

stryker

Our

Passionately
driven

culture

2019

Our

culture

As defined by
our employees



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A message from our Chairman & CEO



Our workplace is special. We feel it when we come to work every day, and others feel it when they interact with us. That feeling is a combination of our highly engaged people, our culture, the work we do for patients and caregivers, and our focus on growth. It is what makes Stryker an incredible place to work.

Each of us has a story about what connects us to Stryker, and one commonality is our deep understanding of the role we play in making healthcare better. We work together with our customers, striving to create quality products that improve and save the lives of millions of people around the world.

Our founder, Dr. Homer Stryker, continues to inspire us. As we have grown from a small family business to a large global company, the essence of Dr. Stryker's vision remains the same: to make a difference in improving healthcare outcomes. That is why our mission is, "Together with our customers, we are driven to make healthcare better." Our values of Integrity, Accountability, People and Performance define what we believe and are a set of integrated, guiding principles that reflect our unique DNA.

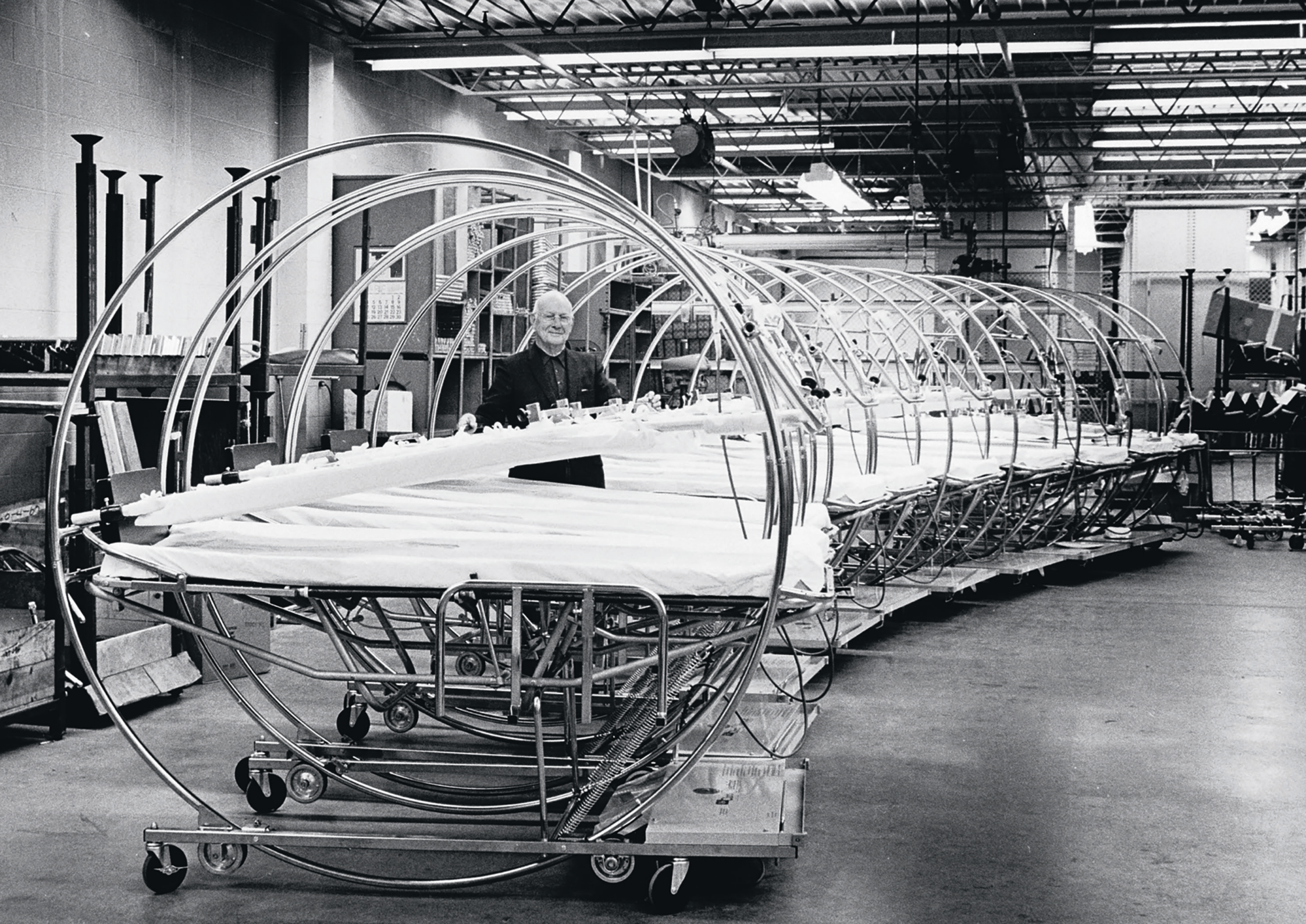
Our mission and values inspire us to grow and innovate. We are committed to researching and developing new ways to address our customers' needs and enable our passionately driven employees to help us win in the Med Tech industry.

As you read the following pages, my hope is that you come to understand what makes us special: our people. They are the reason for our dynamic workplace culture and remarkable results. They are the engine that keeps us moving forward.

Kevin Lobo
Chairman & CEO

Our history





Our history is rooted in innovation.

When Dr. Homer Stryker, an orthopaedic surgeon from Kalamazoo, Michigan, U.S., found that certain medical products were not meeting his patients' needs, he invented new ones. As interest in these products grew, Dr. Stryker started a company in 1941 to produce them.

Dr. Stryker continues to inspire what we do today. As we have grown from a small family business to a large global corporation, the essence of his vision remains the same: to make a difference in the lives of healthcare professionals and their patients.



Grow

with a growing company

Today, we are one of the world's leading medical technology companies.

Our growth is based on a diverse array of innovative products and services in MedSurg Equipment, Orthopaedics, and Neurotechnology/Spine that help improve patient and hospital outcomes, which we achieve through the dedication of our more than 33,000 employees globally.

With a record of 38 consecutive years of growth, we are well positioned to continue serving the worldwide medical community for generations to come.



See more about our history | bit.ly/StrykerHistory

Our mission and values

stryker

Mission

Together with our customers,
we are driven
to make healthcare better.

Values

Integrity
We do what's right

Accountability
We do what we say

People
We grow talent

Performance
We deliver



Customers and patients

are at the heart of everything we do

At the heart of what we do and believe is making healthcare better.

We do this by collaborating with our customers to develop innovative products and services that ultimately improve the lives of patients, and we express it through our mission: **Together with our customers, we are driven to make healthcare better.**

Our core values of **Integrity, Accountability, People and Performance** define what we believe. We do what's right, we do what we say, we grow talent and we deliver. These values are part of our DNA and are fundamental to how we execute our mission.

Our employees bring our mission and values to life by considering the opportunities throughout their day to make a difference for our customers. We ask ourselves, "How do I make healthcare better?" and incorporate those thoughts and principles into our everyday activities.

We're inspired by the powerful stories of our products and the medical professionals who can better serve their patients because of what we do. **They remind us that what we do every day matters, and our products and services change lives in a profound way.**

"I truly love coming to work every day where I can work with colleagues that care about our customers, our business, and our people. We are engaged every day in a journey to expose and solve problems to improve our processes and products. This is a great company where we are working together with our customers to make healthcare better."

Anonymous | United States



Our company strategy

Drive market leading growth and achieve category leadership in MedSurg Equipment, Orthopaedics, and Neurotechnology/Spine



Customer focus

- Intense customer commitment and dedication through business unit specialization
- Achieve highest levels of customer engagement through innovative, high quality products and collaboration



Innovation

- Make healthcare better through evidence-based products and services that improve outcomes
- Drive growth through disciplined investment in R&D and BD



Globalization

- Focus resources, investment and talent on key global markets
- Strengthen alignment among franchises, country teams and global functions



Cost transformation

- Drive operational efficiency to reinvest in growth
- Continuously reduce costs and expand margins to optimize shareholder value

Talent offense - People and culture
Quality first - Top tier products and services



Our company strategy defines where we are going and how we will get there. Our mission, values and strategy work together to answer the question, **Why Stryker?**

- Our company strategy is to drive market leading growth and achieve category leadership in MedSurg Equipment, Orthopaedics, and Neurotechnology/Spine.
- We will execute on our strategy through four areas: Customer Focus, Innovation, Globalization and Cost Transformation.
- Our Talent Offense – our People and Culture, along with our commitment to Quality First – providing Top Tier products and services, are foundational to achieving our strategy.



Customer focus

We are intensely committed and dedicated to our customers. Our specialized business units allow us to stay close to our customers and help us achieve the highest level of customer engagement. We drive engagement with our customers through collaboration and innovative, high quality products.



Innovation

Innovation means that we make healthcare better through evidence-based products and services that improve outcomes. We drive our company's growth through our disciplined investment in research and development (R&D) and business development (BD).



Globalization

Our workforce consists of nearly 33,000 employees globally, and customers use our products in over 100 countries around the world. In addition, we have sales offices and sales representatives in many locations. The diversity of our business allows us to understand local needs and to build strong working relationships with our customers.



Cost Transformation

We are driving operational efficiencies in our business so we can reinvest in growth. We seek the input of our employees to help us find better, faster and smarter ways to do business.



Our talent offense and commitment to quality are foundational to our success

Our company is made up of hardworking, results-oriented people who are driven to go above and beyond for our customers. We've continued to stay focused on the basics of creating a great workplace. We believe in attracting the right people, maintaining and building employee engagement, and developing our employees. We believe when people are able to do what they do best, they will look forward to coming to work and, in turn, will deliver great business results.



We stand for quality

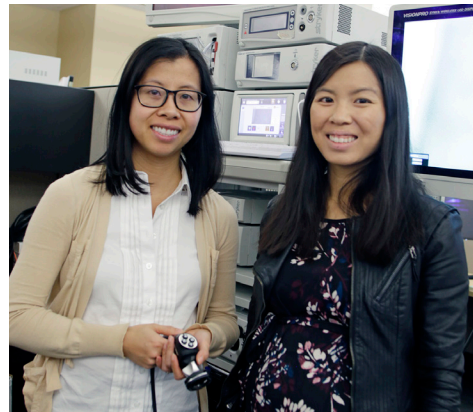
To remain a leader in the medical technology industry, a company must have a passion for product quality and reliability. We are committed to meeting and exceeding global regulatory standards, and we stand behind our products. We display our quality statement, "At Stryker, quality is first in everything we do. We are driven to make healthcare better for our customers by providing innovative products and services that meet regulatory requirements through our effective quality system," at each of our buildings to demonstrate our commitment to quality. We never lose sight of the foundation of this company: to develop innovative, high quality products and services that improve the lives of caregivers and patients.

Our workplace





At Stryker, we win together as a team. We constantly challenge ourselves and each other to be the best because we want to achieve more for our customers and their patients.



Our people, culture, the work we do and the opportunities for growth are what set us apart from other companies.

People. Our people are passionately driven to deliver remarkable results. We act with purpose and integrity because we understand the role we play in making healthcare better. Each of us has a story that connects us to Stryker and that fuels our drive to win.

Culture. We are a team that strives for the best by going above and beyond to improve lives. We constantly challenge ourselves to achieve more. We win the right way, do what we say and treat each other like family. We are proud of the quality products we produce and are accountable for the work that we do.

The work. Customers and patients are at the heart of everything we do. Our work transforms, improves and saves people's lives every day. We deliver quality products that make life better for everyone who counts on us.

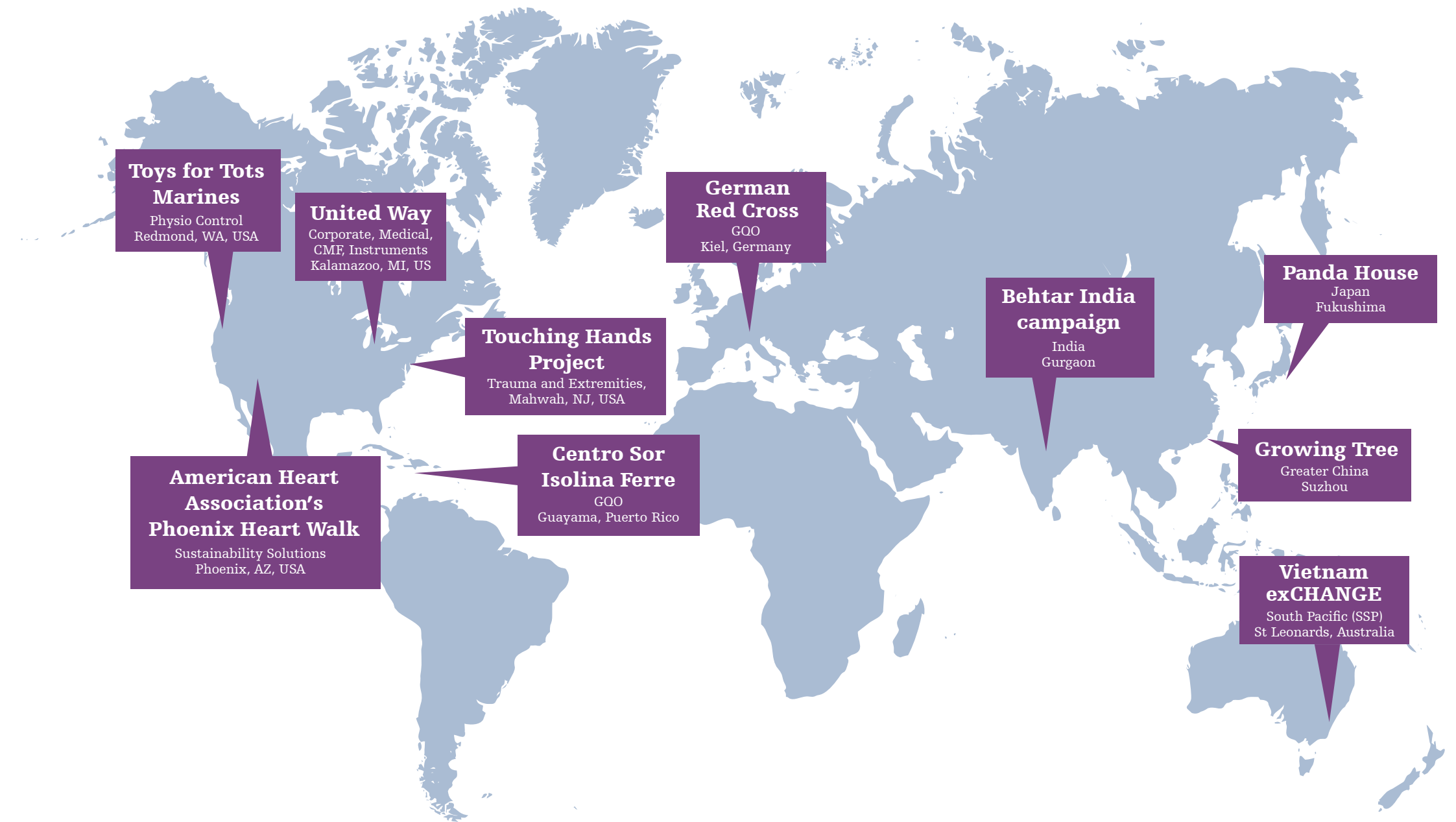
Growth. We offer an array of opportunities where employees can contribute to the growth of our company. We include employees in making decisions, and we're a stronger, more innovative company because of it. At Stryker, you can discover your strengths and follow your passion. We are a career destination where you can do what you do best every day.



Hear what our employees say about our culture | bit.ly/CultureVideo

Giving back

Our social responsibility efforts go beyond our everyday work. We believe the health of the world is as important as the people who live in it. We are committed to making responsible decisions that help people and preserve the planet for future generations. We make healthcare better by developing innovative products that make the work of physicians, nurses, emergency medical technicians and other healthcare professionals easier and safer, with consistently exceptional clinical results. Through our products and services, we help restore health, get people back on their feet and save lives.





Operation  Smile

Since 1999, we have proudly partnered with **Operation Smile**,

one of the largest volunteer-based nonprofits dedicated to improving health and dignity worldwide through access to surgical care. The organization provides free surgical and multidisciplinary care for children and adults who suffer from cleft lip, cleft palate and other facial conditions. If left untreated, children born with these conditions often suffer from severe and recurring infections, have difficulty eating and speaking and are sometimes shunned by society due to the social stigma associated with cleft conditions. We began our partnership by providing medical supplies for surgeons to use in these life-changing surgeries. Today, we provide support for programs that train surgeons so they are fully equipped to deliver high quality surgical care to their communities. To date, the value of our financial and product donations is over \$2 million.

In 2015, we expanded our partnership with Operation Smile, opening the door for our employees to serve as nonmedical volunteers at medical missions. During the missions, our employees assist with conducting pre-surgical patient screenings, comforting patients and families before and after surgery, organizing medical records and more. Through service, employees have the opportunity to witness the transformation firsthand during these missions.

On our first company-level employee mission, six employees traveled to Santa Cruz, Bolivia, and assisted 61 volunteers from 11 countries in completing 115 surgeries. In January 2017, eight employees traveled to Panskura, India, where they joined more than 70 volunteers from 15 countries as physicians completed 179 surgeries. Our most recent mission took place in November 2017 when eight more employees traveled to Managua, Nicaragua, where surgeons completed 116 surgeries over a span of just five days. In November 2018, we sent eight more employees to Tangier, Morocco.

Employees across the company support Operation Smile. In 2017, we created the Operation Smile Ambassador program where passionate employees volunteer to promote Operation Smile. Employees have held fundraisers and informational sessions, spreading the word about the program. Through our Stryker Smiles campaign website, which is open to employees and their friends and family worldwide, we make supporting the cause easy both inside and outside of the company.



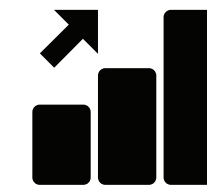
Learn more | www.smile.stryker.com



**Over
25 years**
of support



**Over
\$2 million**
in gifts in kind
and cash to date



**Over
\$200,000
raised**
through the Stryker
Smiles campaign



**Over
200
employees**
are Operation Smile
Ambassadors



Medical missions

Employees have traveled to Bolivia, India, Nicaragua and Morocco to help families.

Surgical training and education programs

- We provided 240 medical residents in the Stryker Resident Leadership Program with cross-cultural field-based medical education opportunities.
- We supported the Volunteer Skills Training Program (VSTP), which extended training to more than 100 healthcare workers in Egypt and the Dominican Republic.
- The Rwanda surgical training rotations provide hands-on training to plastic surgery and anesthesia residents at the University of Rwanda. Stryker's investments support two rotations each year.
- We helped to launch the Cleft Surgeon Training Program, which teaches surgeons in low-and middle-income countries skills that elevate the quality of cleft surgeries and significantly reduces the training time required to perform high-quality surgery.

Donations

- We helped outfit an entire operating room in India.
- We donated a provision of Colorado Needles to enhance the safety of care in the Philippines.
- We donate and discount our custom-designed Magee Instrument Sets.

Big Brothers Big Sisters program

Our Lean Sigma Council, a global community of employees and resources who are passionate about growing problem-solving competencies across our business, is dedicated to working with people to coach, collaborate and connect to produce valuable outcomes in continuous improvement. The Lean Sigma Council turned their efforts to improve processes at the nonprofit organization, Big Brothers Big Sisters (BBBS).

The BBBS team, led by Amy Kuchta, CEO of BBBS, reached out to Stryker to improve how they ensure that every child they serve (called a “Little”) has the opportunity to be matched to a mentor and retain that mentoring friendship for greater positive impact on the children in our communities. Our team, made up of both Stryker and BBBS experts, took on the challenge to reduce the time to match mentors with mentees and to increase match retention rates. The time to enroll potential mentors, or “Bigs,” was too long (six to eight weeks), resulting in staff inefficiencies, low morale, lost Bigs, and Littles without a mentor. The 12-month Big and Little match retention rate was 67 percent versus the goal of 74 percent.

To overcome these challenges, our Lean Sigma Council and BBBS learned a variety of new Lean tools and concepts to make measurable improvements in various areas of their office processes. Through these tools, they incorporated a new filing system to help BBBS staff members quickly identify what type of support each potential mentor and mentee needs, instituted a new intake form to create easier onboarding and training for Bigs, and created a standard process to provide better communications with children interested in participating in the program. We discovered that scheduling interviews with potential Bigs was also a challenge. To drive efficiency, this collaborative team created a schedule where Bigs could sign up for an interview time during their orientation session.

The goal was to reduce the time to match Bigs and Littles from six to eight weeks to four weeks, as well as achieve the match retention goal of 74 percent or better. Through the dedicated effort of this team, we have seen time to match reduce to as little as two weeks and, as the match process improves for both Bigs and Littles, we are confident that match retention will also see measurable improvements. The effort and improvements continue as BBBS uses their new Lean skills to drive improvements to serve their vision that “all children achieve success in life.” And as quoted by Amy Kuchta, “The time and resources put into the project will have a huge impact on our ability to serve more kids in our community.”

We had two main objectives: to support BBBS in this initiative and to empower BBBS with knowledge and skills to keep the momentum of continuous improvement part of their culture. Action without passion is just passing the time. Passion without action is just a dream. Combine passion with action, and you can change the world. This team is truly changing the world for kids.

Employees share their story

Stryker is driven to make healthcare better, but I also think most of us are passionate and driven to make our communities better as well. Our employees have the talent and the passion to drive improvements with local nonprofits; the Lean Sigma Council seeks to create the process and opportunities where our employees’ business and continuous improvement expertise can drive meaningful change in our communities. This BBBS pilot in Kalamazoo is only the beginning, and I am really excited for how it can grow across all Stryker communities in the future.

