



Tobacco Surcharge Policy

Effective January 1, 2014

Updated September 1, 2021

We are committed to promoting the health and wellbeing of our employees and their families. The goal of our healthcare program is not only to make sure you have access to the services you need when you are sick but also to help you live a healthier life.

If you are a tobacco user, you already know that one of the best things you can do for your health is to quit. We support those efforts and have a program in place to help you and your eligible family members beat the addiction.

Tobacco Surcharge Policy

If you or your spouse/domestic partner is covered under the Stryker medical plan, is a tobacco-user (see tobacco-user definition below), and have not completed a Stryker provided Tobacco Cessation program this year or other program recommended by your physician, you will pay a surcharge for medical coverage.

You and your covered spouse/domestic partner must be tobacco free for at least 6 months or have completed the Stryker provided Tobacco Cessation program or other program recommended by your physician this year when certifying your tobacco status to be considered a non-tobacco user.

The surcharge is applied once per employee regardless of the number of tobacco users you cover.

Tobacco-Use Certification

Current employees must verify their tobacco status along with their covered spouse/domestic partner tobacco status by certifying their tobacco status every year during annual open enrollment.

New hires must verify their tobacco status along with their covered spouse/domestic partner tobacco status by certifying their tobacco status during their initial benefits enrollment period.

If an employee fails to certify their tobacco status, they will be considered a tobacco user for purposes of the Tobacco Cessation Program.

If you need to recertify or change your tobacco status, you must do so within the current calendar year.

Tobacco Surcharge

For employees who are required to pay the Tobacco Surcharge, the following apply:

- For current employees that certify during annual enrollment, the Tobacco Surcharge will be charged automatically starting with the first pay period of the following calendar year.
- For new hires, the Tobacco Surcharge will be charged automatically with the first medical plan contribution.

The Tobacco Surcharge can be removed by completing a Strive Tobacco Cessation Journey, complying with a program recommended by your physician, or by confirming via the Benefits Enrollment Site that the employee and/or spouse/domestic partner has quit using tobacco for a period of 6 months prior to the certification date. The Tobacco Surcharge will be removed within four pay periods following certification of your Tobacco Status via the Benefits Enrollment Site. You will be credited with any surcharges paid for the year.



If you identify yourself and your spouse/domestic partner as a tobacco user, both individuals must complete a Strive Tobacco Cessation Journey, or program recommended by your physician, for the surcharge to be removed.

Definition of a Tobacco User

You will be considered a tobacco user if you used tobacco products during the last six months, including but not limited to cigarettes, cigars, pipes, e-cigarettes, chewing tobacco and snuff. You will not be considered a tobacco user if you used tobacco products at the rate of once per month or less on average (such as an occasional celebratory cigar).

If you falsify your non-tobacco use you will be immediately subject to the surcharge and may face termination of employment and/or termination of the medical plan.

To enroll in a Strive Tobacco Cessation Journey, follow the steps listed on the flyer (next page).

If you have questions, please [contact the myHR team](#).

Strive tobacco cessation Journeys



Sign into Strive at strive.stryker.com

1. Hover over health and select Journeys.
2. Scroll to the **“Being tobacco free”** section and choose one of the Journeys.