Account (HSA) and the Healthcare Flexible Spending Account (HCFSA). For the HSA, the combined amount you and Stryker can contribute in 2024 will be:

- Individual: \$4,150
- Family: \$8,300
- Over age 55 "catch-up" contribution: \$1,000

The 2024 Healthcare FSA limit will be \$3,050 and the Day Care FSA limit will remain at \$5,000.



## Premium HSA Plan deductible

To remain compliant with IRS requirements for HSA medical plans, the Premium HSA Plan deductibles will increase to:

### In-network:

- Individual: \$1,600
- Employee + 1/Family: \$3,200

### Out-of-network:

- Individual: \$3,200
- Employee + 1/Family: \$6,400



## Fertility enhancement

The lifetime maximum for fertility medications under the UnitedHealthcare plans will increase from \$10,000 to \$15,000.

If you are on leave of absence, you must still enroll between October 23 and November 3, 2023. If you have any issues accessing the site, contact the myHR Team at [myhr.stryker.com](https://myhr.stryker.com) or 877 795 2002.





## New provider for life insurance and disability benefits

Starting January 1, 2024, Stryker will have a new life and disability provider, Unum. Here are some important things to know:

- For this year's Annual Enrollment, you have a special opportunity to elect up to \$500,000 of supplemental life coverage for yourself and up to \$30,000 of spouse/domestic partner coverage without needing to provide Evidence of Insurability (EOI).<sup>\*</sup> Elections over these amounts will require EOI.
- No action is needed from you unless you would like to change your supplemental, spouse or child life elections. All of your current supplemental, spouse and child life elections will roll over to 2024. If you would like to make changes, now is the time due to the special enrollment opportunity.
- If you elect child life insurance, children will be covered from live birth to age 26 (or beyond age 26 if the child has a qualifying disability).
- Your current life insurance beneficiary information will carry forward to Unum. You can confirm your beneficiary on [enroll.stryker.com](https://enroll.stryker.com) when you enroll.
- If you have a date of disability starting **before** January 1, 2024, our current provider, The Hartford, will handle your disability claim in its entirety, even if it continues into 2024.
- If you have a date of disability starting **on or after** January 1, 2024, Unum will handle your disability claim.

If you have questions regarding your benefits or need to initiate a leave of absence, contact the myHR Team at [myhr.stryker.com](https://myhr.stryker.com) or 877 795 2002 for further information.



<sup>\*</sup>EOI will still be required for employees age 70 and above who wish to increase their life insurance coverage or enroll for the first time.

## Dive in to your medical plan options

Use the Medical Expense Estimator to compare your 2024 medical plan options, your potential out-of-pocket costs and possible tax savings using a Health Savings Account (HSA) or Healthcare Flexible Spending Account (HCFSA). You can find the Medical Expense Estimator on the Annual Enrollment page on [totalrewards.stryker.com](https://totalrewards.stryker.com).

# Choose the best fit

Not sure how to choose the right plan for you? Here's how you can choose the medical plan option that best fits your needs:

► **Review your current claims on your carrier's website.**

That way you'll know how much you've spent this year. Keep in mind, if you had a baby, a hospital stay or an outpatient procedure this year, your claims may look much different in 2024.

► **Look over your medical premiums.**

The cost of coverage is important, but it shouldn't be the only factor you consider.

► **Compare your costs with the Medical Expense Estimator.**

See how your estimated expenses will be covered under each plan. You may be surprised at what you find.

► **Consider tax savings from an HSA or FSA.**

The Medical Expense Estimator can help you understand how much you could contribute to an HSA or FSA to cover your share of your 2024 healthcare costs to help you maximize your tax savings. Your contribution lowers your taxable income, so less tax is withheld from your paycheck. Remember, with an HSA, you can save pre-tax money to pay for future costs, even into retirement.

## Your one-stop enrollment resource:

**[totalrewards.stryker.com](https://totalrewards.stryker.com) > Annual Enrollment**

Find the information and tools you need to create your plan for 2024.