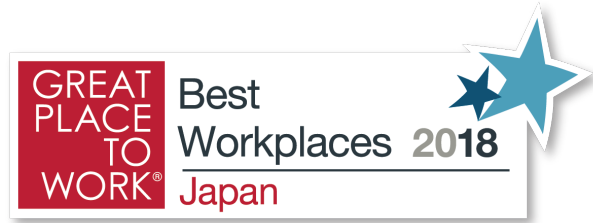
Russell M.

Taking someone from “I don’t know” to “I understand” was an amazing experience and is what drives how passionate I am about Lean and continuous improvement. This is a prime example of looking upstream to improve rather than downstream to the damage control we are accustomed to.

Mark E.

Global recognition





World's Best Workplaces 2018



We take pride in receiving awards and recognition for our innovation, business results, workplace culture, and philanthropic activities.

We believe these achievements are a direct result of our employees' hard work and dedication, and we are committed to taking care of each other the same way we take care of our customers and their patients.



See more about our company awards
www.stryker.com/us/en/about/awards/awards.html



People

**Passionately driven,
remarkable results**



Every employee drives our success.

Our team wins with talented individuals who move fast, act quicker, and are empowered to do more.

We count on each person to bring the talent, expertise and passion we need to win. By focusing on results, every employee contributes to our mission of making healthcare better.

We act with passion, purpose, and integrity to deliver results. Our employees bring focus and drive that help us win for our company, customers and patients.

Every action we take as a company makes a difference. We can do more, grow more and change lives in bigger and better ways. We think big, and we're looking for people to help us think even bigger.



Rick's story

On the brink of retirement in February 2018,

Rick, a senior inventory analyst, experienced cardiac arrest while at work. Colleagues around his work station heard him fall to the floor and immediately went into action. They quickly called 911, started CPR, and sprinted across the building to retrieve an AED, which delivered a single lifesaving shock that gave Rick a second chance at life—a chance to retire and spend time with his family. What the team did was nothing short of inspiring.

In April, our employees, members of the Redmond Fire Department and Medic One Foundation attended an employee recognition and retirement ceremony where we recognized employees Tony S., Debbie S., Ed D., and Michael A. for their heroic efforts to help save their colleague's life. Each employee received the City of Redmond CPR Life Saving Award for their involvement. We also celebrated Rick, who retired in 2018 after 43.5 years of service.



Hear Rick share his story here | <http://bit.ly/A-Survivors-Story>

I have only been working at Stryker for a little over a month, and I did not know it was possible to be this supported in a job. Everyone on my team is always willing to help and is always checking in on me to see how I am doing. I feel driven and appreciated at the same time. I can't believe I found a company where I am excited to go to work every day! My team has gone above and beyond making me feel welcomed and getting to know me. The best decision I have ever made was joining the Stryker team!

Alexandra F. | United States

Stryker makes a concerted effort to attract and retain the best talent. It's a group of individuals DRIVEN to make healthcare better every day! We never turn "off," and there is an inner drive within all of us to always find a better way to serve patients. We challenge each other to do more and be more. We challenge the industry to think differently about healthcare. We are dedicated to our company culture—it's what sets Stryker apart from all competitors. I would never work anywhere else!

Anonymous | United States

As a Q12 champion, I make sure leaders know the concerns of my colleagues. I meet with our human resources representatives and review my department's Q12 results. I take this information to the team and we create an impact plan. I then take our Q12 results, our plans and our goals for the year to leaders. Leaders provide feedback and ask great questions. This demonstrates our leaders' dedication to hearing our concerns and needs. That helps us do our jobs better and makes it a great place to work.

Chris B. | United States

Stryker's driven, passionate culture drew me to the company. From my first interview with an HR representative, I could tell that Stryker employed great people. I began my time at Stryker as an intern in Summer 2017, and I was fortunate enough to receive an offer for full-time employment starting July 2018. During my short time here, I feel I have made a contribution to my team and the company as a whole. I feel very supported and am excited to continue to develop in my role!

Alexandra K. | United States

Stryker is a great place to work because of the people. When I first started with Stryker three years ago, it was like walking into my home. Every day I am welcomed into work with great personalities that truly want to see you succeed. I have taken every opportunity to meet new people and learn what it is that they do to help support our business. It stuns me to see how incredibly different everyone is, but also how incredibly well we all come together. Stryker is a workplace where you truly are around friends and family.

James R. | United States

What makes Stryker a great place to work is the people. Everyone has a consistently positive attitude and sometimes goes out of their way to make your day better or easier. I remember my first day here and how everyone was patient and willing to help me "learn the ropes." Stryker is a great place to work because everyone has an amazing drive to get the customers what they need. We're all one big team, and I wouldn't have it any other way.

Shelby S. | United States

I have been working at Stryker for 11 years and love working here. The people I work with are very team oriented, and it's always a good atmosphere. My manager is someone who cares about his team. We all work hard and do what is needed to achieve our goals to make healthcare better. Stryker does a good job of taking care of us, and it's great to have a gym onsite. The kind of work I get to do is the best, and I really love what I do at Stryker.

Joseph G. | United States

When I interviewed with Stryker, the number one answer to my question of, "What do you like best about working at Stryker," was the same across the board: the people. It didn't take long for me to understand their sentiments; the people are what make Stryker so great. From supportive and passionate leadership, to colleagues that take time out of their day to acknowledge your contributions, to team members who genuinely care about you on a personal level, the culture is what drew me in and what I appreciate every day I come to work.

Amanda H. | United States

I have been working at Stryker for about a year, and personally I love Stryker. I've found the people here to be intelligent, driven, committed and interesting. The managers I've worked for have been supportive and helpful, and the teams I've worked with have been great! Stryker's culture is unique, and I'm happy to be a part of it.

Jessica J. | United States

The genuine nature of Stryker employees is what makes Stryker so special. From the top down, Stryker employees strongly believe in the company's core values and mission statement. Stryker employees go into work every day knowing that we are not only making healthcare better, but we are also directly impacting people's lives for the better.

Anthony G. | United States

Stryker is my first workplace, and I joined in the Netherlands. What I really enjoy every day is the palette of people from around the world. You can meet very interesting individuals, exchange your ideas, share culture specifics and build your own position in a multinational environment that can boost your self-confidence and open your mind.

Kamila V. | Czech Republic

As simple as it sounds, the most important thing that makes Stryker a great place to work is that all of my coworkers are happy to be working here. I think that's a byproduct of a clear shared mission, sufficient staffing, optimizing for long-term growth rather than short-term metrics, and a concerted effort to listen to employees.

Britt O. | United States

I have never been surrounded by as many driven, thoughtful, hardworking colleagues who I have the pleasure of developing personal relationships with as well. I am honored when people ask where I work, and I have the opportunity to share how we make a positive impact on countless lives—from surgeons to their staff, to patients and their families.

Leslie J. | United States

I've spent five years with this great organization, the longest I've spent anywhere, and four years on this team! I'm so fortunate to be surrounded by great coworkers who not only work hard every day but legitimately care about me as a person. The people here are without a doubt what makes Stryker so great to work at each and every day!

Misty M. | United States

I started my career in the military, and two things made me feel welcome at Stryker: integrity and discipline. My manager set the expectations and motivated me from day one and that has contributed to my success thus far. I know that what I'm doing is making a difference!

Nikhil S. | United States

Stryker to me is having great colleagues and coworkers who push me to be better and are working side by side to achieve the goals and objectives of the organization. I am here because of the people around me, the talent they bring, and the inclusiveness of the environment.

Tony J. | United States



It started with a phone call from a former colleague who had just joined Stryker. You know, “it’s a nice company, enthusiastic people, builder’s mentality.” I am a realistic man, so I will believe it when I see it. But this former colleague knows me well and thought it could be a win-win situation for both Stryker and me. Finally, I went through the process, and what struck me particularly during the interviews was the sincerity and the pride with which Stryker staff talked. During my visit to Stryker in Michigan, this feeling was confirmed and strengthened again. The people had a healthy drive, people who want to do something good and get the space for it. This gives me energy. I now have worked for almost five months at Stryker, and I noticed that it is an employer that does something extra for the staff. After my probation, for example, a beautiful bunch of flowers was waiting for me, and recently there was a chocolate letter on my desk. Because Stryker also facilitates sports, I participate after work. It makes me proud to work for Stryker.

Jurgen V. | Netherlands

Stryker has an uncanny ability to hire very talented people that always seem to mold well together. I am friends with many of my co-workers, I attend major life events with my Stryker friends, and I communicate with many of my co-workers on a regular basis outside of work. I always know that when it comes to projects or objectives I am working on with my co-workers, they will go above and beyond what is asked. I’ve had a few different managers through all my roles at Stryker, and every single one has taken interest in my personal life and goals as well as my career advancement. They are always open to new ideas and never stunt my creativity. Stryker is absolutely amazing. I’m very happy to be here!

Anonymous | United States

The people! Hands down, without a doubt, the people make Stryker the amazing place it is. The teamwork and comradery make this an unbelievable place to work and makes me look forward to going to work every day.

Jeremy J. | United States

Stryker is more than a place to work. The people here care about each other, and if you are willing to participate, there are many team events to take part in. Soon after I started at Stryker, my daughter was born. Not only did I take advantage of Stryker's amazing paternity leave benefit, but my team threw me a surprise baby shower! I felt blessed and humbled that coworkers I only recently met already cared that much about my family. My team challenges themselves, they are always prepared for what's ahead, and I'm excited to work with them and support them every day.

David B. | United States

My favorite thing about the Stryker plant where I work are the people I work with. Everyone is so nice and welcoming no matter where you go. I always get a “good morning” from almost everyone I see in the morning. I get smiles from countless people all day every day. I always go home enjoying a hard day’s work but knowing I get to come back tomorrow and see all the same smiles. It never gets old.

Drake B. | United States

I could write a novel on how great being a part of Spine RAOA is, but I shall comply with literary short story standards.

My story about this department is that this team really cultivates a positive, energizing, and motivating environment of folks that take the role of “quality” seriously and ensure constant quality work and output. I am proud to be a part of it and feel at home here. Spine RAOA is team-oriented and supportive while allowing each member to have their distinct role and call to action. Our team is geared toward constant improvement and capable of maintaining a fun and playful side. Birthdays are celebrated like wonderful mini-holidays where we collectively celebrate each team member. Just a few days after I started last year, I entered the office to find a sea of balloons. It was like balloon Disneyland. It was our director's birthday, so all of the team members each brought in a balloon for her! Some cute, some sassy, and just overall delightful. It was quite the unforgettable moment! This year was a sea of Boston creme donuts—rather heavenly!

Courtney R. | United States

When I first joined Stryker, it was evident that building relationships is critical to success in this culture, and that was refreshing. Processes and guidelines are important, and Stryker believes in that, but it is also a business that cherishes relationships. After conducting my first half-day orientation meeting, I took the next 30 days to meet as many people as possible. I was surprised that so many people, who were extremely busy, took the time to meet with me and offer advice. I don't discount processes—they are important, but I still believe when you are in crisis, the relationships between people work to the benefit of the company. People cover each other's backs and support each other. I am still new to the company, but I have a positive feeling that this is the case with Stryker, and the many people I've met continue to confirm this feeling through their stories and their history.

Emil B. | United States

The people I work with on a daily basis are committed and respect Stryker values. These people are proud to work for this group. I am pleased to work in a company where the values advocate integrity, diversity and quality.

Anonymous | United States

I love that when I ask my fellow employees what they love about Stryker, they never hesitate and quickly say "the people." A great organization is all about great people, and Stryker employees always go above and beyond. They proudly recite our mission statement and emphasize the words "together with our customers" and "driven." That says it all.

Lori O. | United States

Stryker is the best represented medical device company in the world. I still get chills when I see our logo. I'm a part of Stryker, the family, the culture; so if this is self-aggrandizing, so be it, but our people are the best in the industry. From R&D, to marketing, and most notably our sales force, I would take a Stryker employee over any other company. It's so obvious that Stryker invests in its people, and we pull talented individuals like a singularity pulls matter. Additionally, we dominate. Athletically, aesthetically, intellectually, we win.

Anonymous | United States

When I arrive at the office, it always feels like coming home. On the way to my desk, I welcome everyone with a good morning and a smile on my face. Every time I see people walking around when they are new, it reminds me of my first days at Stryker. Everyone helps you find what you are looking for and answers your questions. No one can forget about their own first days at Stryker.

Sven M. | Germany

My birthday was only three months after my start date. Earlier in the week, I had mentioned it to my team once or twice as people discussed their weekend plans. I came in Friday morning to find my desk completely decorated. Balloons covered my workspace and were taped along the top of my cube. Streamers were thrown around my desk and over the poles on the ceiling. Happy birthday banners were stretched across the space of my cube. Treats were brought in by others, and so many people came by to wish me a happy birthday. It really showed how the people I work with really care about me.

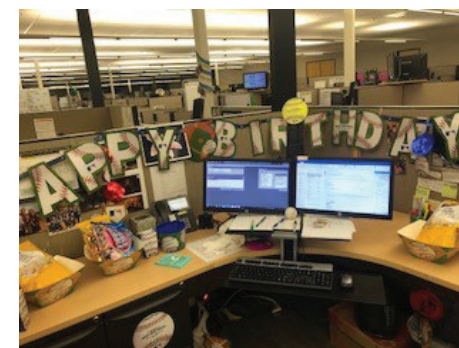
Amanda N. | United States

I felt the Stryker love during my interview for a contractor position. Everyone was so welcoming, inviting and honest. I was skeptical about coming on at first in the position I applied for because phones were involved, and I didn't want to go back into a call center-type environment. All my fears were put at ease. I have since gone permanent with Stryker and can say that I am still in love with my team and my company. I always speak highly of Stryker as a whole—culture and people. I love the fact that Stryker is about work/life balance and health. These things are very important in my life, and I get what I need here. Stryker ROCKS!!!

Nakeisha F. | United States

I love walking into the building and feeling an instant sense of inspiration to be the best. Everyone you encounter is talented and driven to do great work with integrity in mind. It motivates me to be better than I was the day before. I have been here for a few years and found that there are endless opportunities for development and the chance to reinvent yourself within the same company time and time again.

Jacqueline E. | United States



The second I started at Stryker, all the employees here were extremely friendly. I mean shockingly friendly. Everyone walks through the halls and says, "hello," "good morning," "how are you?" This was not what I was expecting. The warm culture of instant friendship was intense and easily embraced. They point is they know me; they do not just work with me. They know I coach, they know I have kids, they know my favorite snacks ... they aren't just co-workers, they became my friends. To me, that makes Stryker different and special.

Michelle B. | United States

Honestly, what makes Stryker a great place to work is the people. So many times, people forget that getting benefits from a company are what comes in a paycheck but working here really shows you a benefit is so much more than that. When you work for a company such as Stryker where you really feel like you matter makes you look forward to coming in each day. The many people you interact with in different departments but also cross-divisionally has been wonderful. Everyone is always willing to help and take the time with you. The friends that I have made just make this job that much better.

Jodi S. | United States

What makes Stryker special to me is the people, support and knowing that you are truly contributing to something bigger than yourself. On my first day, I was met in the lobby and taken out to lunch, then came in to my office fully ready to go. Each year since, I have received a card to thank me for my contributions on my "Strykerversary." Stryker has become more than a job to me—the people have become family.

Becca K. | United States

I love and respect my hardworking coworkers and all the knowledge they have shared with me on all the great products we build here. The atmosphere and powerful strength is so awesome. Thank you, Stryker!

Ruth W. | United States

The people here at Stryker is what really makes it a great place to work. During my time here, there has been constant change, but the core people I work and interact with have stayed consistent. We have highly motivated and talented people here at Stryker, which is still refreshing to experience day to day. Not only have I formed solid working relationships with a lot of my coworkers, but I have formed solid friendships outside of work as well. I feel that I have not only grown as an engineer and manager but also as a person. This is due to the great people we have here that I have had the pleasure of working with every day.

Michael C. | United States



Stryker understands that the core piece to serving our mission to improve healthcare begins and ends with employees! Team engagement, an opportunity for growth, and a positive impact on the world makes cultivating strong teams easy to accomplish because we're all focused and want to win while accomplishing our goals. And with every win comes a celebration! Stryker encourages teams to celebrate wins and each other, which builds the momentum for even stronger, more cohesive teams! Did someone say off-site!?

Giovanni C. | United States



Stryker has been very open and honest since day one. They're very inclusive but also expect hard work and results. Together it produces a culture of hardworking, caring, passionate men and women who want to achieve great things. I transitioned from active duty military service, and the continuation of hard-charging, goal-minded individuals in my life has really helped me fit in well. Stryker welcomes vets with open arms, and I'm happy to say I work here.

Steven B. | United States

During my interview process, I remember asking each team member their favorite thing about working for Stryker. Every single person had the same answer: the people and the culture. It wasn't until I started working here myself that I truly understood what they meant. The people here at Stryker genuinely care and create a positive and enjoyable environment to work in. I'm so happy to be part of such an incredible team at such a great company!

Keri B. | United States

Stryker is about the people. You hear that phrase often, but it's true. Stryker's workforce is filled with talented individuals driving toward the same goal who work collaboratively and without regard to hierarchies or titles to achieve results. We celebrate each other's successes. I not only have one best friend at work, I have many best friends at work: some I made at Stryker and others I recruited to work here. Stryker offers so much more than simply a job.

Karen T. | United States

I hate snow. One fine March day, we received over two feet of snow in my town. We lost power, and of course the office was closed. Several of my coworkers that lived nearby all had due dates and frankly just wanted to get out of our respective houses. We all met up at the Cloverleaf and made it our office for the day and worked over some hot soup. It was broken up by the occasional snowball fight, but it was a great day with coworkers and almost made the snow bearable.

John R. | United States

I recently joined the company in the NV site in Ireland. Over the last few weeks, I have been so pleasantly surprised to see the amount of people working in the company that I have worked with in the past in previous jobs. These people were the cream of the crop, the brightest, friendliest, most conscientious, diligent and hardworking people I had worked with in previous roles who I was so sad to see leave former companies. I am so happy to call them colleagues once again. It was great to reminisce with them when we met in the halls or in the canteen, and a common theme emerged in all our conversations: Stryker is an awesome place to work. There is a superb culture onsite, and I can tell that it is down to the fact that the right people are being hired. Everyone I've met and worked with has such a fantastic positive attitude, and it is infectious. I hope I have many, many years here.

John B. | Ireland

Stryker certainly is a great place to work. The culture and the people here are so amazing. I get excited to come to work every day!

Rakshya B. | United States

Desde el primer día que comienzas en Stryker te das cuenta que es especial y lo es porque las personas que trabajan en ella son especiales. Son personas comprometidas al 200% y dispuestas a dar el máximo de sí mismos cada día. Son personas con valores que desde el minuto uno te hacen sentir que formas parte de algo grande. Todos trabajamos a diario sabiendo que nuestro esfuerzo contribuye a mejorar la salud de los pacientes.

From the first day you start at Stryker, you realize that it is special, and it is because the people who work in it are special. They are committed 200% and willing to give their best each day. Their values make you feel that you are part of something great from the first minute. We all work every day knowing that our effort contributes to improving the health of patients.

Marta B. | Spain

I love working with great, smart and passionate people who always strive to win and being part of a winning team. Stryker has great work flexibility and is accountability-focused.

Roy C. | Canada

During the Accelerate project, my first in Stryker, I saw a tremendous amount of energy with developers, tech leads and program stakeholders during the technical go-live that happened last year. Everyone in the middleware team was so focused, dedicated and clear-sighted that lead the execution to perfection. I was astonished to see how different energies derived beautiful synergies to meet organizational goals. I still remember the time when people formed small groups within this huge program and lead the execution. They all met during common calls and aligned the program with the latest updates.

Pratyush K. | India

Stryker is a great place to work because of the people you get to work with each and every day. We hire the brightest, most hard-working talent, along with the ability to make the hard work fun. The people on our marketing team have become family, and I'm grateful for them!

Ashley T. | United States

What makes Stryker a great workplace to me is the people I am fortunate enough to work with on a daily basis. As a field service tech, I am often on the road on my own and not in a typical office with fellow coworkers. Though I don't see my coworkers often, the personalities and culture within Stryker promote teamwork and collaboration no matter what division or role. We are on the phone every day and constantly utilizing each other's strengths to help further our careers and provide the best customer service possible. The inclusion and encouragement from Stryker, along with the employee culture, makes Stryker a great company to work for and one that I would like to further my career in while developing my skills to help grow the business in Canada.

Ben V. | Canada

Stryker is a great place to work for me because of the integrity of our employees. I hear countless stories of when our reps do things the right way compared to other companies. I am proud to work here and look forward to growing with Stryker into the future.

Matthew C. | United States

Stryker is a great place to work because your team becomes like family and the company cares about your whole wellbeing, not just how you can increase the company's bottom line. I have been on different teams throughout my seven years at Stryker and have enjoyed many team activities, such as bowling, picnics and just meeting up after work to hang out and relax. There is always someone ready to listen for a minute to a struggle or rejoice with you when something good happens. My four children love Bring Your Child to Work Day and start asking when the next one is just weeks after they come! I love that Stryker has the Strive program that encourages our overall wellbeing and rewards us for achieving goals; the team challenges are my favorite. I feel that there is a lot of opportunity to grow for those that want to continue to learn more or change their position. I am proud to say I work at Stryker!

Kelly F. | United States

The people at Stryker make work enjoyable. I feel I can be my genuine self and that others are comfortable to do the same at work.

Adrienne C. | United States



As part of my role in supply chain, I have had the pleasure of visiting Stryker locations across the globe. Virtual relationships formed over the past few years have turned into lifelong friendships, and new Stryker buddies are also gathered and added to my collection. At every location, I have experienced talented people who are willing to share knowledge and help make healthcare better. Our positive "can do" attitude really is everywhere, and it's incredibly inspiring.

