

# Stryker

## employee benefits

We are here to support you as your life and needs shift over time. As a Stryker employee, you will have access to a wide range of personalized benefits and rewards.



## United States benefits overview:

- Health benefits include medical and prescription drug insurance, dental insurance, vision insurance, critical illness insurance, accident insurance, hospital indemnity insurance, personalized healthcare support, an Employee Assistance Program, a wellbeing program, and a tobacco cessation program.
- Financial benefits include Health Savings Account (HSA), Flexible Spending Accounts (FSAs), 401(k) plan, Employee Stock Purchase Plan (ESPP), basic life and AD&D insurance, and short-term disability insurance.
- Full-time employees are also eligible for supplemental life insurance, long-term disability insurance, and tuition reimbursement.
- Holiday benefits include 12 paid holidays annually, pro-rated for the current year, based on date of hire.
- Vacation benefits: all regular employees are eligible for one of the following vacation plans, based on role level:
  - A minimum of 15 paid vacation days per calendar year. This minimum will increase in subsequent years based on years of service at Stryker.
  - Flexible vacation time, which is not limited to a set number of vacation days. This gives employees the flexibility to request and schedule vacation time as needed, based on individual and business needs.
- Non-exempt employees will receive a minimum of 8 days of paid sick time per calendar year, based upon employees defined work schedule and month of hire.

Benefits are pursuant to the terms and conditions of our Stryker plan documents.