Visit [totalrewards.stryker.com](https://totalrewards.stryker.com) to:



Watch quick, helpful videos and a recorded presentation



Read frequently asked questions and answers



See how the plans compare with the Medical Expense Estimator



Learn more about your benefits, find plan details and explore your Total Rewards



# Included Health is here to help

**Included Health offers personalized guidance and assistance when you need a hand navigating the medical system.**

## **They can:**

- Find high-quality in-network providers and book an appointment for you.
- Provide expert answers to your health questions by phone.
- Offer treatment decision support for any sort of diagnosis.
- Connect you to a free, comprehensive, remote expert second opinion from their panel of world-class physicians.
- Help you better understand and find behavioral/mental health resources.
- Refer you to other benefits offered by Stryker.

These services are available at **no cost for our medical plan participants and covered dependents.**

## **Get started today**

To activate your account, visit [includedhealth.com/stryker](https://includedhealth.com/stryker) or call 855 431 5551. And don't forget—when you activate your Included Health account, you will earn 100 Strive points! Points will be awarded within two weeks of registering. These points are available through December 10, 2023.

## **Specialized support**

Included Health also offers specialized support for the LGBTQ+ community. Their program provides dedicated, one-on-one assistance in accessing culturally competent, high-quality healthcare.

## **Included Health's Black Health program coming in 2024!**

Black Health is an inclusive care navigation and advocacy service focused on health equity and culturally-competent care. Watch for more information coming early next year.

The LGBTQ+ and Black Health programs are available at **no cost to all U.S. benefit-eligible employees and dependents**, even those not enrolled in one of Stryker's medical plans.

## Compare your medical plan options

| In-network benefit <sup>1</sup>                    | UHC Choice PPO Plan  | UHC Value PPO Plan   | UHC Premium HSA Plan                       | UHC Basic HSA Plan                         |
|--|----------------------|----------------------|--|--|
| <b>Monthly costs</b>                               |                      |                      |  |  |
| Employee only                                      | \$154                | \$135                | \$117                                      | \$63                                       |
| Employee + 1                                       | \$301                | \$262                | \$220                                      | \$84                                       |
| Family   | \$472                | \$413                | \$349                                      | \$115                                      |
| <b>HSA contribution from Stryker<sup>2 3</sup></b> |                      |                      |  |  |
| Employee only                                      | None                 | None                 | \$600                                      | \$300                                      |
| Employee + 1                                       |                      |                      | \$1,200                                    | \$600                                      |
| Family   |                      |                      | \$1,200                                    | \$600                                      |
| <b>Deductible<sup>4</sup></b>                      |                      |                      |  |  |
| Employee only                                      | \$350                | \$750                | \$1,600                                    | \$2,500                                    |
| Employee + 1                                       | \$700                | \$1,500              | \$3,200                                    | \$5,000                                    |
| Family   | \$1,050              | \$2,250              | \$3,200                                    | \$5,000                                    |
| <b>Out-of-pocket maximum</b>                       |                      |                      |  |  |
| Employee only                                      | \$2,950              | \$4,250              | \$5,000                                    | \$6,450                                    |
| Employee + 1                                       | \$5,900              | \$8,500              | \$10,000                                   | \$12,900                                   |
| Family   | \$6,250              | \$9,250              | \$10,000                                   | \$12,900                                   |
| <b>Preventive care</b>                             | Covered 100%         | Covered 100%         | Covered 100%                               | Covered 100%                               |
| <b>Copay</b>                                       |                      |                      |  |  |
| PCP  | \$25                 | \$25                 | None—subject to deductible and coinsurance | None—subject to deductible and coinsurance |
| Specialist   | \$40                 | \$40                 |  |  |
| ER   | \$150                | \$150                |  |  |
| <b>Coinsurance</b>                                 | Deductible, then 20% | Deductible, then 20% | Deductible, then 20%                       | Deductible, then 30%                       |
| <b>Rx-retail/mail</b>                              |                      |                      |  |  |
| Tier 1   | \$10/\$25            | \$10/\$25            | Deductible, then 20%                       | Deductible, then 30%                       |
| Tier 2   | \$25/\$62.50         | \$25/\$62.50         |  |  |
| Tier 3   | \$50/\$125           | \$50/\$125           |  |  |

<sup>1</sup> The information shown here assumes in-network care and services. For more detailed plan information and out-of-network costs, view your 2024 Benefits at a Glance at [totalrewards.stryker.com](https://totalrewards.stryker.com).