Emma P. | Australia

Stryker is extremely hardworking, fun-filled and busy, busy, busy! We love working together, and it is truly a "work family!"

Emily W. | United States

My Stryker story is about what makes Stryker so different from any other place I have worked. The most noticeable difference I experienced when coming on board at Stryker, after experiencing various corporate environments over the years, was the "vibe." From the minute you walk in the door, down the halls, in a breakroom, anywhere in the building, everyone you pass smiles and says "hello, how are you." My first day working for Stryker, I noticed this right away. People I had never met made a point to greet me. The employees genuinely enjoy being here. There is a high energy, positive vibe at Stryker. It resonates throughout the building and is contagious!

Molly H. | United States

Stryker feels like home for me. Being surrounded by like-minded and driven individuals who come together to support a greater goal is what motivates me day in and day out to do my best. When I was an intern here in the summer of 2017, I was shocked by the warm welcome and everyone's willingness to speak with me and take a minute out of their day to chat about their experiences here.

Ryan K. | United States



I've been with Sage, now a part of Stryker, for 27 years. I cannot say enough about the friendships I have developed with the people here. They truly make coming to work exciting, especially on your birthday.

Cheryl V. | United States

I love working alongside people who are committed and passionate about making the world a better place! We bring our best every day because we know it impacts the lives of the customers we serve.

Jennifer R. | United States

What makes Stryker such a great workplace is the people. From the careful selection process to the coaching and development, we are full of great people and great potential. It is motivating to come to work each day and know that I am working alongside a group of people who are passionate about making healthcare better and driven to make those changes. Thank you, team Stryker!

Calvin L. | United States

The people of Stryker make it a great workplace. The people who are driven by the mission to make healthcare better are what makes this organization one of the best workplaces across the globe. Knowing that everything you do directly and indirectly is going to make a positive impact on someone's life drives one to give his/her best in everything they do (whether it is through a knee implant, a Stryker bed, contributions to Operation Smile or anything else). This is what makes us a growth organization and a winning organization, and this is what makes Stryker special to all of us.

Piyush U. | United States

Stryker is often referred to as a company that is hard to get a position at. To me, this is one of the reasons Stryker is a great place to work. Candidates are vetted very thoroughly, which means those who are offered positions are more likely to enjoy the culture within Stryker, including their new peers in the workplace. The result of our challenging hiring process is a workplace where it seems effortless to make friends and collaborate. Our hiring process does not result in people who think the same way, but rather those who share similar core values and passion for the work Stryker does. I think this is one of the key ingredients to our continued success.

Garrett R. | United States

The people truly are what makes Stryker great. There are so many talented and caring people here that it's incredible. Hats off to the recruiting team!

Jake C. | United States

The professional and personal character of the people at Stryker is exceptional. Not only are they great at what they do, but most pass the "beer test" (would I want to go out with them during my personal time and have a beer). I've worked at four different divisions during my 18 years at Stryker, and the people are the one thing that distinguishes us from any other company I've ever interviewed at or worked with.

Anonymous | United States

I have worked at three other Fortune 500 companies, and by far Stryker is my most favorite place to work. The people here are amazing! I remember my team and I really needed some help, so we looked up the technology in the Stryker portal and called the first employee's name that came up in another state. He picked up the phone and took time out of his day to help us. This was incredible. I see this every day where we are all working toward the same goal of making healthcare better and everyone is always happy to help each other get there! I love working here, and I couldn't imagine working anywhere else. I am proud of the work I do and proud to work at Stryker. Whenever someone asks me where I work, it always feels great to say Stryker.

Joshua S. | United States

"Stryker is a winning culture made up of high achievers with can-do attitudes taking market share while allowing its privileged crew to do what they do best and love it!"

David N. | Canada



Culture

**We constantly challenge ourselves
and each other to achieve more**



We win because of our winning team.

We are driven, and we deliver results while constantly challenging ourselves to achieve more. We do what we say. We tackle barriers together, encouraging each other to be better.

We refuse to settle for anything less than our best—and then we reach further. We strive for more because we're making a difference in people's lives. We never back away from challenges, yet we win the right way—with drive, passion and integrity. Overcoming obstacles and winning together motivates us individually and collectively.

We care about each other like a family. By supporting and challenging each other, we achieve our best as a team. We overcome obstacles and celebrate our wins.



Bring your child to work day

From barbeque cookoffs to holiday celebrations, here at Stryker, we find fun ways to build camaraderie.

One event that is a staple in our organization is Bring Your Child to Work Day.

Shortly after we opened our office in Seoul, South Korea, in 2018, we hosted a Bring Your Child to Work Day event with more than 20 children in attendance. With the theme of “We Are Stryker” and our employee resource group, Stryker Women’s Network (SWN), in mind, we established the event to help employees feel proud of working here and create a flexible and family-friendly culture.

The children participated in various activities, including a fun quiz about the body and hands-on product experiences with a camera from our Endoscopy business and a small bone saw with trauma plates.

At the end of the day, the office was filled with laughter and happiness. Kids ranging in age from two to nine got to spend time with their parents at their workplace, and parents were proud to show their children what they do and where they work. Our employees without kids were excited to see the fresh faces as well.

The educational experiences proved to resonate with the kids, teaching them something new and leaving a lasting impression.

“The other day, I was dropping off my son to pre-school and he told me, ‘I know that we have 206 bones in our body,’” said Chloe L., a mom at our Korean office. “It was truly amazing to see he not only enjoyed that time but also learned something. And now he just keeps asking when he can come back to our office again.”

Bring Your Child to Work Day truly embodies the flexible and family-friendly culture.



Three years ago, my husband and I made a life-changing decision to move back to the Northwest to raise our children close to family. That decision was contingent on staying with Stryker. Both of us have worked for other employers and have an appreciation for the effect your job has on your whole life. We were not willing to risk losing one of the best things that had happened to us: working for Stryker. We were incredibly fortunate to be given the opportunity to work remotely. It's a completely different experience from working in an office. While I may not be physically surrounded by my friends at Stryker each day, I've had the opportunity to meet many new people from around the globe. And while I can't just walk down to a conference room and meet with a group face-to-face, I have learned to use technology to connect with more people than ever before.

Kerri B. | United States

My name is Claude from Montreal, Canada. I have almost 30 years with Stryker and I'm over 65 years of age, and I can assure you that my passion for my work is still like my first day of work. If you ask me, "Do you have a best friend at work?," I will definitively answer YES, IT'S STRYKER. I encourage all the young guys to develop their passion, skill, ability, and sense of helping people. Thanks, Stryker, for a great career and a good living.

Claude L. | Canada

Stryker promotes a friendly working environment that fosters excellence, productivity and camaraderie. Although these characteristics can be attributed to the entire organization, the RA/OA organization specifically has held itself to exemplify the highest commitment to quality and service to each other. It has harnessed a relaxed and productive atmosphere that people enjoy coming to work and feel appreciated, acknowledged and rewarded. The sense of humor with the can-do and go-the-extra mile attitude that the RA/OA folks demonstrate on a daily basis helps keep things in perspective and also have fun and laugh.

Nikin D. | United States

I joined Stryker around two years back, and what a journey it has been! I was an outsider who was clueless and nervous about how things would be in this new and very different setup. Today, when I look back, I can clearly see how I have been transformed into an integral part of the family. Today, my source of strength and my daily motivation is my team. My army is comprised of a strong-minded, committed, ardent workforce of six men, two ladies and an astute leader. My team has always showcased its strong attributes of functional excellence, a drive for results, timely decision-making and problem-solving skills. We all believe in using our own individual skills, sharing innovative ideas, and accepting and providing constructive feedback with a common goal of customer satisfaction.

Varun K. | India

Team Canada wins #4 for Great Place to Work!

Sudha D. | Canada

Stryker is a great place to work because we care about being a great place to work. Seriously. Because we care and want to be a good place to work, we put a ton of effort into making sure people feel engaged, that they have good benefits, that they have some degree of flexibility, and we have a commitment to getting better. That spirit makes it a great place to work. And the 7% discretionary 401(K) contribution immediately when I joined the company—that's 4+7=11%. Wow. What an amazing benefit for a person like me. I actually have some retirement now. Thank you!

Miles B. | United States

I just finished this year 10 years with Stryker (previously I was with Mako). I am very excited to be here at work every day. Stryker's management takes care of each individual very well. Q12 is one of the best things at Stryker that allows everyone to participate and, based on the results, perform activities to create a better workplace. I am looking forward to retiring with Stryker. Stryker also has one of the best 401(k) plans, including the contribution of 7%.

Alpesh M. | United States

My friends and family always tell me that my eyes light up when I talk about Stryker; I enjoy bragging about Stryker's fantastic culture, people, leaders, and perks! It is inspiring to be part of an organization that honestly wants to do right by our customers and employees.

People

Stryker is a special place to work because of our people. I have the privilege to work with the best talent that is dynamic and super engaged. We have a great culture of inclusion, promoting diversity, fairness, and equality while also supporting the advancement of women in the workplace.

Senior leaders

The Stryker culture is reinforced from the top down, starting with the leadership team, a group of people who are enjoyable, down to earth, approachable, and caring. I have the reassurance that I can reach out to the president, finance director or HR director and that they will make the time to talk with me. Our leaders care that we are happy and engaged, we are given support, training, the ability to work on special projects, and development opportunities to advance our career. Stryker is different by the receptiveness and encouragement towards the ability to drive change, whoever you are.

"Stryker is special to me because it gives me opportunities while also letting me be myself. I appreciate the fact that I am able to do my work and still have peace of mind that I am not being judged or discriminated against."

Courtney W. | United States

Perks

Beyond the great people and culture, Stryker is a wonderful place to work because of an extensive list of amazing rewards—we are treated quite well! We have a family-friendly environment with flexible work schedules. Stryker promotes a healthy work environment via the health and wellness committee, healthy living financial reimbursement, and plentiful benefits (health, dental, vision, paid time off). We are about to move into a brand new office where our comfort and wellbeing are at the forefront of every design decision made.

We also love to give back to our community. We support local charities and volunteer during paid time off, and we have plenty of celebrations to reward our efforts, such as our annual awards gala,

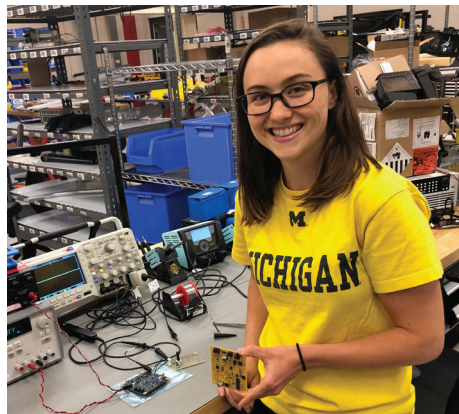
holiday parties, golf tournament, employee appreciation week, quarterly recognitions, work anniversary recognitions, special events, and lots of other reasons to celebrate!

I can honestly say that Stryker is the best employer I have ever had the pleasure to work for! I always enjoy going through the amazing events and perks with my new colleagues and see their smile getting brighter and brighter as I go through the list. Stryker truly embodies this quote by Simon Sinek: "The goal is not simply to 'work hard, play hard.' The goal is to make our work and our play indistinguishable." I am proud and thankful to be a part of this exceptional organization.

Julie R. | Canada

I have had jobs in the past where there is little to no support from managers or coworkers. It's not an ideal work environment. Luckily, I cannot say that anymore. The team I have the pleasure of being part of at Stryker is simply amazing. We always have each other's backs when it comes to work, and we even enjoy getting together outside of work when we can! The synergy displayed between all our coworkers and managers on all three of our shifts is inspiring. We've had to work through some tough times here, but we made it, and I truly believe that it is because this team works so well together. Coming from the microbiology department, I can say that our culture is, quite literally, the best!

Marcy P. | United States



I have been with Stryker for over five years. I am a member of the Global Supply Manufacturing family. As an admin, I work closely with senior executives, manufacturing site leaders, regional function leaders and key players at each plant in the Americas East region. By working with our team, I have experienced a culture of engagement, commitment, fast pace, innovation, pursuing excellence and teamwork.

We have been through a lot of challenges. Our team always quickly works together to develop a strategy and realign priorities. I have seen our team members sacrificing to support the manufacturing network with backorder challenges, SMART-ERP system implementations, remediation and other projects. We take the initiative to build and maintain a trusting working environment. This requires a team that is fully engaged and committed.

Stryker is a fast-paced workplace. When I first joined the company, I was told that Stryker always changes. I didn't understand at the beginning, but now I have gained full knowledge of a fast-paced culture. We always pursue excellence and build the best in class. Our leaders encourage the team to ask ourselves, "What does 'the best' look like?" We set high expectations for ourselves, develop manufacturing standards, share best practices, and always keep looking for creative and innovative solutions to drive excellence.

"Learner" is one of my top 5 strengths. To attract an employee who is a learner, there must be opportunities for individuals to grow. And Stryker is a place that provides employees with ongoing opportunities and incentives to learn, develop and grow, both in establishing new job-specific hard skills, as well as softer skills that serve the team members well as individuals, managers and leaders. As an admin, I have been challenged and given opportunities to gain business knowledge, to understand data and draw graphs, to create standards in certain areas, to develop newsletters and magazines and to learn software skills, which is full of excitement and adventure! Our leadership team is currently

developing a program to help our production team leads to improve their competency in their roles and responsibilities. I can continue to list more great things at my workplace! How can we not say that Stryker is a great place to work?

Tracy J. | United States

Being a recruiter, it's my job to sell our four core values to candidates when they assess whether to accept a role at Stryker. These values include Integrity, Accountability, Performance, and my personal favorite, People. For me, this has never been a job, though. The sell is an easy one and one that rolls with ease off my tongue to talk about because I LOVE what I do, and I LOVE the people at Stryker! It's a place where people are united to make a difference, they have passion, they love to work hard, and they love to celebrate as a team!

This year in particular, I have felt this more than ever. In January I was fortunate enough to receive the opportunity to do a four-month international assignment in our Sydney, Australia, office, which was recently named as a Best Workplace in Australia again this year. Despite the differences in slang, coffee

expertise, and beautiful accents, one thing remained the same—the people. I felt immediately welcomed and a part of a team that was fun, passionate, and driven to be extraordinary!

Earlier this month we celebrated our "Top Places to Work" party at the Endoscopy division in San Jose. The theme this year was "A Festival of Cultures," where employees of all backgrounds, ethnicities, and beliefs were able to showcase their culture in its finest light! As I sat in a chair getting a foot massage from the company brought in for the party (someone had to take one for the team), I couldn't help but think about how blessed I am to work for a company that embraces its people, celebrates diversity, and continually strives for a community of excellence.

Thank you, Stryker, for what you choose to value! I am honored to be a part of a company that makes people such a magnificent focus.

Together with our customers, we are driven to make healthcare better!

Calli C. | United States

A couple years ago there was a co-worker who had stage 4 cancer. A trial drug that could help him was available, but it was not covered by Stryker's insurance. The manager in our region advocated on behalf of his employee to both Stryker and the insurance company to get the employee enrolled in the trial. The treatment was a success, and the employee is now cancer-free and back at work for Stryker. This is what is special about Stryker—we have each other's backs and go the extra mile for each other and for our customers. We are family.

Anonymous | United States

I started with Stryker about a month ago. You'd think that such a short amount of time isn't enough for lasting impact, but it absolutely is. In my short time at Stryker, I have made 10 of my now closest friends, I have already stretched myself through training and development programs, and I have been given meaningful work. Stryker cared about me from the day I was hired. From sending a holiday gift, to investing in my education, Stryker has showed me that I matter and am an integral part of the community. This is my first job, and I really look forward to my future here.

Morgan C. | United States

Stryker's Emerging Professionals (SEP) is great for people like me. I moved from Mexico to the U.S. when I joined Stryker. Not only did I have to learn my new role but also a new culture and environment. I had no friends or family in the area. SEP helped me break the ice both personally and professionally. Through the group, I connected with a mentor who would check on me periodically and invited me to events regularly. He introduced me to a lot of people and taught me more about the company and the community.

Omar R. | United States

One of my close friends referred me to Stryker, and it was one of the longest interview processes that I had ever gone through. In the end it was worth every single interview. From the moment I met each team member to the moment I received the offer, I was treated with respect and I was treated as if I already belonged. I not only knew what my team was looking for, but I also understood the level of expectations. It was one of the greatest interview experiences. Eight months into my role now, I am proud to be a part of the Stryker family!

Kimberly J. | United States

Stryker is a great place to work because of the way everyone pulls together to solve and overcome any challenges that we may face. Whether it be interdepartmental or across multiple departments, everyone puts forth that extra effort to get the job done.

One example is Sage's shipping team being recognized for catching up on orders at record pace after coming off the ship hold in 2017. All hands on deck and many overtime hours were needed to accomplish this with help from many departments.

Chris B. | United States

I started with Stryker at the Spine division in January 2018 and have never felt happier in a workplace. Everyone was so welcoming and made me feel part of the team immediately. The culture in Allendale is unlike anything I've ever seen. Everyone is always willing to help one another, and I feel that the cross-functional relationships between groups are exceptional. I'm so glad I made the move to New Jersey from Texas this year as it has turned out to be one of the best decisions of my career.

James B. | United States

While celebrating International Women's Day here in New Zealand, the women at Stryker got together to express through art what it meant to be a woman at Stryker. This stunning piece of art now hangs in our lunch room, providing a reminder to the older recruits and an invitation to the new ones to engage in our togetherness. This art adventure speaks to our ability to connect with each other when we are apart and our willingness to embrace each other as we are. This is Stryker!

Cheryl G. | New Zealand

I always take time to see the company-wide emails and look forward to announcements of yet another employee activity. Of all the companies I have ever worked for, Stryker occupies a special place. It has affected me both in my professional and personal life in many ways. I mainly appreciate the fact it gives priority to your personal space, encourages in multiple ways to be healthy, and includes family members in various activities. I'm proud to be a part of it and will be!

Ravi Kiran S. | United States

Fresh out of college, I moved 1,000+ miles from Chicago to Fort Lauderdale for a new engineering job on the MAKO team. From day 1, it felt like home with outgoing go-getters as far as the eye can see. Everyone works hard and plays hard. It really feels like a family. I couldn't have asked for a better place to work! I will stay at Stryker for as long as they'll have me!

Chandra S. | United States

Stryker is as diverse of a work environment as I have ever been a part of. There are many different ethnicities, cultures, and religions working together on a day to day basis. One way that this has been celebrated is through multicultural potluck lunches. Food is a central part of many cultures, families, and lives. Being able to share a piece of what makes me who I am truly makes me feel like a part of this community.

Victor O. | United States

Since I was hired by the company, I have received many recognitions for the job I have performed in the seven years I have been working here. I would never expect to work in a place that cares about the customer so much like Stryker does. I'm always learning from the peers I work with. I am more than proud to work for a great company. Thanks, Stryker.

Luis G. | United States

I love being able to come in every day and do my job and not be micromanaged. Every day I am given new challenges and situations, which helps to keep me engaged in my job. It helps that I work with great people who make a 40-hour work week fly by. Also, every summer we take a half-day to get out into our beautiful state and just unwind. Not many places offer that kind of balance!

Kelley H. | United States

From the moment I received the position with Stryker, I knew I had found a new home, a new place of belonging. I am blown away and grateful for the support from my Stryker family and growth I have had within myself. As a surgical tech I knew that one day I would be with Stryker ... my dream came true!

Jana W. | United States

The RAOA department is like a large extended family. We have many events inside and outside work, including birthday celebrations (Oonagh loves birthdays), celebrations for life events such as engagements and babies, and just hanging out with coworkers for food and drinks after work. All of this helps make Stryker a great place to work!

Michael G. | United States

We define clear and specific expectations for what success looks like in any given job. We treat employees as adults by giving them independence to carry out their role so that they can be successful. We hold leaders, managers and everyone else accountable for treating all employees with respect and care, all the time.

Jyotirmoy D. | United States

Here at the Spine division, the RAOA team always recognizes and celebrates the many special events that go on each person's life. From birthdays, to weddings, to pregnancy announcements and more, Spine RAOA will always make you feel like you are a part of the Stryker family!

Christa J. | United States



This year our Engagement Champions team has mobilized to put in place many actions in favor of commitment and fun! We had a pastry contest where all employees were invited to participate. A convivial and successful gourmet moment!

On the occasion of the football world cup, many activities were set up at our site in Pusignan, France. The Engagement Champion team organized a giant contest called "Strycup" with several challenges to participate in. Moments of sharing and especially of team cohesion were there! And in this competition, it was not France that won but England!

For our first participation in the Great Place to Work list, France made a dazzling entry in 23rd place! On this occasion we celebrated with all employees this great success!

Ines L. | France



Stryker is a great place to work! I love my co-workers and have built some strong relationships. I have had several excellent managers over the 14 years with Stryker who really care for me and my development. I am constantly challenged and have the opportunity to work on new and exciting technologies while making a difference in patients' lives. I have directly observed how the products I have developed improve patients' lives.

Ali S. | United States

During the Accelerate W1.5 data load, multiple teams and systems were involved, and I was leading the execution from Stryker's Global Technology Center from the middleware team. We had folks joining from the U.S. and other remote locations, and the request was to get all the data loaded into the SAP systems and later fed into the end systems. I prepared a plan and shared it beforehand. The execution started, and I could see multiple folks joining the call. Everyone was so passionate to see the data moving from one system to another. The process of data load continued for a good six to seven hours, and folks managed to stay on top of it. We kept the Skype bridge open and communicated with everyone we needed in chat, and they were available in a flash. I was so excited personally to see this executed to closure and accomplishing the overall goal.

