

Parental leave at Stryker

At Stryker, we understand that sometimes you need time to dedicate your full attention to your family, particularly when welcoming a new child. **That's why we are proud to offer parental leave to all U.S. employees.**

It is part of our commitment to you. This benefit is part of our commitment to your overall wellbeing, and our dedication to being a Great Place to Work. It was developed based on needs identified by employees throughout Stryker, with the goal of providing more support for employees before, during and after a child joins your family.

Depending on your situation, you may be eligible for short-term disability benefits, Family Medical Leave and/or state provided benefits. Your Benefits Team can help you understand all the benefits available to you.

Keep reading for more details on Stryker's parental leave benefit, and if you have questions or need to request a leave, reach out to your Benefits Team.

Q What is Stryker's parental leave benefit?

A U.S. employees may take up to four weeks of parental leave at 100% pay when a new child joins the family. This leave can be taken in one-week increments within the first year after the birth or placement of adoption.

Q Who is eligible for parental leave?

A This leave is available to all U.S. employees—including both moms and dads—who add a child to their family by birth or legal adoption. You must be a Stryker employee at the time of the birth or adoption to be eligible for this benefit. Domestic partners are eligible for this benefit as long as they are the legal parent of the child, either through birth or adoption.

Q Do I need to take the four weeks of leave all at once?

A No. You can take the four weeks of leave in one-week increments within one year of the birth or placement of adoption date.

Q Can parental leave be combined with other leaves?

A Yes. Moms giving birth can use parental leave after their disability period related to delivery ends. Some states have parental leave available to fathers, too. Parental leave will be coordinated with state or federal mandated leaves.

Q How do I request parental leave?

A Contact your Benefits Team within at least 30 days of your expected leave start date to review your eligibility and formally request a leave. The Benefits Team will approve the request if you are eligible. However, you should discuss your leave and the expected timing with your manager as early as possible.

Q How does Stryker's parental leave benefit compare to others in the industry?

A Our parental leave benefit is market-leading in our industry. Only 33%* of our competitors provide paid maternity leave that exceeds what is typically provided for short-term disability, and only 53%* of our competitors provide paid paternity leave or adoption leave.

*According to a 2016 survey of 15 of our Med Tech competitors done by Willis Towers Watson, a global advisory company.

Q Who do I contact if I have questions about a leave?

A Contact your Benefits Team using the information below.

Division	Phone	Email
Orthopaedics Shared Services	201 831 6996	hshared@stryker.com
Spine	201 760 8096	spinebenefits@stryker.com
Benefits Shared Services	877 795 2002 or ext. 7599 (option 1)	benefits@stryker.com