<sup>2</sup> The HSA contribution from Stryker will be made for all eligible employees who are enrolled in an HSA medical plan in 2024.

<sup>3</sup> Direct temporary employees and interns are not eligible for Stryker's HSA funding but are eligible to elect and contribute their own funds to the account.

<sup>4</sup> In the HSA plans, the total family deductible must be met before the plan covers any expenses. No one family member's expenses are capped at an individual deductible amount.



## 2024 monthly full-time employee cost of coverage

|   | Employee only | Employee + 1* | Family* |
|---|---------------|---------------|---------|
| <b>UHC Choice PPO</b>                           | \$154         | \$301         | \$472   |
| <b>UHC Value PPO</b>                            | \$135         | \$262         | \$413   |
| <b>UHC Premium HSA</b>                          | \$117         | \$220         | \$349   |
| <b>UHC Basic HSA</b>                            | \$63          | \$84          | \$115   |
| <b>UHC Out-of-Area</b>                          | \$150         | \$294         | \$461   |
| <b>Kaiser Permanente of Northern California</b> | \$201         | \$368         | \$579   |
| <b>Kaiser Permanente of Southern California</b> | \$152         | \$268         | \$398   |
| <b>BCBS Alabama</b>                             | \$178         | \$328         | \$485   |
| <b>HMSA</b>                                     | \$33          | \$311         | \$484   |
| <b>Dental</b>                                   | \$20          | \$40          | \$60    |
| <b>Vision</b>                                   | \$5           | \$10          | \$15    |

\*Employee + 1 represents Employee + Spouse/Domestic Partner or Employee + Child. Family represents Employee + Children or Employee + Family (Employee + Spouse/Domestic Partner + Child(ren))

Note: You can only change your healthcare plan option (e.g., from an HSA plan to a PPO plan) during Annual Enrollment (unless you have a qualifying life event that changes your eligibility).

For part-time employee costs of coverage, visit [enroll.stryker.com](https://enroll.stryker.com) or contact the myHR Team.

## How do your costs compare?

We're proud to provide you with comprehensive, high-quality, affordable coverage that is competitive with other companies. Take a quick look at how your 2024 monthly costs for coverage compare to other Fortune 500 companies last year.

|                        | PPO Plans                   |                     | HSA Plans                  |                     |
|------------------------|-----------------------------|---------------------|----------------------------|---------------------|
|                        | Stryker UHC Choice PPO Plan | Fortune 500 Average | Stryker UHC Basic HSA Plan | Fortune 500 Average |
| Employee-only coverage | \$154                       | \$156               | \$63                       | \$83                |
| Family coverage        | \$472                       | \$576               | \$115                      | \$375               |

Source: Mercer's National Survey of Employer-Sponsored Health Plans 2022

# Save now for tomorrow's **medical expenses**

When you enroll in the UHC Premium or Basic HSA Plan, you can take advantage of a Health Savings Account (HSA). An HSA allows you to save tax-free money (including an annual contribution from Stryker) to pay for eligible healthcare expenses for you and your dependents. You can get a triple-tax advantage with an HSA in three simple steps.



1

## Deposit tax-free money.

### Stryker contributes

Stryker makes an annual contribution to your HSA. It's tax-free money you can spend on eligible healthcare expenses or save for the future.

### You can also contribute

You can make tax-advantaged contributions, too—up to \$4,150 for individual coverage, or \$8,300 for employee + 1 and/or family coverage. Those age 55 and older can also make an additional \$1,000 catch-up contribution. Keep in mind, Stryker's contribution counts toward your limit.

2

## Grow your balance with tax-free earnings.\*

If you don't use your HSA funds during the year, the remaining HSA balance automatically rolls over each year, helping you build your savings. You don't pay taxes on your balance. Once your balance reaches \$2,100, you can invest a portion and potentially grow\* your account with tax-free earnings.

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

3

## Spend your money without being taxed.

Your HSA dollars aren't taxed when you use them to pay for eligible healthcare expenses. And, your HSA belongs to you. You keep your HSA money, even if you leave Stryker or retire.

To learn more about the HSA, including investment opportunities, visit the **Tax-advantaged accounts** page on [totalrewards.stryker.com](https://totalrewards.stryker.com).