Pratyush K. | India



When I think about what makes Stryker a great place to work, two things first come to mind. One is the level of reinvestment the company makes in their employees, with compensation/benefits, education/training, etc. For instance, we are allowed to attend external trainings/conferences annually without hassle and the bonus/401(k) discretionary contributions are quite generous. Second, the people are people you genuinely enjoy being around, are all highly driven to perform, and all have a high commitment to quality. In previous jobs, there was always "that person" who basically came in solely to collect a paycheck and avoid getting fired. Not only do we not have "that person," but all of my colleagues work their hardest daily, and at the end of the day we all enjoy socializing and maintaining friendships outside of work.

Anonymous | United States

"Our culture! Stryker is made up of very diverse individuals that come together and make great teammates that are making healthcare better!"

Michael H. | United States

I started at Stryker on February 7, 2018. By my junior year of college as a biomedical engineer, I knew Stryker was one of my top three choices of companies to work for. By graduation, after research into the company, the innovations it has brought to market, and the competitive, high-performing culture, Stryker had become my top choice. Despite not having begun my career at Stryker, my prior experience in both contract medical device manufacturing and for-aesthetics medical devices gave me a taste of how it is to work in the medical device industry. I worked with coworkers who were not as motivated as I was and not as passionate about continuous improvement and in workplace environments that neither catered to personal development or provided

employees the opportunity to transition to other roles. As a strong performer and being passionate to drive change and apply my skillsets, it was clear to me I had to look elsewhere. By no means am I trying to negatively portray prior workplaces, but rather highlight that a slow-paced work environment and a more stagnant culture did not provide me with the experience I was seeking. When I finally did get accepted into Stryker, I was curious if the competitive culture would be intimidating and if coworkers would share their knowledge and experience versus keeping to themselves in fear of job security, as is the case with large Fortune 500 companies. My concerns were alleviated when I began working with my team and training with my onboarding partner. Everyone was

very cordial and amiable to work with. Any questions that I had, clarification I needed and all other matters pertinent to my job function were always answered. With much to learn, not once did I feel like my queries were bothersome, and everyone was happy to help. I am provided the opportunity to do co-ops with other departments to see if my career interests and skill sets are better placed for another role down the line if I so choose.

As much as I wish I began my career right off the bat with Stryker, I cannot emphasize enough that my prior experience has made me appreciate everything that comes along with joining this organization. I am happy to come into work everyday. I receive constructive feedback when needed, I am encouraged and

motivated to do my best, and it is refreshing to work with like-minded individuals. The amount of talent just in this location alone is awe inspiring. For those who began at Stryker, they may not realize how good they have it! I am happy to grow my career going forward with Stryker and excited for all opportunities to come!

On a small side note, as a first-generation Polish American, I am happy to have met at least one coworker that shares the same language and heritage. There is a great amount of diversity here, and it contributes to the uniqueness of the Sustainability Solutions division.

David M. | Poland

The facilities are fantastic, both for getting work done and for encouraging work/life balance. We have extensive labs for R&D, a staffed machine shop for making prototypes, a beautiful natural setting around the office, covered bicycle parking for bike commuters, locker rooms with showers, a full gym, and foosball and billiard tables.

Anonymous | United States

I love to work at Stryker and feel blessed to honestly say that I love my job. I think that Stryker is a great place to work, where we have a unifying mission, strong culture and rich diversity, and countless opportunities to learn and grow.

Stryker is a great workplace because it has a mission that unifies everyone. You can sense the passion and drive everyday among fellow team members with the mission, "Together with our customers, we are driven to make healthcare better," and making lifesaving tools for lifesaving teams. Every quarterly kickoff, we see a survivor and hear their story, and this gives energy and purpose to everyone who hears.

We also have a great company culture and diversity at Stryker. I love to see the diversity and inclusion at Stryker, with so many different cultures coming together and a balance of genders. We love to get to know each other, participate in team activities, and have so many company-wide activities and groups throughout the year. To name a few, there is the Stryker Women's Network, the Social Innovation Exchange (SIX) committee, and the Stryker Activities Committee. In the activities committee, we shape the events that happen on campus to increase camaraderie and fellowship

among team members. Stryker also has great career development opportunities and invests in talent development. My manager cares about my career development, and I am given opportunities to shine my brightest. There are so many learning opportunities and available programs, and Stryker also has a tuition reimbursement program. Having learner in my top 5 StrengthsFinder traits, I'm happy to be in a place where I can learn more and improve myself.

Janice L. | United States

My story starts at 2007 in Mahwah, New Jersey. I applied to Adecco and Ivy, and the recruiter called me at home but my son answered the phone. He also made an appointment, applied and got the job. I got a position in packaging in third shift because I had another full-time job during the day. After three months, the shift was closed and people were moved to the first shift, but I could not continue working. I came back in 2010 on the second shift, working this time in the foundry doing core inspections and wax injection but still working two full-time jobs. The hiring process was frozen at that time, but finally in November 2014, I got a permanent position, which

means that I had to wait more than four years. It was worth it because I realized how important our jobs are for thousands of people that use our products. Now I work in quality inspection, and I am very proud to belong to a great company like Stryker.

I am very pleased that my son continues working in the same building as me. Here we have the opportunity not only to do a great job but also participate in so many activities like Operation Smile, Heritage, and Peruvian Day. Almost every nationality has one day a month to show everybody about their own countries. We are people that come from many countries and cultures working together to give Stryker and customers our very best every single day.

Martha E. | United States

I am very fortunate to work in such a supportive and collaborative environment at Stryker. I am happy to be a part of an organization with great people who care about the work being done. It truly makes coming to work a rewarding experience.

Kathryn W. | United States



I had heard a lot of great things about Stryker from family and friends. If I was going to move my family from Massachusetts to Michigan, I wanted to make sure it was for the right company. And it was! I cannot say enough about the culture and work/life balance. I wake up every morning and look forward to starting my day. Although I work more on technical projects, I still feel that the work our team is doing means something, especially to our customers' experience. I look forward to continuing to grow with Stryker!

Meg W. | United States



When I had a rough time dealing with demands from my supervisor, I wasn't sure if I could vent my frustrations and seek guidance. I was lucky, however, that there were coworkers who were aware of my feelings and took the initiative to listen and talk to me about what was bothering me. It helped build my confidence and helped me understand the culture of the department and Stryker in general. Demands are made all the time and when we feel overwhelmed we shouldn't feel secluded because there is always someone around who we can talk to. It makes for a great feeling.

Dante D. | United States

Being only days away from my due date with my first pregnancy, I was recently unable to attend an in-person team meeting with my global team. Members of the team sent me photos and messages throughout the meeting to make sure I felt a part of the event despite not being there in person. The team also ensured I was able to connect remotely to still participate virtually using technology, so I didn't have to miss out on the great discussion and content from the week. I feel so lucky to work with such an incredibly considerate group of folks around the globe and don't feel like I missed a beat despite not being able to join live!

Joy S. | United States

My onboarding was better than I could have imagined. I attended orientation at our corporate headquarters, and I appreciated that they could answer my questions about benefits. We learned more about the company's mission and culture, which was fantastic. Once I finished orientation, I received a text message from my manager to join her at our office. When I got there, my new team embraced me. I didn't feel like a number, but that I'm Chandler. I have to admit that I was nervous on my first day, but after my first 15 minutes in orientation, I knew Stryker was the right company for me.

Chandler M. | United States

I have worked for 30 years now and in seven different companies, and I can truly say that Stryker is the best company I have ever worked at. Stryker's mission and values match both my professional and personal values. We do what's right. We deliver. It's who we are at Stryker. Our values of Integrity, Accountability, People, and Performance are the foundation of our employee's engagement and culture. Our culture is our strategy. It defines how we work and operate here and in our communities. It's our DNA. I feel truly blessed to be part of Stryker and feel that God was smiling on me when I landed here.

Sudha D. | Canada

The journey of setting up the European Finance Shared Service Center (EFSSC) commenced in 2016 with just a handful of people. When it was completed in August 2017, it had grown to 120 people with more than 30 different nationalities. Walking through the EFSSC with its open office environment is a colorful experience as you hear different conversations being conducted in different languages, particularly in the pantries. Here are a few examples of our cultural environment. In the pantry, two Spanish colleagues are talking to each other in an animated way. It always sounds so cheerful and enthusiastic, but they always talk so fast, and we never understand. "Vale, vale" is a very much heard word, and we found out it means "okay"! In the pantry (again), goodies appear from so many countries that our foreign colleagues like to share with us, such as Polish sweets called ptasie mleczko, Turkish baklava, pasteis de nata from Portugal, Spanish churros and ham, Mexican delicacies, tayto crisps, speculaas, and so much more. While working, you will hear Turkish on the left, Spanish in front, German, Dutch and English around you, Czech, Italian, Greek—it's mind-blowing! It makes you want to speak more languages! We have a lot of talented people and even a Swedish beauty queen in our

midst. Every day you walk in the office, it's like you step into a different world full of vibrations, and it feels like you are walking through different countries all throughout the day. Amazing.

We love to be with Stryker, because we know what we do matters, and we have a greater purpose: a diverse, inclusive and very fulfilling workplace where you can be yourself and reach your full potential, while enjoying the workplace.

Can A. | Netherlands



Stryker's respect, support, and understanding of work-life balance is superb. I remember discussing with my manager that my wife and I, who both work full-time, had become licensed foster parents and

could receive a placement on short notice. I was concerned that I would not be afforded the flexibility to make fostering a reality and that I may be jeopardizing my position at the company as an employee for under two years; I was wrong. That conversation wrapped up and any uncertainties I had were gone and we felt very comfortable moving forward.

Our first placement came when I was attending the "Stryker Clinician U" event and my wife called relaying we had our first placement, a nine-month-old boy. Our second placement came on a weekend, and I was suddenly the foster parent of a two-year-old girl and a four-year-old boy. Our third placement came when I stepped out of a meeting to answer a call, was told I had an hour to decide if I wanted to foster a newborn boy, and that I'd need to pick him up from the hospital that afternoon. Stryker supported our decisions and worked around our schedules to make fostering possible, and these placements ultimately led to the adoption of our daughter, Kaylee, and our son, Liam. Trying to adjust to a new work-life balance as a parent, especially on a hairpin notice, was exceedingly daunting. Looking back on my six years at Stryker so far,

we've felt fully and continuously supported as our family has grown. The culture of support we feel isn't just in benefits like parental leave, it is reflected in the limitless social, emotional, and professional support of my manager(s), team, and all the cross-functional partners that helped make our family possible.

Alexander D. | United States

I think one of the strongest indications of what the Stryker culture means is how it transcends borders and divisions. This week I participated in the Endoscopy Global Marketing Summit, and this group represents everything that is amazing about working for Stryker: collaboration, diversity of thought and backgrounds, innovation, leadership, and an internal drive to make healthcare better. I was so honoured and inspired to participate.

Elena M. | Canada

Stryker provides the perfect blend of competition and camaraderie. No other place like it!

Michael W. | United States



If ever anyone has asked me how work is in my almost two and a half years of being at Stryker, I still say “awesome” and mean it! Even upon doing interviews when I ask the interviewee if they have any questions for me, I have been asked, “Is everyone really this happy here?,” and I tell them yes, we are treated well, work hard and in turn play harder.

ID number. They truly care, and that's no fluff. I can honestly say I got lucky when I was hired to work at Stryker!

Kiara H. | United States

Stryker let me believe an excellent culture trumps everything else. Everyone is proud to be part of the winning team. We celebrate team successes at the end of every year. We encourage fun and camaraderie among the employees through various team-building activities like “leader's fun fact.” Most importantly, we are never satisfied with the status quo and strive for the best. To achieve more in the right way, we always keep learning and practicing. Take this year's management forum as an example. We inspired our people managers with a series of games, keynote speeches, and roundtable discussions with the theme “team effectiveness.” Just as the saying, “many hands make light work,” two project teams were built rapidly to solve the major problems raised during the discussion. In addition, all the attendees shared the key takeaways with the team and put them into action very quickly.

Maggie F. | China

I have had the pleasure of working at Stryker for the past 12 years, but with a unique perspective because I left Stryker in Michigan in 2013 to move to California and work for Apple. As much as I loved working for a large Silicon Valley tech company, what I realized I was missing from that experience was the “family” feel within the workplace. Stryker's culture is unparalleled in that we not only care about our customers, but employees truly treat each other like family. So in 2014, I made the decision to come back to Stryker, and it was the best decision I've made thus far in my career, both personally and professionally.

In 2016, my mom was suddenly diagnosed with terminal cancer and my Stryker family helped me stay sane and provided every type of support possible so that I could provide excellent care for my mother during her illness. I received gifts, homecooked meals, care packages with Stryker products, and words of encouragement in the office hallways from my Stryker colleagues all over the world. The outpouring of love and support from Stryker was truly like a family. Although my mom ultimately passed away, I am truly grateful to my wonderful Stryker family for helping me through this very difficult experience. It's the

caring and familial culture that makes Stryker an amazing place to work!

Sarah H. | United States

Earlier this year I was able to form a team of employees from different business groups that had a passion for employee engagement. We formed Mahwah's Employee Engagement Team (MEET). Together we have executed events that celebrate employees and bring people together. Some of those events included Employee Appreciation Day, Talent Show, Summer Games, Fall Net Walks and much more! Together we will continue to make Stryker a great place to work!

Lorena P. | United States

For me Stryker is a great place because of its flexibility. Life is not as stable as we would like it to be, and sometimes one needs to be excused to avoid a later stress. Stryker has always been reasonable with me. They fully understand that a life outside of work does exist. Thank you, Stryker, for everything you have done for me.

Barney A. | United States



I often boast about Stryker being on many lists—Fortune's 100 Best Companies to Work For eight years in a row (and not just in the U.S.), Fortune's Most Admired Companies, Fortune's Best Workplaces for Giving Back, and even our CEO was voted by Stryker employees as being one of the highest rated CEOs in Glassdoor's Employee's Choice Awards, just to name a few. The culture of Stryker echoes loudly. It is a contagious one and shows in every crevice of this company.

Stryker has surpassed any work experience I have EVER had. When I first arrived for my onsite interview, I could feel it. This company truly knows the secret to success is the simplest of equations: happy workers = productive workers, which allows amazing things to happen! I am more than proud to work for Stryker where you are more than an employee





One of the most rewarding experiences of my professional career has been the launch of the first-ever Global Supply Chain Academy in GOO. After a very successful launch, my daughter was sent to intensive care at the children's hospital the day before I was supposed to travel to Kalamazoo for the program capstone and graduation. I was heartbroken dealing with my daughter's illness and my responsibility was killing me, knowing that Stryker people were traveling from all over the world for this highly anticipated meeting. I don't have enough words to describe the amount of love and support I received from people around the world, even our top executives offering to cover some of the sessions I was not able to facilitate. The most impactful email came from Tamara S., who said, "You set the right leadership example by staying with your baby," which was for me one of the best testaments

of how we value people first. At the end, the capstone ended up being a HUGE success! At that moment, I realized this was not my academy; this was Stryker's Academy. The team members were my co-workers, they were my true friends who truly had my back! It's amazing to me how Stryker inspires me to have FUN and to be the BEST every day, not only for our patients but for all our team members!

Vanessa A. | United States

December 27, 2017, was normal for most, but for me it is a date that has changed my life.

My day started normally but ended before I shut my eyes with no clear direction in the back of an ambulance that was headed straight to surgery and not knowing what my fate would be. I was hit by a car that blew a stop sign while I was on a snowmobile. I remember on the ambulance ride to the hospital seeing my femur and tib/fib protruding through my skin. I don't know why, but immediately I told my mother to call my fellow rep, Anton, and my manager, Kevin. At that moment it seemed like I was worried about my job, but in reality I know it was exactly the opposite. I knew Anton, who covered Munson Trauma

Center where I was headed, would know exactly who to see, and I knew Kevin would take care of everything else. It put me at peace. Fast forward through the next nine months that have been filled with seven surgeries, attempted surgeries, being ventilated, in the ICU, a hyperbaric chamber, rehab, and of course the pain. Still on a daily basis I am figuring out what my new norm is. Through all the pain, challenges, and struggles, there has been constant support from Stryker. Stryker is my second family. Every day I have had someone from Stryker ask me how I am doing and genuinely care and want to help.

Through this experience I have learned that you have to tell your loved ones you love them, and we cannot take for granted the company we all work for and the teams we work with. Specifically to my sales region, I love them all. I can't thank them enough for keeping me entertained while in the hospital, taking care of everything in my territory, and just being my family.

One hundred times over if I were to be thrown in the back of that ambulance again, some of the same people that I would think of is my family, and that includes my people at Stryker!

Colten C. | United States



I have the best job in the world! Every day I get to wake up, sit down and make an impact on my community and my world. From the moment I joined Stryker in 2014, I knew this would be the place that I stayed. I now work within Corporate Responsibility and thank my lucky stars for the opportunity to work for a company where I have an awesome manager, do great work, love my coworkers and get to do what I am best at year-round. The most rewarding part of my job is management of our signature volunteer program, Operation Smile. I attended a mission in India. This was one of the best experiences of my life, and it is all thanks to Stryker!

Megan B. | United States



Stryker was the first company I worked for right after graduating college. I received two job offers for R&D and was asked to make a decision fast by the other company. After talking to a few colleagues and friends, the choice was pretty clear. Immediately I felt welcome and a part of a team that had a competitive drive to further the medical field. I've been challenged and rewarded already with the little time that I've been here. Stryker gave me my first real taste of the field I've been working so hard to get into. Looking back, all the late nights and hard work put into college has paid off now that I can say I work for Stryker and enjoy going into work every morning

Jesse R. | United States

What I love most about working at Stryker is that they recognize that the company's success depends largely on the success and happiness of employees. Some examples that demonstrate Stryker's continued dedication to employees include individual development plans, Q12 engagement surveys and follow-up activities, as well as the weekly suggestion box. Stryker also plans fun activities throughout the year to show just how much they appreciate employees, including annual picnics, hosting events to celebrate company milestones, and annual employee appreciation week.

Radheeka G. | United States

The combination of empowerment to direct the accomplishment of my assignments and the flexibility to work in the office or offsite as needed is a great support for my work goals. My coworkers and I feel like we are trusted to get the job done without prodding or being treated like children. I have monthly 1:1 meetings with my manager and quarterly 1:1 meetings with her boss, so I feel very closely acquainted with my management. In addition, the more senior managers also make an effort to get to know the front-line workers so that there isn't a disconnect between the senior company officers and the lower level staff. This is a huge part of what makes working at Stryker so special.

Anonymous | United States

I came to the USA in 2016 after migrating from Bangladesh with my wife and two kids. As my brother worked with Stryker for the last 10 years, he asked me to join Stryker as a temporary worker, so I joined Stryker as a temporary employee in August 2016. As I worked hard with devotion, my manager hired me as a permanent employee within eight months after completing the interview process. It is great to work here. The work environment is awesome, and we work as a great team helping each other. Within two years of coming from a different country, I feel well established in the USA. Thank you, Stryker, for supporting me.

MD. H. | United States

Stryker is such an amazing place to work for me because no matter which way I walk, I find someone that I can connect with, personally or professionally. When I first started at Stryker, I wanted to walk the halls and be able to smile at and say hi to people I know. Now, everywhere I go, in every building, and even outside of work, I am always connected to someone. Stryker is one big intertwined family, and we all work together for one cause.

Phylicia H. | United States

When I went to my engineering career fair in college, I asked all the medical device companies the same question: What are your employees like? They all said similar things: they're smart, they are great engineers, etc. Except Stryker. The Stryker recruiter said, "The people we hire are fun to be around! For instance, we regularly do stuff after work with each other. I play volleyball with several of the engineers, people go mountain biking, my boss is one of my best friends! Yes, the people are smart and hard-working, but they are people you want to be with!"

Fast forward three years and the same recruiter set me up on date

with her roommate, who is now my wife! Two of the three groomsmen in my wedding were friends from Stryker. I can answer yes to the question, "Do you have a best friend at work?"

And THAT is what defines the culture at Stryker—a place where people are more than employees, a place where relationships between people are stronger than org charts or project lists, a place that lets me grow as a person and not just as an engineer, a place that's fun to come to because of the people in addition to the technology we're creating, a place that is a home away from home.

Richard D. | United States

I would like to share how my work family allows me to celebrate work/life balance. Working with a remote team of 12 individuals can be very challenging and tough to share best practices. After recently welcoming my first child, I was set to go on a work trip shortly after. One of my colleagues expressed how he brings home flowers to his wife every time he comes home from a business trip. I have stolen this best practice and it has gone over very well with the Mrs. at home. Another colleague told me of making mocktails for his

wife during pregnancy to make her still feel included in gatherings and parties at home. These two examples have allowed me to be a better husband. Having worked with these individuals allows me to call them friends and family. It's so cool to see how they make me a better person and also improve my home life! Now, back to that work outing. Being away from home for the first time was extremely tough. The team was very supportive and also threw me a congratulations party with cake and candles. It showed me that time away from home with people from work can have a calming effect and allows for that stress to walk away. I am extremely thankful for the people I work with!

Jordan W. | United States

I have worked several places in my career, and Stryker by far is the best. I have never had a company that gives, understands and takes care of their employees like they do. We had a house fire in February of 2016 and lost everything. I had no idea what we were going to do. When I stopped in on the following Tuesday, I was greeted with hugs, and the question, "What can we do, what do you need?" At that time, we were in a hotel and we needed everything.

Several people directly asked me, "What do YOU need." I told one girl with tears that a pair of socks and a pair of cheap post earrings would be wonderful. She went overboard and got me those plus extra. They took a donation and gave me things that I didn't even think about like a curling iron, hair dryer ... so much.

I have a few opportunities to work from home, and that is so important for my home/life balance. I can also work from my parents' house. They are in their 80's and need more help and that allows me to do my share with my siblings. Stryker cares about our family life and a good balance between that and work. For me, it is the best place to work!!

Kathryn T. | United States

Values are very important for me in my private life as well as in the business world. When I had my first interviews at Stryker, I immediately knew that I would like to work with the people I spoke to. When speaking to those people, I clearly realized Stryker's values are not only words, but Stryker's culture is made of them. Almost two and a half years later, I still have the same feelings and am very proud to be part of this amazing company.

Andreas B. | Germany

I've worked for Stryker now for almost two and half years, originally to cover a maternity contract. However, when the lady (now a very good friend of mine!) who was due to come back from maternity leave informed us that she wanted to only come back part-time, I was asked if I'd be interested to job share the role with her on a permanent basis! I was thrilled. We now both work three days a week, having one day together to hand over. We are both very flexible to rearrange our hours when we can, and we communicate effectively to ensure we keep each other well informed and support each other during heavy periods of work. Our boss (also a mum!) is incredibly understanding and offers flexibility, yet still challenges us both with interesting work, focuses on our strengths and gives us stretch assignments to grow. I love that Stryker has this wonderful culture to embrace part-time working, flexible hours and working from home from time to time. Having this flexibility makes me want to give back to the company, work hard to meet my objectives, and support my team and my boss in any way I can to deliver the best possible service to our customers.

Joanna G. | Switzerland

"Stryker is a great place to work because of the culture, diversity, how everyone is treated and the experience we achieve while we learn and grow."

Samuel D. | United States

Having hailed from one of the cities in Kenya, little did I know that I would be working for the #1 greatest company according to Fortune, Stryker. With its great ideals and beautiful culture, we are so rich in diversity that we have the whole world within us. A fitness center in the building, free hot beverages for all, free college tuition reimbursements, monthly culture entertainments, indoor and outdoor summer games, take our kids to work day, holiday luncheons and celebrations brings us together as a family. With our mission statement and our values being in the forefront, it always gives me pleasure each day to join a passionate, focused team headed by an outstanding coach and together we build quality. And as I return back home each day, am always happy, knowing that I've improved someone's life, someone

living somewhere in Dallas, in Quebec, in Manila, in Nairobi, in Liverpool, in Mumbai, in Rio, in Sydney, in ... and the list goes on and on and on.

Mercy T. | United States

I spent seven years in my first and previous company, and when I started to look for change, I always felt that I wouldn't find another company where I could stay for the next seven. I joined Stryker in January 2012, and I am still here.

There were a lot of things that I found amazing here, such as the global team culture, the value and consideration given to your ideas/ comments no matter which level you belong to, and the amount of

resources this company invests in the development of its people. The one that stands out here is the culture, which instills the emotion of belonging, second to your own personal family. Be it my current or previous manager or previous to the previous manager, they still care about me to ensure that I am on the right path (like elders in the family), my colleagues showcase amazing commitment, integrity and teamwork and don't shy away to offer their shoulders on a bad day (like our siblings), and there are people with whom I have shared my moments of laughter and sorrow on Fridays and Mondays equally (like our best friends).

Ravish J. | India

Management puts people and customers first, which is captured in both our mission statement and the four values. Employees feel that the sentiment is genuine, and our customers also feel that the sentiment is genuine. Also, management strives to keep employees engaged and happy. Each year, every single employee is able to take the Gallup Q12 survey, which provides a barometer of employee engagement and satisfaction, as well as opportunities for every employee to provide feedback. Management, all the way up to the CEO, reviews the results and the verbatim feedback responses and empowers the employees and their teams to work on initiatives to improve engagement and happiness among the teams. Management also holds regular town halls to keep everyone in the loop on company performance, progress towards initiatives, and provide human stories on how our products are making life better for patients and caregivers. Finally, the employee has a fantastic 4% 401(k) match policy, as well as a (discretionary) 7% annual 401(k) match, as well as very generous sick and maternity/paternity leave policies.

Anonymous | United States

Stryker's African American Network (SAAN) had our official launch event in February 2018. Among the attendees and Q&A panel, there was a heavy presence of senior leadership. Having multiple senior leaders from different business units speak on diversity and inclusion, what it means to them, and why it's important to Stryker was a big win for us as an organization. It was nice to hear from our division's leader, stating that as employees we should bring the topic up to our supervisors and HR business partners on our recruiting and interviewing efforts. Knowing that our voices matter and we contribute to diversity at any level in our career was reassuring to many and left a lasting impression on me. The narrative of diversity and what it means and looks like is an ongoing and continued effort at Stryker. It was clear that this is important across all divisions in the organization. Recruiting and retention efforts are something we are focused on and will continue to have those conversations at any level. I anticipate continued partnership with senior leaders supporting our ERGs.

Jasmine C. | United States

I truly cannot say enough positive things about Stryker's workplace culture. I have worked at other large corporations, and no one can compare to the work/life balance that Stryker provides. As a single mom with two very active teenagers, I am so appreciative of the culture that is very family friendly for the appropriate roles within the company and understanding the importance of work/life balance.

I have the opportunity to speak with many of the new hires within Stryker, and I always talk with them about how fortunate they are to have been selected to work at Stryker and the many opportunities that lie in wait for them. At Stryker, with drive, initiative and commitment, a team member has a very bright future to explore vast opportunities for growth, advancement and overall career success.

I would recommend to anyone to apply for a role within Stryker as after several years of employment, I am still very grateful and feel very blessed to be a part of the team and this great workplace!

Lisa B. | United States

In the past 10 years I have been at Stryker, I think change has been the constant for me and the organization. I understand now that this change is merely a part of our culture, a prerequisite of today to move into the future. It's something that helps us to grow our culture and shape it as we face challenging market dynamics.

For me, Stryker's culture is:

- C – Candid
- U – Unified
- L – Lively
- T – Transforming
- U – Undaunted
- R – Robust
- E – Exuberant

I am also grateful to our core values that help us to maintain equilibrium in these competitive markets. Of all the core values, Integrity and Performance seem to stand out for me most since joining Stryker.

I look forward to another span of significant changes and can't wait to see the positive impact it has on our future trajectory.

Anurag K. | India





We believe that this reflects the Stryker culture: we work together, we have fun, we make a difference!

Luis G. | United Kingdom

Long story short! What makes Stryker a great workplace is that it just feels like home. With everyone from your own team to your project team being so caring both at a professional and personal level, it is truly amazing to work at Stryker. I would like to thank all the people whom I've worked and spent time with for all the guidance and support. Yay!

Simranjeet S. | India

The Strive program motivates us to be active. During the week, our HR team walks together for 30 minutes during our lunch break. It's the perfect time for us to catch up on what's happening in each other's lives, build stronger relationships as a team, and reminds us to take care of our wellbeing. I appreciate Stryker for implementing this program and encouraging their employees to strive to be healthy.

Laura A. | United States



Stryker is a great place to work for me because I come from a non-corporate world and enjoyed the engagement of a small business. I worried when I transitioned to a large corporation like Stryker that I wouldn't feel that same connection and passion for the company, but boy was I wrong! The amount of engagement Stryker has is second to none! I feel like there is constantly an event or activity that I could get involved in to build stronger connections around Stryker. I also enjoy the townhall meetings that remind me why I work for this amazing company and give me purpose in my role. Another great bonus of Stryker is the Gallup; I gained insight on how my top five strengths match with others and how I can use them to impact my daily work in a positive way. I also feel that understanding other people's strengths helps me better relate to their work style.

Thank you, Stryker, for all you do!

Branda C. | United States

From my first day at Stryker, I was in love! The culture here in Portage, Michigan, is one of the best you will find, and it begins with the people. I found this position, researched the company and decided this was the place I needed to work. I wanted to be a part of a company that makes a difference in people's lives, both customers' and coworkers'. I started this job not knowing what to expect in a new workplace after working 21 years at the same company. The culture of being passionate and driven yet having fun at the same time is what drew me in. The inclusive environment makes you feel like you belong and are valued. My team and the colleagues I work with make me feel like I am part of a family. My manager was one of the main reasons I accepted this position. He is kind, caring, hardworking and results-oriented. I believe that my role, this company, and the amazing culture are a perfect fit for me. It has been just over a year since I started at Stryker, and I still tell my boss as often as I can that I love my job!!

Teresa M. | United States

STRYKER to me is an awesome workplace as:

- I've worked here for 6+ years, and it feels like a family because it's a great place to work.
- Policies are great and make me feel like I work in one of the best organizations in the world.
- I have received superb, tailored growth opportunities in the last few years which have helped me be where I am today.
- Colleagues are great and everyone is aligned on various cross-functional projects that we are working on.
- Location or time isn't an issue in our mutual alignment.
- Office location is great.
- I feel that I can work here as a lifer; I can see my career path after six years with Stryker.

Ritu A. | India

What I really like about Stryker is the flexible and family-friendly culture. Not only do we have family day once a month, but also events like baby showers and bring your child to work (BYCTWD) day, which shows that Stryker does care about all employees and their families, too. This year's BYCTWD really wowed me. The task force team made great efforts to prepare for the event, and it was nice to see kids and their parents enjoy

spending time together at the office. In the end, the office was filled with laughter, and I think it really made all employees feel proud of working at Stryker.

Yvonne L. | South Korea

I have been at Stryker for one year, and I absolutely love it. Stryker is alive with multiple personalities and cultures, and it is the perfect melting pot. I love how everyone collaborates and gets along. I especially love the food. Someone is always bringing in something that is culture-related, and I have had pastries from Poland, ham from a little town in Spain and Caribbean food. Stryker is really a great place to work, not just because of Stryker's dedication to its employees, but also the demographics of the employees. I really look forward to coming to work.

Lucy G. | Netherlands

Me acuerdo de mi primer día de trabajo en Stryker, cuando fue recibido como uno más dentro de un gran equipo. Que venía a sumar con mis conocimientos y mis habilidades. Que poder venir al trabajo y que intenten sacar lo mejor de mí y que yo pueda cumplir esta expectativa es

algo que me llena de alegría. Tener la oportunidad de trabajar con personas de otros países y otras culturas, algo novedoso en mi carrera, pero que te hace abrir los ojos y ver lo grande que somos como compañía.

I remember my first day working at Stryker when I became part of a great team that added to my knowledge and skills. Being able to come to work and try to do my best and fulfill expectations is something that fills me with joy. I have the opportunity to work with people from other countries and other cultures, something new in my career, and that makes me open my eyes and see how great we are as a company.

Rodrigo D. | Spain

I started with Stryker in May of 2016. The process to get hired was extensive, which showed me that they truly care about getting the best team players and best-suited team members on their team. Stryker values families and showed it when they offered paternity leave when my son was born. It has been a wonderful experience where I feel challenged to do my best and feel like what I do matters. Thank you.

Chris D. | United States



Culture is a central focus of the company. Stryker is full of high achieving and driven employees, and we strive to win and grow. However, with that growth, Stryker has consistently set goals to maintain the culture that makes it such a great place to work. That includes building a competitive, but just as importantly, FUN work environment. We hire talented individuals who feel passionate about what they do and contribute to the engagement of our teams and the company as a whole. Employees are friends not just coworkers, and there is a greater sense of accountability to one another because of it. We know when it's time to work hard and get the job done, but we are rewarded for that effort and celebrate each other's accomplishments. I genuinely enjoy going to work every day and love working with the people who I'm surrounded with, and that is a testament to the incredible culture at Stryker.

Anonymous | United States

Stryker is a great place to work because of its acceptance of various cultures and nationalities into the workforce. Our Finance team at SSP has people of various nationalities other than Australia like India, England, New Zealand, Ireland, South Africa, and Vietnam to name some of them, but we are still one team. We celebrate and respect each other's own cultures, and I believe employees thrive when there is acceptance of their original being. I feel accepted in each way at Stryker, and that's why I love coming back to work each day. Stryker definitely has the edge of the people formula over many other organisations, and that makes it a best place to work.

Shreya R. | Australia

Our employee resource groups are just so awesome! They are a great way to connect with other employees throughout the organization and give back to the community. When I joined Women in Stryker Engineering (WISE) in 2017, I knew immediately that I wanted to get more involved. It connected me with engineers on a broad spectrum, and I found it a great way to learn about the business. One of my life passions is to encourage young people to get involved in STEM, and I have done so through this group. I encourage

young girls to pursue their interests in math and science and teach high schoolers about engineering. Through WISE, Stryker has allowed me to live out my passion. It's fun and satisfying. The added bonus: talking about how Stryker is truly a great place to work and how we make an impact on healthcare.

Allyson W. | United States

I was thrilled to hear about the new parental leave policy! My husband and I adopted our daughter in 2013. During that time, we could take time off but had to use quite a bit of vacation time to welcome her to the family. We learned we were approved to adopt again in August 2016 and were matched in January 2017. We were thrilled to know we were bringing our little one home and could get four weeks to welcome him to the family. Adopting a child is a highly stressful process, and I am so grateful that Stryker implemented this new policy. To know I could focus on my child and not worry about how I was going to make time to do it was a blessing. It just goes to show how much Stryker cares about its employees. Stryker is thinking progressively and embracing the different ways families are built.

Erin B. | United States

Stryker is different. I expected my first day to be similar to that of my previous job—getting my laptop and putting a dent in an extensive list of trainings. However, this was not the case with my first day at Stryker. I attended an engaging orientation where I learned more about the company and interacted with employees during the tour of the facility. After orientation I was taken to my cubicle where I was surprised with a desk full of Stryker swag. Immediately after, I was treated to a welcome lunch with the team. What I originally thought would be an ordinary first day turned out to be an exciting experience. I could not be happier with my role with Stryker and am excited to grow with the company.

Teja P. | United States

A close friend that was one of the early members for Stryker's Emerging Professionals (SEP) group invited me to one of their networking events. We attended one of the weekly lunches often held offsite, and I learned more about the purpose and mission of the group and was immediately intrigued. I connected with their mission and joined the marketing and communications and engagement committees. Joining SEP has impacted me in wonderful

ways. Through this group, I've been able to give back to the community. We regularly spend time at the local nonprofit, Loaves and Fishes, where I can help and meet many refugee families, which gives me the ability to repay the kindness shown to me and my family when we arrived in the United States 23 years ago.

Remy M. | United States

I'm not sure everyone had a grasp of the products Physio-Control offered. We acquired the company in 2016 and our Medical business held a CPR event to showcase their products including the LUCAS 3 chest compression system, a product used to help someone in cardiac arrest. Participants filled the cafeteria and we each had our own practice dummy. To see us all in unison doing hands-on CPR was amazing. At the end, everyone received a sticker that said, "I am CPR trained," and many people displayed it at their desk. After training, we received an edict from presenters to share what we learned with our family, friends and neighbors. I shared it with my wife and daughter so they have a bit more knowledge in case they encounter someone in that situation.

Dan K. | United States



At Stryker South Pacific, I was able to take 2.5 months of parental leave and connect with my daughter during the first year of her life. I was able to experience so many "firsts" and see her develop in a way that I would never have dreamed of. It was a huge relief to my wife to have me be the primary caregiver as she transitioned back into work. It also gave me an opportunity to strengthen the relationship with my wife and put us both in a position to understand life from each other's perspective. While away, I feel nothing but support from the organisation, encouraging me to fully disconnect from the daily operations and allow others on the team to step up and take on added responsibilities, aiding in their development. I am forever grateful to Stryker for giving me this time that I could never get back.

Dashiell T. | Australia

Every time something family-related has come up during working hours and I need to leave, I have never had any of my managers tell me no. The work-life balance that is promoted is awesome. One example is when my cousin passed away and I needed to go to his funeral during the week on very short notice. My manager allowed me to go, no questions asked. He just said go. My family was so thankful that I could make it across the country the next day to be there to support my aunt.

Matt A. | United States

Workplace culture is important in many aspects of employees' wellbeing—a positive workplace that shows due consideration for its employees by indicating its policies should support employees in lowering levels of stress, achieving higher levels of job satisfaction, reducing conflicts in work and their social lives as well.

Stryker is really a great place to work for. The kind of opportunities that we get to learn and grow with the organization is tremendous. We get great friends here with the best brains to work with.

Gaurav P. | India

I tell people all the time that Stryker is the first place since I was in the military that I feel comfortable and feel like I matter at work. Stryker's culture is team-oriented and very collaborative plus the team that I work for is family. I have been with Stryker for six years now, and I have continued to grow as an employee. Also, this year my family has had some difficulties and my Stryker family has been there for me and my family for the last six months. If you are a veteran, military member or spouse, Stryker is a great destination for your next career move. We have a wonderful employee resource group of veterans and our group gives back to Stryker and the local communities all the time. Everything that you see and hear about Stryker and its great culture is true. It is a fabulous place to work. I would encourage anyone to investigate my great company.

Terry F. | United States

Things that make us SMILE big here at Stryker:

- Exceptional employees who are passionately driven
- Employee engagement
- Trust and quality that is unbeatable
- Diversity is embraced
- We make healthcare better

Amber H. | United States



Stryker was there with me through the hardest time of my life! My son decided to come into this world at 25 weeks and 2 days, and it has been a roller coaster ride since then. There were so many friends and well wishers at work that checked in with me during all of the uncertainties, and they all just wanted to make sure my family and I were okay and had all the support I needed! On a positive note, he is fine and home after his 93-day stay in the NICU. Even after coming back to work, everyone had my best interest at heart. I had so many people come up to me and ask me how my baby was and how I was handling the situation. It meant so much to me, and I know that Stryker is my family! Everyone here had my best interest at heart!

Saijal N. | United States

"For me, Stryker is more than an organization; we are one big connected family. It is a place where I know that everyone is committed to do quality work."

Pankaj K. | India

The culture at Stryker is amazing in the sense that you are at such a large company but it still feels so personal. You really get a chance to grow and learn in ways you would not have if you did not have this melting pot around you. People I may not have even spoken with in a different setting are now some of my closest friends.

Michelle P. | United States

Stryker's culture makes this company a standout. It's a place where you can walk in the door and feel the change in the atmosphere. I've worked at several other companies, and what really drew me to Stryker was its commitment to its employees. Stryker's drive to not only find the right employees for their company,

but also making sure those employees are in roles where they can be most beneficial to the company is something I truly value.

Jamie H. | United States

During our national sales meeting in 2017, Endoscopy stepped up and performed a charity event that included a COMPETITIVE component! Each region was tasked with putting together a couple of bikes using unique rules and a creative team approach to building these bikes. In my 22 years with Stryker, this was one of my proudest moments knowing we collectively supported the building of over 100 bikes for children!

Kevin K. | United States

Joining Stryker was one of the best decisions I have made in 2018. People here are very helpful, thoughtful and cordial. What makes this the greatest place to work is probably the work culture. Top five strengths and working around these strengths is a theme I have not seen in any other company. I really wish more companies keep in mind people's strengths (and not their weaknesses). Gratitude is another trait my team follows, which makes me very grateful for getting this opportunity to work at Stryker. Above all, Stryker is making huge contributions in healthcare in general and bringing breakthrough changes in medical technology, which makes for a very fulfilling experience.

Harsha J. | United States

There are a million things that make Stryker a great place to work, but below are a few. The first thing that makes Stryker a great workplace is that it's more than a place to work. It's a place where your family comes together to do great things. The second thing is that we love to have FUN at Stryker. One of my favorite times of the year is Halloween. Endo San Jose goes ALL OUT when it comes to Halloween decorating. Multiple teams are formed across the building, and everyone comes up with a theme and decorates their area. In typical Stryker fashion, we make it a competition to see who decorated best. Everyone's kids/family then come later in the day and trick-or-treat throughout the building and check out all the decorations. Lastly, we are all passionate about what we are trying to do—make healthcare better. At the end of the day, this is what makes Stryker truly special. We all care about what we do and see the bigger picture of why we work so hard. We all know that what we do is more than just trying to hit a number—it's striving to positively impact people's lives.

Kyle K. | United States



At Stryker, we get to do what we do best each and every day. Not only do we get to support our customers and internal partners in making healthcare better, we have the opportunity to support our community. Recently, the conference management team got together to paint a six-panel piece of art that will be donated to a hospital to brighten up a patient's room or hospital common area. Stryker encourages and supports corporate social responsibility. It's one of the many reasons we love working for Stryker!

Cathy O. | United States

We overcome obstacles together, even if the task at hand is a grind.

Nick S. | Canada

I have been with Stryker for a year now, and I have never been happier at my workplace. One of the things I love about Stryker is how much they care about us. When Hurricane María impacted Puerto Rico in September last year, everybody at Stryker was concerned about our wellbeing. Making sure every employee was well was a top priority, then recovering the operation. Our Stryker family (in Puerto Rico and around the globe) become ONE making sure we had supplies, food, water, a thought, a prayer—they did everything possible to support us when we needed the most. I had been with the company for a month, and I felt the love and genuine care. I can't thank my co-workers and leaders enough. This is my family. Stryker is my home!

Yinet O. | Puerto Rico

What makes Stryker a great workplace for me is the positive attitudes seen day in and day out. Working in the tibial metal cell has shown me what a true work family is. I feel happy every day to come into work because of the great vibes and uplifting attitude that each employee has.

Jaylen B. | United States

There are several reasons why Stryker is such an awesome place to work. For starters, the teams that make up Stryker are extremely welcoming. Everyone embodies the "one team" mentality and is willing to help you with whatever task or project that you need assistance with. Additionally, it's like a family. We are able to do offsites to get to know one another and have some fun outside of work.

Michael G. | United States

For me, Stryker is more than an organization; we are one big connected family. It is a place where I know that everyone is committed to do quality work. It is an organization where we trust and respect each other. I have been with Stryker for nine years, and everyone here has helped in my development as an employee, as a person and as a professional. Both the management and my co-workers have displayed kind and helpful attitudes. On some days, I work very hard to meet deadlines, putting in long hours. But when I need some time off for my family, the flexibility is there. That's more than a great place to work—that's an amazing place to happily give your talents, time and gratitude!