## Use it to prepare for retirement

An HSA lets you carry your healthcare savings into retirement, so you can use tax-free dollars to pay for eligible medical expenses such as deductibles, copayments, prescription drugs and Medicare premiums. It's a great way to maximize your retirement savings.

# Get extra protection

You have access to three supplemental health policies, underwritten by Transamerica Life Insurance Company. These aren't a replacement for your medical coverage.\*\* Instead, they give your finances a boost when you need it most.

- Critical illness insurance
- Accident insurance
- Hospital indemnity insurance

**Are you expecting a hospital visit in 2024?** There's something you should know. Hospital indemnity insurance pays you a lump sum cash benefit if you are admitted to the hospital. Spend your benefit on your deductible, healthcare costs or everyday expenses. Learn more at [totalrewards.stryker.com](https://totalrewards.stryker.com).

\*\*These plans do not qualify as minimum essential health coverage under the federal Affordable Care Act. Supplemental benefit policies are offered by Transamerica and are not ERISA-covered group health insurance plans. Enrollment is completely voluntary. If you enroll in a policy, you must deal directly with the insurance company to request assistance or submit a claim.



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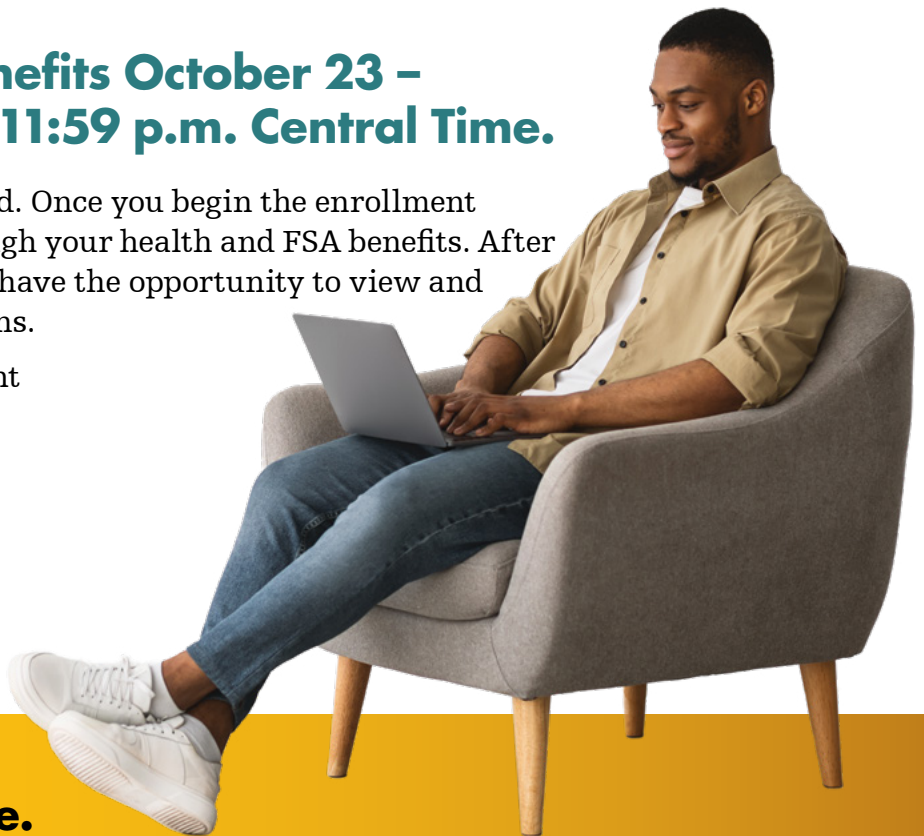


Total **rewards**

## Enroll in your 2024 benefits October 23 – November 3, 2023, at 11:59 p.m. Central Time.

Visit [enroll.stryker.com](https://enroll.stryker.com) to get started. Once you begin the enrollment process, the site will walk you through your health and FSA benefits. After completing these elections, you will have the opportunity to view and change your additional benefit options.

Learn more about Annual Enrollment  
at [totalrewards.stryker.com](https://totalrewards.stryker.com)  
> Annual Enrollment.



**Need help? myHR is here.**

Call 877 795 2002 or visit [myhr.stryker.com](https://myhr.stryker.com).