Pankaj K. | India

Coming from an acquired company that had an amazing culture for 45 years, high engagement scores and great leaders, we never thought once purchased that we would feel the same. When Stryker bought Sage, it was like we were one company, even as we were integrating. Maybe it was because both companies focused so much on their people, talent, or culture, but it was love at first sight. It has now been just over two years, and we are still finding ways to be truly better together. We have had the opportunity to share leaders across the sites and businesses, and we have grown talent due to the acquisition. Many have received bigger jobs, promotions and opportunities they would have never dreamed of before the acquisition, and this goes for long-standing legacy Stryker leaders and employees. Using Gallup for Q12's, hiring and strengths gives a nice, consistent message and a language that other large companies do not have—it makes a difference. We have a saying, "keep it personal," and Stryker does just that.

Tammi B. | United States



"There is no passion to be found in settling for a life that is less than the one you are capable of living."
—Nelson Mandela

I am thankful every day that I get to live my passion both through working for (and with) Stryker's Trauma and Extremities family and through my work as a team leader for Heroes on the Water, New Jersey (HOW NJ). When Colleen Sailor asked me if I had any suggestions for an event we could include on our schedule, HOW NJ immediately came to mind! How lucky for me to be able to have my two worlds collide and introduce my Stryker colleagues to something I am so passionate about! HOW's mission is to help warriors relax, rehabilitate and reintegrate through kayak fishing and the outdoors. So

to paraphrase Stryker's mission statement, together with our volunteers, we are driven to make military veterans and first responders' mental and physical health better through opportunities for them to learn a new skill, be physically active and spend time outdoors reconnecting with nature and with one another.

May 16 was about as far from a New Jersey spring day as you could get! It was cold, it was raining, and it was less than ideal for a day outdoors. I arrived at Picatinny Arsenal wondering if my Stryker teammates were going to brave the day. They didn't let me down! We hosted veterans from the Veterans Administration Lyons hospital terminal care unit, all of whom

are wheelchair-bound, and we also welcomed a group of veterans from their inpatient post-traumatic stress disorder program. Veterans were fishing from both the dock and out on the water on kayaks, so it kept the Stryker team busy for the morning helping to get everyone prepared! Despite the rain and cold, it was a terrific day, and we had 16 veterans enjoying themselves on or at the water. We even caught a couple of fish!

Caralyn, Justin, Laura, Michael and Nick: For want of better words, I am going to adopt a very appropriate military expression. Thank you for being willing to "embrace the suck," ignore the cold and the wet, and help HOW NJ honor our veterans the best way we know how! Paddle~Fish~Heal

Chenay B. | United States

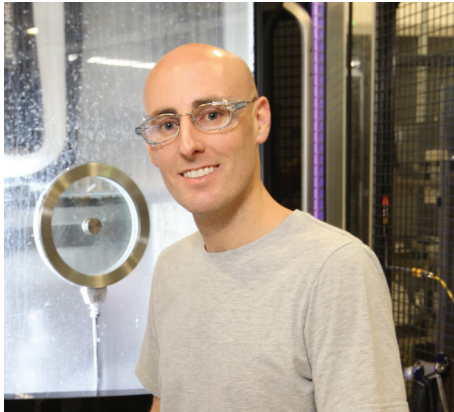
My husband and I both work for Stryker, and the new maternity/paternity leave policy makes Stryker a fantastic place to work. To be able to have time at home with our newly grown family was monumental. Coming back to work after maternity leave was challenging, but I knew I was coming back to a place where I feel so encouraged and supported. Work/life balance here exists, and

my Stryker coworkers are like family. I take a lot of pride in working in healthcare because the impact of what I spend my time doing matters to me greatly, and I feel so proud to say I work at Stryker. As a working mom, balancing work and home life can be difficult, but my support system at Stryker makes it a lot easier. Whether it is the Strive program, coworkers brightening your day, or the many employee appreciation events, Stryker is my home away from home.

Emily I. | United States

Stryker purchased the company I worked for two years ago, and as part of the integration, they kept us fully informed and consulted with us every step of the way. Some of us even had different job titles as our existing roles were mapped into Stryker's. This has been a very welcoming experience and nothing like a takeover, which it could well have been. With improved working conditions and encouragement to have a home/work balance, it seems a great place to be and I look forward to being a part of it for some time.

Hugh W. | United Kingdom



The company has let me personally take care of family issues. About a year ago my mom's house caught on fire, and I am the only one that could help her. My manager let me go to Florida and help my mom while working off-site for over a week. This company takes care of its employees.

Anonymous | United States

Stryker is a wonderful place to work! The team-based environment is my absolute favorite. The continuous opportunity for growth and development pushes our team to do their very best every day! I look forward to the future for segmentation.

Danielle S. | United States

Stryker is my first "big girl job." I come from the restaurant business and sought a better opportunity to grow. One of the biggest reasons why I love Stryker is that they make you feel valued, appreciated and that your opinions matter. They promote growth in their individuals and grow them into the employees they would like to see. Aside from feeling valued, I like the environment as a whole. I work 50-60-hour work weeks and sometimes it can get a bit challenging, but the people that I work with make work seem not so bad. We make each other laugh and smile, and we even hang out on the weekends sometimes because 60 hours a week is simply not enough.

Caitlin A. | United States

I absolutely love working at Stryker! Everyone is so welcoming, and there's definitely a family-like atmosphere. The dedication to quality does not stop with the work that's being put out; it extends to the way that all employees interact with each other. Everyone genuinely cares about your well-being, both in and out of the workplace. There's never a dull moment, and there's a great work/life balance. I've gotten to know all my coworkers so well and consider them all to be friends.

Kandy M. | United States

When my father was diagnosed with cancer, leadership sent a \$250 gift card to his favorite restaurant. The justification was, "Because we love your son, we love you. Get well soon." When an opportunity arose to move me closer to my family, they proactively sought me out versus me campaigning for myself.

Anonymous | United States

There is a sense of pride that employees have regarding working for Stryker (regardless of division or geography) that is unlike any other company I have ever worked for. Everywhere you look, folks are wearing Stryker shirts or drinking coffee out of a Stryker coffee mug. It is nice when you feel you are making a difference and your company appreciates the value you contribute. It is truly a joy to come to work every day, to work through challenges and issues, to help the company grow and "together with our customers make healthcare better."

Anonymous | United States



Stryker is a great workplace. The employees are very welcoming to new employees. When I first started at Stryker, I didn't know a single person who worked with me, yet I never had to eat a meal alone. Additionally, everyone is polite and helpful! If you're lost, someone will graciously point you in the right direction. If you're carrying stuff towards a door and someone is walking in already, they hold the door. I think this reflects positively on Stryker's values as a company. Right away I could sense the "family" type of camaraderie associated with being part of a team here at Stryker.

Christopher R. | United States

One of the main traditions of the post-market quality team that adds to the uplifting Stryker culture is the creation of a surprise birthday meeting for each team member who celebrates a birthday. When a birthday comes around, someone will fabricate a scenario in which the target must attend an urgent meeting only to find their stated favorite desert and a room full of their coworkers who are eager to give some joyous birthday attention. The tradition is upheld in the face of heavy workloads or absences, and it provides planners, participants and targets with a warm, fuzzy feeling which contributes to the team bond that allows smooth and pleasant workplace interactions among the team.

Langston C. | United States



I recently celebrated my 6th anniversary with Stryker, and I can say this is the best place I have ever worked. The culture is inclusive, celebratory, respectful and trusting. I have had more opportunities to better myself through Stryker, as well as balance my work/life. Being a busy mom with three young kids has been a challenge to maintain; however, with the flexibility and work/life balance Stryker offers, this means I can be the best of both worlds. Stryker works us hard and challenges us to exceed what we even believe we can do. Because of this, we are rewarded beyond expectation through celebrations or self-realizations. Any chance to better myself also betters Stryker. One Stryker, one family. Thank you, Stryker.

Lesley M. | Canada

From literally the very first day, I realized Stryker was a special place to be. My wife was expecting our son any day (she was overdue), and while my meeting with HR to set up benefits and insurance was supposed to be later in the week, when they found out about my situation, they moved all my meetings around to get me in front of the right people that day to get my paperwork and benefits set up so that if/when the time came, we would already have everything we needed taken care of and processed. I felt comfortable talking about my personal situation, and when our son was born a week later, I had no problems taking a week off to be with my family even though I had only just started my role.

Fast forward two years, and we now have a second addition to the family, and my manager and my team have

shared in the good news and helped me out when I needed support. We all work hard, and I love that about this company, but I also love that as a team we support and remind each other to make time for the loved ones in our lives.

Aravind S. | Canada

I only joined Stryker in March, but I remember being slightly nervous walking into our Q1 sales meeting. Everyone was so welcoming that I instantly felt part of the team. We finished the first day of the meeting with a treasure hunt around Birmingham City Centre which finished in a tapas bar! A great way to meet my new colleagues within the Spine team!

Emily K. | United Kingdom

One of the many ways our culture is unique is the way in which we celebrate Halloween. Each year we have a costume contest, best decorations contest, pumpkin carving contest and buffet lunch. We even open our doors to welcome the children of Stryker employees to trick or treat around the office.

Many departments start planning for this event months in advance. I began my career here in 2012. You can imagine my surprise to see "Halloween ideas" as a topic on our team meeting agenda in March! The competition between departments grows each year as we strive to step up our game. This event encourages collaboration and is an amazing teambuilding exercise as well! This fun tradition was started here many years ago as the founder of Sage Products was born on Halloween. Stryker, sharing many of the same values as Sage, continues to honor this tradition, which is a great example of our people-focused culture that I appreciate and am proud to be a part of. Thank you, Stryker!

Dina W. | United States

Stryker values its people, and I've seen firsthand what that means. I was balancing leading a large national team while raising two small children with the help of my amazing husband and parents. Then my dad got sick, and my husband faced some chronic health issues, and all of a sudden, the folks who had been supporting me needed my help more than ever. My work/life balance became untenable. I approached my leadership with an idea for a new part-time, remote role that would fill an unmet need while enabling me to care for my family during this difficult stretch, with little expectation that they would agree. And yet, here I am, months later, as a senior-level employee in a part-time role that enables me to look after my family while adding value to Stryker with meaningful work every day. Thank you!

Jessica E. | United States

The first day I started working in Stryker, I felt that I was going to be part of a special place where people love what they do because of a great purpose: making healthcare better with our customers. And it is nice doing this in such a multicultural company where the combination of learning and global connections is

unique and a good value proposition for a person. I love my team. It is one of the best I ever had. They encourage me to share my opinions and support me when I need help. When it is not so busy, we like to have drinks together after work. Sometimes we use WhatsApp to have informal communication, and sometimes we order Thai food to share together for lunchtime.

Chiara T. | The Netherlands

Our yearly employee appreciation days are amazing. We have special activities in the plant Monday through Thursday, a full engagement activity full of fun on Friday, and the employee picnic that involves all divisions on Saturday! We are encouraged to think outside the box, to progress in our careers as we wish, and managers have an open-door policy.

Anonymous | United States

Stryker is a great workplace because it appreciates and celebrates diversity. I will always cherish Stryker as the organization that fulfilled my dreams and welcomed me to Canada, making it just like my home!

Yashil H. | Canada

Stryker is known for its positive contagious culture, and people recognize this immediately. When new hires start, I often ask them how their first week is going, and without fail, the first thing out of their mouths is, "The people here are great! Everyone I have met has been so welcoming and made it easy for me to feel like I'm part of the team right away."

It has been proven that a winning culture translates to a successful business. I have personally seen the culture improve year over year here in Canada, and that correlates with our consistent positive growth over that same time. Globally, our growth has also been very strong, and I am confident that Stryker's culture has played an integral role in that as well.

Jesse M. | Canada

Stryker is dedicated to making it a great place to work for its employees. There are constantly activities and engagement inside and outside the office. Stryker is known throughout the community/world. I am proud to be an employee of Stryker. We are determined to do the right thing.

Laura C. | United States

I was lucky enough to land a job at Stryker. Everyone told me how hard it was to get in to Stryker, so I felt privileged from the beginning. I needed insurance for my three sons and couldn't wait to get hired in because I had started through a temp service. I was hired in within a four-month period. That's why I took a job at Stryker, and the culture is why I've stayed for over 22 years. I had my eye on quality from the moment I walked through the door and was able to join the quality team before my five-year anniversary. The quality-minded individuals that I was working with and the training that I received led me to understand the importance of what we do here at Stryker and how we impact the community. I enjoy my work and the people, and if I had to do it all over again, I wouldn't change a thing! Congratulations on your adventure!

Robin B. | United States

"After nine years at my previous employer, I felt more at home here on my first day. After my first month, I felt better taken care of and appreciated. With Stryker, I feel that I can only go UP!"

Joseph B. | United States

Diversity and Inclusion has always been an important subject to me. I am passionate about the competitive advantages teams gain by diversifying their makeup and employing diversity of thought and ability. I am proud to share that Stryker actively supports diversity and inclusion in the workplace. This is one aspect of Stryker that makes it a great company to work for!

Someone who works for Western Michigan University (WMU) once spoke to me about a need for students from underrepresented populations to receive experiential opportunities that foster social capital and help bridge the gaps between academics and real-world career opportunities. I approached the Global Sourcing leadership, requesting time and funds to support leading a transformative event for over 40 students, and quickly received full support. I am not in Human Resources and was given full support by Stryker to execute an experiential day for a diverse group of students from WMU. The company didn't flinch at this random request, but rather asked how it can help support it to the fullest. The day included Stryker and StrengthsFinder presentations, hands-on product demos, and manufacturing tours. Students also had "real talk" with

Stryker volunteers, sharing best practices for overcoming barriers in pursuit of wellness and career success. Minority students, first-generation college students, and students who have undergone hardship on their journey made this an especially important community event. Stryker financially supported this event, but most importantly, due to our culture that supports diversity and the communities in which we live and work, every single peer I asked to assist put their primary work aside to support with gusto!

This is one of the many reasons Stryker is a great place to work. Volunteering and diversity and inclusion are terms the company is very passionate about.

Garrett R. | United States

This morning while getting coffee at the machine, one of the lawyers from the compliance team asked me how long I have been at Stryker. I told him about nine months. We chitchatted about other things (he's new to the company, too, and just moved here from the UK), and then he went away to his office. After the conversation, it hit me that I have indeed been here for almost a year. At this stage in my last company, I

was already bored and antsy about the company, its culture and future potential for career development. Unlike that feeling, I feel energized coming to work here. I enjoy what I do, I am challenged every day, and I always learn something new—about the company, my colleagues, myself and my abilities—that reiterates to me what a brilliant idea it is to work for a company like Stryker.

Apart from the genial work environment, it is satisfying to know that in my own way, I am contributing to the wellbeing of somebody. I am proud to tell people that I work for this company, and I feel privileged to be able to do what I do here and to work with such a great team!

PS: I did not expect that a culture book was in the works. I actually shared the above anecdote with my director just this morning! :)

Ade P. | Netherlands

When I joined Stryker back in August 2006, I was struck by the knowledge and commitment that everyone I met and spoke to had in putting quality first in everything we do. I still see and feel that culture today, every day.

Keith H. | Ireland

Four years ago, I was diagnosed with Stage 4 lung cancer that had metastasized to my brain. I never took time off work and was allowed to make up time, work random hours and work from home as needed during my treatment. I am happy to say today that my cancer is not active, and I feel great! Without the support and kindness from my workmates and the very flexible options I was given from Stryker during this time, my life would be in a very different place than it is today. I truly love and appreciate my position at Stryker, as they really have cared for me physically, emotionally, and financially. They truly are a GREAT PLACE TO WORK. Our insurance is wonderful here, as it still covers once-monthly treatments that will continue for the rest of my natural life. THEY CARE FOR ME! And in turn I will always do my best to help improve and promote their growth and popularity in our community! I am one of their employees that can truly tell you, "I LOVE MY JOB AND MY COMPANY!"

Anonymous | United States





Stryker is my "home away from home"; my team truly feels like my extended family. Our culture and talent are unlike any other organization for which I have worked. I am proud to work for a company that genuinely cares about its employees and is committed to improving healthcare and the surrounding community. I am proud to be a Stryker employee.

Anonymous | United States

When I came to Stryker nearly seven years ago, I didn't know just how much my life would change, in a great way. I spent several years in the military and another medical device company before coming to Stryker. In my military years, I learned what comradery felt like and why it was such an important part of my life. Comradery wasn't just a word; it meant a family away from my family. It meant know-

ing I could rely and be relied on when it counted the most. It meant bringing out the best in all those around me and myself because we felt the close-knit care of one another. When I left the military and entered civilian life, I genuinely missed that sense of comradery. I wondered if that only came with military service or if I'd ever find a company again that brought that sense of feeling again. When I came to Stryker, I found comradery and so much more. When my family grew from three to five with the adoption of our children, my Stryker family was there. When I tore my ACL, my Stryker family was there. When my own family members were hurt and hospitalized, my Stryker family was there. When I mapped out my desire to move abroad and have the experience of bridging cultures, my Stryker family was and still is there for me. Even more than being there for me, Stryker has given me the opportunity to support our internal customers (Stryker family) and external customers all around the world. When the globe is our backyard, nothing is impossible! I have comfort to know that no matter where my family is in the world, there is always quality healthcare available using our products, and there is a whole Stryker family behind us to support those products globally. Comradery

is embedded into the Stryker culture—it's what drives us to provide the finest medical devices globally in support of our customers' needs.

Mandi L. | Germany

I've worked for Stryker for almost five years. Prior to Stryker, I worked for several different companies, both big and small, and I can say without hesitation that the Stryker culture is real versus just being a buzzword. During the integration of Sage, we were bombarded with many new systems and processes we had to implement. The challenge was overwhelming at times, but the support we received from our counterparts at the Medical division was phenomenal. Without the strong culture in place, I do not believe the integration would have been as positive of an experience. We repeatedly called upon our counterparts for assistance during some of the most hectic times during the financial closing process, and they willingly gave us attention, even though it most likely impacted their tight deadlines. I feel fortunate to work at an organization that protects its culture!

Jill T. | United States

People say that you never get another chance to make a good first impression. I will never forget my first day working at Stryker. It was a mere 17 years ago, and I was walking into my first-ever factory job. I was met at the door by a smiling face saying good morning. Then the person asked me if I was new, and where I was going to be working. He then walked me to my supervisor and introduced me. All of this happened in the first few minutes of the beginning of my Stryker career. This memory has imprinted on me how the Stryker culture has impacted my life for the better. I remember how I was nervous starting my first day and how a stranger made me feel important and welcome. I have made a point to go out of my way to treat other new employees the same way I was treated on my first day. The Stryker culture is about family, friends, friends who become family, and being able to do what you love with people who care about you and who you care about. I wouldn't want to be anywhere else.

Pamela M. | United States



I started at Stryker in 1988, and from the moment I walked in the door, I felt something different. The way people laughed with each other, greeted each other in the morning and how people showed a genuine interest and care for one another was so encouraging. I met my best friend at work soon after. We have shared a similar career path through the years, and during this time we have grown even closer. I think there are times people look at us and just smile when we greet each other in the hallway with a hug and pleasantries. People understand that Stryker has a culture of true friendships. My best friend at work

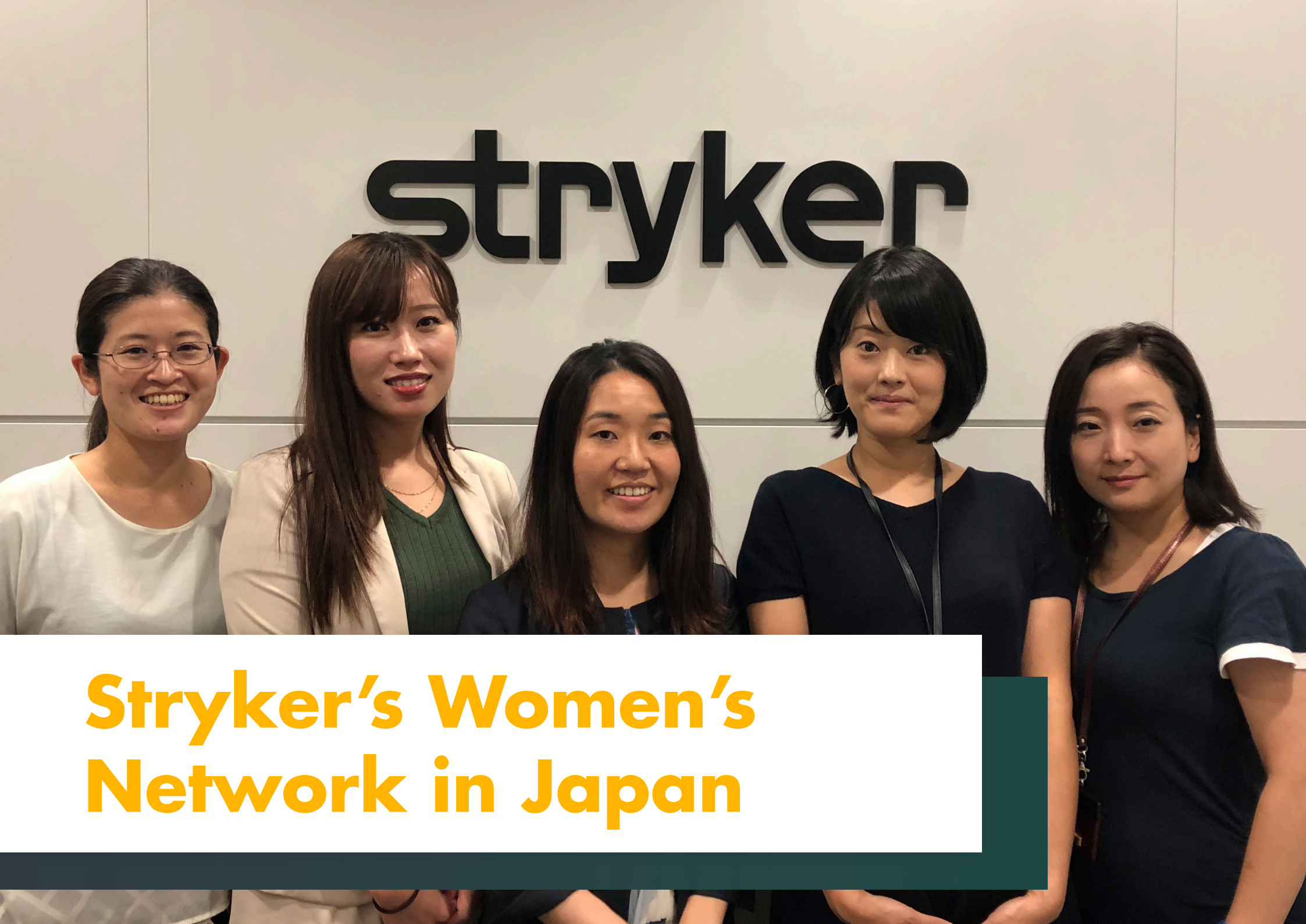
and I have taken weekend trips together, enjoyed holiday parties at each other's homes and shared many weekend breakfast chats. I know meeting your best friend at work is not uncommon or even unique for Stryker, but I feel it is not the normal culture for other employers. I am so very happy that I chose Stryker 30 years ago as my employer because it has given me the opportunity to work at a company who cares, who helps make other lives better, gives back to the community, and most of all created a culture where I met my best friend at work.

Deb S. | United States

Balancing life and work is challenging for everyone. During my five years at Stryker, I've been faced with several difficult life experiences: the deaths of several immediate family members, complications from a surgery, and a major move across country. Each time, I thought that surely my manager would be impatient for my return or expect me to manage work without skipping a beat. Every company before did just that! But to the contrary, I heard over and over a very genuine concern for my family and me, and I was repeatedly reassured that we value "faith, family, and then Stryker." That was

an amazing relief when I needed it most! My team pulled together to cover the load and make sure I didn't need to worry at all. I received cards, flowers and even boxed dinners from Stryker to help me get through it all. We don't just talk about valuing our employees and customers, we really live it!

Karen L. | United States



Stryker's Women's Network in Japan

SWN Japan reflects the people of Stryker.

In line with SWN's mission, SWN improves Stryker's results by fostering an open and inclusive culture, developing and retaining talented women, and driving engagement, and the local steering committee has been holding monthly welcome luncheons with new employees, quarterly lunch and learn sessions for all employees, annual open house family day events, as well as women in sales meetings for discussing ongoing challenges for the female reps. Thanks to the continuous effort of the core members, SWN is gradually increasing awareness in Japan, and the family day event welcomed a record 80+ current and future family members of Stryker to our offices in Tokyo and Osaka.

Although Japan as a country is low in the gender equality ranking, Stryker is a place with many engaged women who are driven to make the company better, and the people here are making steady steps forward to make Stryker the medical technology company for women in Japan.



The work

**We strive for the best and
do more to improve lives**



Finding creative and better ways of doing things allows us to advance healthcare and improve people's lives. We look forward, constantly striving for the next level of achievement.

Second best isn't in our DNA. We want to be the best because our work improves the lives of customers and patients—they are at the heart of everything we do. We're proud of the difference we make.

Because we look beyond traditional approaches, we deliver answers that improve healthcare. We make life better for customers, patients, our company and each other.

We are proud of our work and the quality products we deliver. We're not complacent. We come to work every day eager for the next win for our customers and our company.



Check out the About Us section on our website

www.stryker.com/us/en/about.html



Phylicia's story

In the summer of 2017, Senior Supply Chain Analyst Phylcia, pregnant with twins, encountered complications that required an emergency C-section.

Phylicia was anxious about the procedure and worried about the safety of her babies. Filled with adrenaline, she began to shake with nervousness.

As she looked around the room, she began to feel at peace with her situation as she realized she was surrounded by our products. She was on our mattress in the labor and delivery ward; she went to the surgery suite on our stretcher; our lights, booms and our Neptune unit surrounded her in the operating room. "It wasn't until the moment I saw all of the Stryker equipment that I was able to relax," she said.

Fortunately, both Phylcia and her babies came out of the surgery healthy! After the C-section, the babies were taken to the NICU. As their health improved, they were moved to our Nāra bassinets. Phylcia was glad to see that her babies weren't connected to tubes or cords. "They were sleeping peacefully," she said. "I knew my babies were safe when I saw them in the Stryker beds."



As part of the Joint Replacement and Mako Regional Medical Education team, it is awesome to collaborate with our field sales teams, marketing partners and our surgeon consultants to execute flawless education training programs. I learn something new every day I come to work and that is why I am driven with our customers to make healthcare better. Do what you love, and love what you do!

Krista B. | United States



Stryker is a great place to work because of the effective and sustained collaboration that occurs cross-functionally leading to exceptional business results. We work on product development projects that span multiple years before the eventual product release. This requires strong commitment, dedication and partnership across multiple departments. The most recent example that illustrates this is the project that led to release of the Trident II Acetabular System. This project was initiated in 2013 and involved at least 150 employees working primarily across three continents (US, Ireland and India).

Through several years of development in collaboration with our surgeon consultants, this product had a limited market release in 2016 and full commercialization in 2018. Though this project had several unexpected obstacles/setbacks, the cross-functional team that worked on this project never wavered in their end objective of releasing the product in a timely fashion. This speaks volumes of the camaraderie, hard work and strong bonds that were formed across various individuals/teams, which led to a successful product release. In summary, the people and talent within Stryker make it a tremendous place to work.

Lokesh R. | United States



As a 22-year Stryker veteran I often get asked why I joined Stryker and how is it that I am still here. The answer is simple: Stryker is a great place to work! Stryker's mission and values resonated with me when I researched the company, leading me to accept the job offer over others received as a college graduate. It has been an amazing journey ever since, with non-stop learning and growth opportunities, exposure to exceptional talent from whom I've learned and collaborated, experiences that have helped me mature personally and professionally, and a sense of being truly valued for who I am and what I bring to the table.

A few years ago, I became increasingly aware of my desire to retribute all the blessings I've received in life, and amazingly enough Stryker has provided an outlet for that through our social responsibility program and initiatives. It is the most

engaging experience I've had with the organization in being able to give back to our global and my local community through Stryker. When I talk to people about Stryker, I talk about "my family" and highlight the perks of living coherently with my values both inside and outside the workplace all while being a valued professional. Indeed, Stryker is a great place to work!

Denise N. | United States

Stryker values me and what I have to contribute to the company. Having been at a company that was acquired by Stryker, I did not know how the integration process would affect my job. However, I never felt my position was in jeopardy and was included in the integration. I was asked to partner with my Stryker counterparts to learn from one another and assist in Stryker systems with our current processes. The transition has been smooth, and I now feel that I have made numerous connections around the world, making my job more efficient. I love working at Stryker and the opportunities that are available for my future development.

Heather S. | United States



Stryker is a global leader in providing quality, effective, and useful equipment to healthcare providers across numerous sectors of the industry. More so than just brand and name recognition, what makes Stryker stand out is the people. From the CEO to the factory intern, Stryker boasts intelligent, hard-working, successful, ethical, and overall good people all pulling in the same direction. Stryker is a great place to work.

Anonymous | United States

I love our products and the fact that they make a difference in people's lives and wellbeing. It makes me feel good to stand behind great products and a great brand! It's a pleasure to be part of the Stryker family.

Javorka S. | United States

The amazing thing about Stryker is that even after 15 years here, each day is still as exciting as the first. The people and the culture continue to have me never wanting to leave, and the impact that this company makes on patient lives is the wonderful added bonus.

The fact that we work for the patients is gratifying. We are literally making people's lives better. This is what makes Stryker a special place to be.

I also love working with my colleagues who are committed to always be their best at what they do. This office wouldn't be the same without the energy of all of them. A lot of times we are singing and laughing and having a great time working. We do many engagement activities that reflect our teamwork and at the end of each of these activities I always think to myself: "We are truly like a family, I work with family."

Catalina T. | Colombia

I joined Stryker for the opportunity to lead a group of dedicated and passionate individuals committed to make a positive difference in the lives of many in the healthcare space. I love the fast pace and constantly evolving and changing business conditions. Our passion to deliver, culture of integrity, and agility all make Stryker great; every time I hear a patient story of how Stryker changed their life, or when I see the Stryker name on a hospital bed, instrument, or billboard, it boosts my sense of belonging to a company that strives to make healthcare better. The great leaders and dedicated employees together make Stryker the best place to work!

Shankar I. | United States

I love Stryker because we all are laser focused on achieving our mission through positive collaboration with all our stakeholders. We will overcome any barriers to success while living our values of integrity, accountability, performance and people. We have the privilege of working with some of the smartest and most successful people on the planet, and it is this excellence that pushes all of us to do our very best every single day.

Kimberly P. | United States

Being new to the Stryker team, I was so impressed by Stryker's influence in the industry. At several industry conferences I attended, the organizers publicly praised Stryker's ability to innovate, even though we didn't sponsor them, especially the China International Medical Device Regulatory Forum (CIMDR) held by the China Center for Food and Drug International Exchange (CCFDIE), which is the biggest exchange platform of international medical regulators and regulatory affairs practitioners for the medical devices industry in China. Stryker always has the opportunity to have a booth to promote its products and culture. The director of the MRA department of greater China even was invited as the co-chair of the Orthopaedics, Dentistry and Surgical Devices Forum. So proud of Stryker and so proud of being a part of Stryker!

Liqin L. | China

I have been with Stryker for the past 20 years of my life, and it still feels like yesterday was my first day. I have had the opportunity to do what I do best by taking care of our customers. I work with an amazing team that strives every day to provide an excellent interaction with our customers (internal and external). I love what I do and every day I look forward to what the new day will bring. I have seen many changes throughout the years, but one thing that has never changed is the quality of people I have been surrounded by.

Maria P. | United States

I'll never forget the first day of my internship when I met all my colleagues and had lunch with them. At first, joining such a large company can seem intimidating, but I'll never forget what I was told: "At the end of the day, we're all people." This immensely helped me feel more comfortable being surrounded by such warm and welcoming individuals who to this day have helped me grow, both individually and professionally.

Julie W. | United States

Stryker is an amazing company to work for because they truly care about their employees. I've been with Stryker a little over two years now, and recently they've been extremely supportive with my medical situation. I am prouder than ever to say I work for Stryker and have my own Stryker titanium plate and clips in my head that was part of my recent life-saving brain surgery. I am Stryker through and through and will always be grateful for my position with the company and the products that played a major role in saving my life.

Shannon M. | United States

Stryker is such a great workplace for me because I get the opportunity to help make a difference for patients getting joint replacements. I work in the MAKO robotic arm assisted joint replacement division and am helping to change the way joint replacements are done forever. Stryker is my first full-time job out of college, and I couldn't have been more blessed to get the opportunity to work with this amazing company and to put the mission to reality: Together with our customers, we are driven to make healthcare better.

Taylor L. | United States

I have worked at Instruments and CMF over my almost 12 years at Stryker. What is universally true is that there are AMAZING people doing such awesome things for our patients. What I love most about Stryker is that it's like a family. We celebrate our wins and we support one another through our losses. I love that our mission and values speak to making healthcare better because no matter your role, there is always a patient at the end of your day that you are impacting, and we live that.

Anonymous | United States

Having grown up with two parents who started their careers with Stryker and worked here myself for two years, I understand firsthand how Stryker has grown in its reputation as one of the world's leading medical technology corporations. I grew up attending Stryker's Take Your Child to Work Day and was introduced to a company whose main purpose is to improve the lives of others, a mission that each employee strives to realize every day. I am proud to work for Stryker!

Jessica K. | United States

Every day it is more apparent to me that Stryker cares about the quality of our products and the wellbeing of the patients we help. This truly became a reality when I personally had a procedure involving the products my team works on. Knowing the high standard of quality to which we hold our products, I went into the surgery with confidence as a patient. Between the awesome people I get to work with every day and knowing that my work saves lives—there is no place I would rather be.

Sophie J. | United States

For me it is two things. The first is that I get a chance to see every day how my products help to improve the life of others. There are not many companies where employees can stand in the front line with their customers and be a part of something bigger. The second is from day one there was a sense of brother/sisterhood within the Canadian team. For someone who grew up in team environments and feeds off the energy of others, it is both inspiring and motivating. I work in isolation but never feel alone.

David R. | Canada

It's because of what we do here. My grandmother had an Osteonics hip and my mother has two Stryker hips. Due to that, my grandmother lived out her life able to walk. My mother is now pain-free and walks without her cane.

Mark R. | United States

In Salt Lake City, we achieved producing one million Synchro devices to help treat stroke patients—with thousands of lives treated through our device! In July 2018, we celebrated with a total team picture in front of our new facility in Salt Lake City, Utah!

William P. | United States

I have been working with Stryker for 15 years and always have been proud to let other people know what I do for a living. Because of Stryker's dedication and commitment to change people's lives, I feel how important my job is. Still after 15 years, it's a pleasure for me to wake up every day to continue making changes in someone's life.

Victorien N. | United States

Making a difference is what inspires me, and being part of a company that constantly strives to make healthcare better gives me a sense of pride. My work is challenging but meaningful. My team is diverse, hardworking, motivated and knows how to have fun. More importantly, my commute is only 10 minutes. Stryker is a great place to work!

Kevin B. | United States

At Stryker's Joint Replacement division in Fort Lauderdale, we work in a very dynamic environment. Being able to work cross-functionally with all the different disciplines of engineering is extremely engaging. Every day brings many opportunities to learn and grow. We also make time to celebrate our accomplishments with team lunches, potlucks, and offsite events.

Daniel E. | United States

Doing something that helps people live a better life is the best job. Seeing someone in pain then enjoying themselves again and being active is priceless. When my wife would wake up crying at night because of pain was heartbreaking. Now after two hip replacements, she enjoys everything like she used to. That's what makes me get up for work every day.

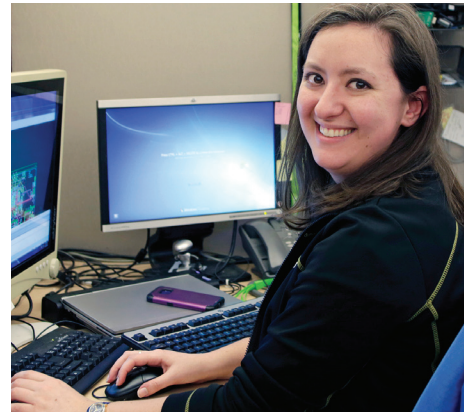
Vinnie V. | United States

Stryker is a great place to work because of our mission and values. I would like to add that Stryker is also a great place to work because of the quality policy based on my working experience with Stryker. At Stryker quality is first in everything we do, which is the most important aspect of my job. When we follow the procedure, it leads to an excellent impact on our business.

Varsha P. | United States

Stryker is a great place to work because we are in the healthcare business. We make prostheses. My grandma in India had heavy arthritis, and she had very little movement 40 years ago. Replacement of knees and hips takes care of pain and brings a SMILE on a patient's FACE. We help improve people's lifestyle. An active person means less burden to society and a more productive life.

Dilip S. | United States



Stryker is a great place to work because they really care about their people. My wife's mom and grandma recently fell ill and had nobody to care for them. My wife wanted to move back to Southern California so she could help care for her family. I approached my manager about the idea of working remotely from Southern California, and my request was approved. Although I miss my colleagues in Kalamazoo, it's great to still be a part of this amazing organization.

Adam B. | United States



I have been at Stryker a few years now. It's crazy to me because the time has flown by. When I look back at my first few years, I have met some of the most amazing people and have had some of the best experiences. I really do see why Stryker is a Fortune 100 Best (#16) company to work for. Our mission really stands out for me: "Together with our customers, we are driven to make healthcare better." It means we are making a difference. I am very happy with this experience. Stryker is an amazing company, and I look forward to what the future brings.

Angela P. | United States



Having the advantage to partner and learn from colleagues in different areas of healthcare yet still in the same organization is truly a valuable and unique resource. As a Stryker employee I consistently feel supported by my leadership team and strengthened by my colleagues who are always willing to share knowledge and best practices. As an employee managing the SAGE portfolio, working at Stryker has been an incredibly rewarding experience for me as I also get the privilege of hearing firsthand how much our products have a positive impact in healthcare facilities.

Amir K. | Canada

Stryker has been a part of my life for a very long time, and I am so proud of what we do for employees, customers and ultimately patients. Several members of my family are happy recipients of our products, and it has changed their lives and mine. Last year when I needed medical attention, Stryker was there for me too! We are making a difference, and it is a privilege to be part of a great company with great people.

I will forever be grateful to my Stryker friends who come to work every day to make healthcare better for me, my family and for so many others. Thank you!

Yin B. | United States

Whenever people ask me where I work, I am excited to describe my company. How cool is it to be a part of building something that saves lives? Beyond our wonderful products, Stryker has a great culture. I enjoy working with such a variety of people from all walks of life. To be a part of helping those experiences come together to accomplish a single purpose is very satisfying. People at Stryker are positive, proactive and willing to adapt to new challenges. The managers are open and receptive to listening to new ideas even when they might be a little unorthodox. I really enjoy my job!

Nathan B. | United States

"The fact that we work for the patients is gratifying. We are literally making people's lives better. This is what makes Stryker a special place to be."

Catalina T. | Colombia



Before I came to Stryker I was self-employed for a long time. I was fed up with working at home, and I needed some sense in my work. The international environment at Stryker thrilled me, and I had a lot to learn. But since we are helping people to be healthier (or even heal them), I immediately loved what we do. There was the sense I had been looking for. In the technical department we repair customers' items, and this is important work. I like to imagine how surgeons work with items we have repaired, and that makes me happy.

There are very special people working at Stryker, and I think this is part of our success. Whenever someone is not in a good mood, the others will make them laugh somehow. People are not only colleagues but some of them even become friends, something that is not common in Germany. But even the colleagues that we never meet because they are abroad are close. It really feels special, being a part of this big Stryker family. I have never experienced something like that before. It's the people above anything else that makes Stryker a great place to work for me. Now, after almost two years in this company, I feel at home, and I cannot imagine working elsewhere ... I wouldn't want to.

Joshua K. | Germany

Traveling is a passion of mine, and over the past five years I have had the opportunity to visit many wonderful countries. During a vacation to Germany a few years ago with my daughter, I proudly wore my Stryker baseball hat throughout the eight-day trip. Someone approached me and asked if I worked for Stryker. When I said that I did, he thanked me for working for such a wonderful company that helped him to regain his active lifestyle. I was so moved by the patient's passion for Stryker and his story that I literally took the hat off my head and gave it to him. You would have thought I gave this individual gold.

Since that trip to Germany, I have visited Israel, Prague, Budapest, Vienna, Amsterdam, England, Russia, Switzerland and took a cruise that docked in five Caribbean islands. On each occasion I intentionally brought with me several Stryker baseball hats, and on each occasion the same scenario that played out in Germany has occurred where someone approaches me when they see that I work for Stryker. It is truly an honor and privilege to work at such a wonderful company that has helped so many people live active, healthy lives. My journey and patients' reactions to my Stryker hats have exemplified the impact of the Stryker brand, and it is truly a pleasure to promote the brand in this very small yet impactful way.

Jeffrey S. | United States

I was headhunted back in 2012 for a certain position at Stryker. At that time, however, the company I worked for had a "golden horizon" and there was less need for me to move on, so I decided to let this opportunity pass. Gladly it enabled me to complete one of my bigger life goals: to live and work with my wife and three kids in the USA, which we did for almost two years. However, upon return, the company, the marketplace (revenue decline) and, more important, the culture of the company had changed too much and room for further development/opportunity was slowly fading away. And then ... a headhunter found me again! This time I was far more interested and, without reading the name Stryker, I could sense it from every word in the vacancy. I went over for an interview and then a second one with two future peers. The energy that flew around in that room with the three of us was more than enough to convince me and say goodbye to my "steady life." I started June 1 of 2018 (so only three months with the company while writing this) at the distribution center in Venlo, The Netherlands, in the role of Operations Manager Value Added Services (and that's really what we aim to do: add value to product or process each and every day).

I was used to challenging the status quo at my previous company. Here we sometimes need to find the status quo. The environment is extremely dynamic, the energy is high, and the people are open, transparent but still professional! I feel I have made the right choice; the people I work with on a daily basis, the people on my team, the peers, the other colleagues everywhere around the globe—I love it! I truly believe my "mantra" gets to action at Stryker; T.E.A.M. stands for Together Everyone Achieves More, and that's what I like to be doing, day in and day out!

Wouter P. | Netherlands

The Stryker mission is a part of everything we do. We're all part of the same team, fighting for the same win—to improve healthcare for the patient. That is made clear to every employee here, and we feel like we're all part of something bigger than ourselves. That personally makes me feel like I'm doing something meaningful and helpful for others and not just a job. I look forward to working for Stryker for many years to come.

Anonymous | United States

Working for Stryker is very rewarding. Not only do I love my team and enjoy what I do, but I feel very fortunate to work for a company that makes healthcare better with the products it makes. I am a mother of two kids, and there was a time when my daughter had an accident at school. I was called into the school, and we were transported to the emergency room in an ambulance. I was feeling overwhelmed and scared at the time, but I got a nice feeling once we arrived at the hospital and, in the middle of the chaos, my daughter was transferred to a Stryker bed. At that time, I felt proud of my company and the kind of work we do every day. Something so small brought a smile to my face in the midst of sadness, and I felt good to know that my job contributes to people's health, wellbeing and comfort and at that time, even my own daughter.

Sara D. | United States

Helping save lives is what makes Stryker a great place to work.

Roy G. | United States

When I was 16, I had no idea what I wanted to be when I grew up. I knew that I enjoyed helping others and spent a lot of time volunteering with children with disabilities. One day, my mom suggested that I go to school for engineering and work in the medical field so that I could combine my strengths in math and science with my passion for helping others. Although I enjoy being an engineer today, my driving force has always been to help others. When I was looking for a job after college, I knew that I wanted to go into the medical field and work for a company that was really making a difference in people's lives and employed people that shared my passion for helping others. I found that perfect combination in Stryker and was lucky enough to be offered my first job out of college to work as a quality engineer. After a wonderful year of working with Stryker, I was given the opportunity to attend the annual Society of Women Engineers conference with other female

I feel so lucky to be working at a company that not only makes me excited to come to work every day, but gives me the opportunity to share my experiences, develop as an engineer, and participate in recruiting the next generation of Stryker engineers.

Megan C. | United States



The mission of our division is "We save lives," and there is tremendous pride that goes with that. This aligns to our corporate mission, which is "Together with our customers, we are driven to make healthcare better." Our first value is Integrity, "we do what's right." How could you not feel great about working for a company like this?

Anonymous | United States

Stryker is a high-energy workplace with an extraordinary culture. Our mission statement, "Together with our customers, we are driven to make healthcare better," resonates across the organization from top to bottom. Every person contributes to that mission on a daily basis, regardless of role. Stryker also delivers phenomenal business results. I love working at Stryker.

Anonymous | United States

Coming to Stryker has been like coming home! I worked for Kellogg's before their eventual downsizing and reorganizing. I learned many great skills at that company, which gave me a unique edge in the growing global work environment. I had been working in unsatisfying jobs since I was downsized from there. I took a chance and came to Stryker as a temporary employee when CMF began the switchover to SAP. My SAP skills and my unique background gave me a leg up, and I was soon hired as a distribution associate. The culture here has all the great elements I was used to in corporate life plus more. I am even more pleased because I feel the contribution I am making now is even more dynamic by being involved with trauma and healthcare. Stryker is poised to be a GIANT in this industry, while giving back to the community and the world in many meaningful ways. I couldn't be happier to be a part of this company's mission and look forward to seeing where this will take me.

Sherry R. | United States

El 14 de agosto de 2017, desgraciadamente, Barcelona y Cambrils sufrieron el ataque terrorista más importante de su historia. En Barcelona una furgoneta atropelló a niños, hombres y mujeres que paseaban por el centro de la ciudad mientras que por la noche otros terroristas intentaron repetir el atropello y apuñalamiento de transeuntes en el paseo marítimo de Cambrils.

Los planes de emergencia de los hospitales se activaron y nuestros clientes recurrieron inmediatamente a nuestros comerciales para conseguir el material necesario para atender a los más de 100 heridos que se produjeron. De forma solidaria todos los comerciales cercanos ofrecieron el material disponible para atender las necesidades de Barcelona y estuvieron localizables en todo momento. Juanjo Insausti, Product Specialist de Trauma, se convirtió en el interlocutor con los hospitales para recabar la información de necesidades que se centraban en técnicas de fijación externa. Estas necesidades fueron organizadas, preparadas y enviadas a nuestros clientes sólo dos horas después de la solicitud gracias al trabajo de Jorge (Kitroom Manager) Manuel (Kitbooking Coordinator), David (Customer Care Specialist) y Frank (Planner) quienes consiguieron

"To play a role in saving countless people's lives, it makes you feel like a hero. To come to work proud of what you do and take pride in your career is truly a blessing."

Alexus M. | United States

el material necesario para que ninguna de las cirugías planeadas tuvieran ningún retraso. También nuestros proveedores locales de transporte demostraron su compromiso con nuestros valores ayudándonos en la distribución a los distintos hospitales con ejemplaridad en la colaboración. En esta situación, extrema y dolorosa, todas las personas que forman parte de Stryker Iberia demostraron su compromiso con nuestros clientes, respondiendo solidariamente a las peticiones y haciendo lo que era necesario hacer para que los profesionales médicos pudieran atender a los pacientes.

On August 14, 2017, unfortunately, Barcelona and Cambrils suffered the worst terrorist attack in their history. In Barcelona a van ran over children, men and women who were walking

through the center of the city, and that night other terrorists tried to repeat the hit and stabbed people on the seafront of Cambrils.

The hospitals activated their emergency plans, and our customers immediately turned to our sales representatives to obtain the necessary equipment to attend to the more than 100 injuries that occurred. In solidarity, all the nearby shops offered the materials available to meet the needs of Barcelona and were available at all times. Juanjo, a Product Specialist for Trauma, worked with the hospitals to gather information on needs that focused on external fixation techniques. These needs were organized, prepared and sent to our customers only two hours after the request thanks to the work of Jorge (Kitroom Manager), Manuel (Kitbooking Coordinator),

David (Customer Care Specialist) and Frank (Planner) who obtained the necessary material so that none of the planned surgeries had any delay. Also, our local transport providers demonstrated their commitment to our values by helping us in the distribution to the different hospitals with exemplary collaboration. In this extreme and painful situation, all the people who are part of Stryker demonstrated their commitment to our customers, responding in solidarity to the requests and doing what needed to be done so that the medical professionals could take care of the patients.

Marta B. | Spain



Stryker is a great place to work because we are driven to be the best at everything we do but want to do it the right way. Growing up in Michigan, Stryker always had a golden name. It was THE company everyone wanted to work for, especially if you were pursuing a sales career. When I started with Stryker selling Trauma in 2012, I felt very fortunate and extremely grateful. And now, three divisions and almost seven years later, I still have that same sense of gratitude and purpose. I think a majority of Stryker employees have that same sense of gratitude and purpose, which is why it is such a special culture. I wake up every day knowing I have an opportunity to shape the future and make products that impact

people's lives. Stryker's products, but more so our world class talent, is why it continues to be one of the best places to work in all of med device.

Gideon B. | United States

One of the rarest things I've come to know is Stryker's culture. As part of a medtech organization, we try to give our part to society by helping our customers and patients through Stryker's products and services. I feel that's the true resonance of saying "there for you" to human lives. It's also amazing to find a company that understands this culture and embraces it. This culture believes there is more to life than just work, and I would say this is completely driven from the company's core values of Integrity, Accountability, People and Performance. My favorite part of this amazing culture is that it encourages everyone to balance fun and work and allow your family to be part of it through numerous family events. That's why I love working here.

Surinder S. | India

Working for Stryker is truly a blessing. Waking up in the morning to head to work is never dreadful. Working as an onsite specialist, I'm gaining great product knowledge along with building some great relationships with staff. Although I'm the only specialist at my account, I do interact with a lot of different Stryker reps from multiple different divisions. All the reps are so easy to talk to and help if asked. The staff at my account is also great. Everyone is so nice and appreciative of everything that we do, which is so rewarding knowing I'm able to help with all their needs. I wouldn't trade working for Stryker for anything! I'm so grateful for the opportunity and cannot wait to see what the future holds with the company!

Michael R. | United States

My great aunt can now walk and work in her garden without pain because of our products. She received a Stryker hip a year ago, and because I believe in the quality of our products, I was confident that it would work out for her. And it did. Seeing her go through the process of receiving a new hip changed my perspective of the company. I am even more proud of the products we offer and our mission to make

healthcare better. I wouldn't want to work anywhere else. I trust our products, and I am a believer in their ability to change people's lives for the better.

Natalie C. | United States

Two hips are better than one!

I never believed I would ever need a hip replacement when I first joined Stryker 17 years ago. Then seven years ago I realized I needed two! I did not hesitate a moment to go seek out one of our Stryker surgeon consultants to discuss my options. Confidence in my surgeon and confidence in our products made the decision easier. After having both hips replaced, I never regretted my decision. I got my family and work life back to normal. I will always feel privileged to have had this opportunity to choose a great surgeon and products made by dedicated people.

Stephen B. | United States





Give me an S
 Give me a T
 Give me an R
 Give me a Y
 Give me a K
 Give me an E
 Give me an R

Kub zoo siab ua haujlwn rau (gold is happy to work) at Stryker.

What makes Stryker one of the greatest workplaces is the diversity, achievements and growth within. We can't be content; we strive for greatness. In striving for greatness, we do not compromise our core values: INTEGRITY, ACCOUNTABILITY, PEOPLE and PERFORMANCE.

Working for Sustainability Solutions, I can say there are challenges and there are CHALLENGES. The people I have the pleasure to work with are very committed to ensuring the business continues to run at an optimal level and striving for continuous improvement. Here are our stories:

To our Continuous Improvement team, we don't stop! They planned and delivered the Lean Lighthouse concept throughout our Lakeland SSS site and completed over 10 Lighthouses since launch. Each core team member was involved, and they are diverse, coming from manufacturing

engineering, quality, continuous improvement, operations, sterility and more. Great job, CI.

To our Manufacturing Engineering team, we successfully supported and delivered results in the process of total yield. All the initiative and delivery with the trocar auto cleaning line has benchmarked a new beginning of automation in the Lakeland SSS manual cleaning world. WAM/ADAM/PAM are also leading the way. We will continue to grow and strengthen our cleaning process and automation in various areas. Great job, ME.

To our Operation/Production team, we are nothing without them. They are the heartbeat in making Lakeland SSS be successful. I commend them for their flexibility, commitment and ongoing open-minded attitude that allows us to continuously grow our process as a leading company of reprocessing medical devices. Great job, Ops/Production.

To our Tooling Shop and Automation team, they are the backbone of our improvements. We talk about automation, and it goes without saying that these teams get involved by designing, creating and leading the way to make our equipment/tools/machine more efficient, safe and operator friendly.

To our Maintenance team, they are the backbone to ensure we don't stop. They continuously deliver results in responding to the needs of operations, engineers and more by fixing machines and equipment that causes interruption to the production floor. They are amazing people who will troubleshoot anything that comes their way. Thank you so much!

To our small diversified team of R&D, AO, Facility, Sterility, Lab, Finance, Material Handling, Planning, Sourcing and more, they continuously support the success of the business and ongoing projects. Working with them allows me to know they are committed to continuous growth. Each of them is unique and delivers different strengths. They are all part of our Lakeland SSS site and make it such a great place to work. Thank you, all.

Lastly to my team, our Quality Control, NC/CAPA, PMOE, RA and OE Engineer team, it goes without saying that they have by far the most difficult position: supporting business growth but also ensuring the safety of the patient. As one of my NC/CAPA Specialists said, "If we (Quality) don't uphold our quality procedure, then who will? We need to set the example by leading the way." I'm so proud and happy to be part of my team's diversity and achievements. Challenging each other, yet also understanding brings

us to the next level beyond just co-workers. We are Quality!

When you have committed people working at the same place, aiming for the same goal—this is what makes Stryker a great workplace.

Ua tsaug. Thank you. Merci. Gracias.

Judy H. | United States

I was staying at the Sheraton in Mahwah, wearing my "We all Smile in the same language" Operation Smile shirt. A gentleman on the elevator saw my shirt and read it out loud. I asked him if he knew what Operation Smile was. I explained it to him, and he said he had a foundation, too. His foundation is for children with traumatic brain injuries. He said that the most powerful medicine they could receive is a smile. That's when it was all reinforced about how great of a place I work for. Not only are we helping children with cleft palate, but also all the people that are blessed by their huge smiles post-operatively. I love working for a company that has such a huge impact outside of our day to day work.

Bryan A. | United States



The Skunkworks program

We encourage our employees to find their passion

and our managers to help them find it. Brent L. at one of our U.S. locations created an environment where his team could dive deeper in their passions.

"Our team's engagement is driven by the positive outlook and responsibility of the team members themselves. One great example of this is around what we call our Skunkworks program that started in 2014 as a result of Q12 action planning. During this time, much of the focus was around the topic of having the opportunity to do what we do best every day. Through several team discussions, we settled on the philosophy of owning what we can and elevating what we can't, which allowed the team to focus on actionable items within our control."

"For the Skunkworks example, the team was hungry for deeper, technical challenges to balance the necessary but not glorious documentation required for the role. Knowing we still had a responsibility to deliver as mechanical engineers and designers, our team leader offered us the option of taking one hour on Friday afternoons to dedicate to anything of our choice in alignment with our Q12 feedback. At that point, the team took over full responsibility to define a win and drive action. The team self-organized, rotated leaders and adapted the focus each year as our Q12 feedback evolved."

"What the team achieved over the years is amazing:

Skunkworks 1.0 (2014-2015).

In 2014, the team created a program where engineers would identify unmet customer needs through research, establish business plans by partnering with marketing and finance, and pitch their idea to the rest of the team. After several product pitches, the team voted and selected a product to pursue. Over the course of the next 18 months, the team designed and developed a product through an iterative process. The intellectual property (IP) department recognized the technical solution we created as viable IP and subsequently filed for a provisional patent for the invention. As engineers, patents are incredibly rewarding, and we have Skunkworks to thank for making it a reality within our team.

Skunkworks 2.0 (2016). Feeling inspired by the patent success in Skunkworks 1.0, the team set out to explore the potential for IP for our core product portfolio. The team continued to meet on Friday afternoons and, over the course of the year, generated over 40 ideas and submitted 25 patent disclosures. Capitalizing on our business' financial incentives for patent disclosures, the team decided to use a significant portion of our earnings to purchase gifts for the Salvation Army Angel Tree. The money from Skunkworks 2.0 provided holiday gifts for seven children in our community, which made the team incredibly proud of their contributions.

Skunkworks 3.0 (2017). The team chose to transition the program by focusing on how they could improve our aging products with a concept of "product refreshes." The team collectively decided to focus on the labor and delivery bed due to feedback from the marketing team and declining sales volumes. The team identified several viable improvements and worked together to create a fully functional prototype with new siderails, new headboard, updated aesthetics and a battery backup system. This effort culminated when the team was able to display and demo their work during a technology fair. The bed garnered support from the marketing team, which generated the business case and presented the opportunity to our leaders. The lessons learned in this process prepared the team to take on formal scoping exercises for product refreshes in late 2017.

Skunkworks 4.0 (2018). As the team reviewed past Skunkworks successes and where product technologies are moving, they wanted to enhance skills in electrical and software engineering to improve their versatility. As a result, they created a framework for a team Battlebots event where they would split into teams of two and take on designing, programming and building robots to compete for bragging rights. We are early in the development process of team robots, but the competition aspect has added a very engaging dynamic to the program and has further enhanced our camaraderie.



Our journey started with a desire to enhance our technical skills, but the impact goes far beyond its original purpose. A simple investment of one hour a week has transformed the culture of our team over time. It is amazing to see where we are now, and I don't think we would have predicted the breadth of impact up front. The cultural transformation has supported our mission to establish this team as a destination and has improved our talent offense in recruiting and retention."



Growth

**Discover your strengths
and follow your passion**



One of the keys to our success is retaining and developing the most talented and engaged employees, which is why we identified “People: We grow talent” as one of our key values.

We believe in discovering what makes people tick, then building on it. Our talent-based hiring and development practices ensure that our employees can do what they do best every day. We empower people to create their own success. When people join Stryker, we help them discover their strengths and follow their passion. We invest in their development as they grow with our growing company.

We often hear employees say that Stryker offers a rewarding career that provides more than a paycheck. What we do to make healthcare better inspires us to do more, learn more and achieve more, and that makes a powerful difference in the way we approach our work. It also means more possibilities for employees to own the career they’ve always dreamed of.

Stryker is a great place to work because there are so many opportunities to pursue the things you are passionate about every day! I'm especially passionate about mentoring young minds that are interested in engineering. During my short time at Stryker, I've had the opportunity to participate in Bring Your Kids to Work Day activities, as well as to serve as an advisor for our summer intern. These opportunities have allowed me to get involved in mentoring while doing what I love!

Andrea M. | United States

Stryker is focused on the whole person, beginning with making sure the right person is in the right position and challenged to perform excellent, quality work, to providing and planning growth opportunities throughout their career, to wellness programs with team challenges that keep everyone engaged and healthy, to flexible schedules that allow for family time and a quality work/life balance, to charity and giving opportunities that impact the communities we live in.

Ken R. | United States

Stryker is great because the company and the people around me really care about me. From day one, my mentor has been looking out for me. From sharing helpful hints to giving me tours, from aiding my CAD designs to inviting me to lunch, he's been there. Stryker as a company also cares about me. During my culture unfreezing session, they encouraged me to apply what I was learning not only to work but to my personal life as well. Stryker helps me to stay healthy physically, emotionally, and mentally.

Callie C. | United States

I have been working at Stryker for one year and ten months. Stryker has been instrumental in my career development. Stryker believes in inclusive growth and development of individuals with widespread product exposure. Stryker's mission encourages me to make an impact in everybody's life and to gear up to take the next-level challenge. Stryker's core values inspire me every day. Stryker is a great place to work where you have focus to develop new technologies for the advancement of healthcare.

Sahil B. | India

The people at Stryker strive to know my story. They understand the idea that knowing a person better will give us the ability to treat them how they like to be treated. My coworkers have taken the time to understand my work preferences, collaboration styles and strengths. From day one, Stryker has encouraged programs like StrengthsFinder and team blends. Our division has since begun a culture initiative that gives us even more tools to have better conversations and resolve conflicts. It's been so helpful for working with colleagues and even at home!

Emily P. | United States

When I joined Stryker nine years back, my manager gave me a blank board with an 80,000-foot objective. Every three years, I create my own job description and objectives. I conceive, build, sell and grow teams and have been fortunate to be part of over 100 hirings and building five new blooming teams from scratch! Stryker provides me the environment, atmosphere, culture and constant learnings to do what I want to do. How many people in this world have the privilege to do what they love? I believe that I am a proud one, and I live Stryker!

Anuj H. | India

Stryker is a fun and challenging place to work. My coworkers push me to learn and improve every day, all while supporting me throughout my growth. Everyone is very creative and wants to work together to solve any challenges that arise. I started as a summer intern and have recently transitioned to a full-time employee. I live with one of my coworkers (she's one of my best friends!) and have met many other friends throughout my first few months here. I'm very thankful for such a positive, hardworking, and welcoming group of people!

Brittany G. | United States

Stryker allowed for me to start out my career while still in undergrad, working part-time while in class and full-time internships for close to three years before seamlessly transitioning me into a full-time role and encouraging and financially supporting my goal to return to school part-time to complete my MBA. The developmental support from my professional educational perspective is only topped by the commitment to providing significant opportunities to grow through projects, global exposure and an ability to see all sides of the business!

Derek R. | United States

I love working at Stryker. As I achieved successes with people related to my projects, I got to celebrate with them as a team, and I started to find my job more and more rewarding. Delivering results and growing myself as a person is a way to show my gratitude to all the people who have supported me. To keep growing as a sales representative, in my mind, is a way to become a better person.

Kenta A. | Japan

Stryker is a great workplace. I have discovered my top five strengths, which are Learner, Developer, Belief, Ideation, Connectedness. Respect, a safe environment, meaningful products, benefits and endless education opportunities are the things that come to mind when expressing what makes me feel Stryker is a great workplace. All this makes me proud to say that I work for Stryker.

Sharon F. | United States

Stryker has been a place to grow in many ways. There are always opportunities to challenge myself and develop new skills. One of the first things I remember when I started working here was how many people around were happy to help with that growth along the way. My coworkers never avoided answering a question but took time to help me understand and perform even to this day.

Nathaniel T. | United States

Stryker gives to me every day the opportunity to learn from different working styles and get connected globally in a strong industry. It gives me the vision that I am part of something bigger than me, something that is helping a lot of people out there. It gives me the inspiration to be someone who lives with congruency in direct accordance with my beliefs, values, mission and goals.

Chiara T. | The Netherlands

I began my Stryker career in January 2003 as a CNC machinist. I am now a manufacturing associate thanks to the guidance and support of my colleagues here in Tullagreen and an educational assistance program that is second to none. There is a unique feeling of being an important part of a team here at Stryker. And for this reason, I enjoy coming to work every day!

Colm M. | Ireland

Stryker ha transformao mi vida, me ha dado oportunidades laborales y me genera mayores retos y me ha enseñado a soñar y a pensar en grande!

Stryker has transformed my life, given me job opportunities and people, generates more challenges and taught me to dream and think big!

Maria S. | Colombia

I love working for Stryker because they appreciate great talent. I also love the division I work for because of the challenges we face each and every day. Saving hospitals money today is key, and at Sustainability Solutions, it is our passion to do this every day. I get to go to work and share this passion with the people I interact with every day. "When leaders have influence, people begin to follow them. When they have respect, people keep following them."

Rose C. | United States

Stryker is like my second family. I joined Stryker in 2010 straight out of college and I have continued at Stryker since then. I changed my country (India to U.S.) and changed my state (Michigan to New Jersey), and it still is great to wake up every day knowing that I am going to work on something I love to do! Stryker has always nurtured my skills and interests and developed me not only as a professional but also as a human being.

Sreya C. | United States



When I first started working at Stryker, it had been a few months since I graduated from college, but I still did not know what I wanted to do "when I grew up." That was over 15 years ago. Today I'm happy to say I'm in a job that I absolutely love, working with people who I have the utmost respect for, and enjoying a great work and life balance. Working at Stryker, I have been able to tune into my professional strengths and passions, but I've also been allowed to make mistakes. I have been managed and mentored by the best of the best. They've taught me how to get up when down, and how to swim against the current when we need to. Throughout my career, I've been able to work in customer service, operations, and IT. I also had the amazing opportunity to do a year-long project at our plant in Puerto Rico. Being the island girl I am, that was a priceless experience that I am glad my manager at the time encouraged me to do. It was the first time I had moved that far away from home, and it was scary. But when I got to the island, I fell in love with the Puerto Rican culture. You don't just nod your head and say good morning to your coworkers. You give them a genuine embrace and peck on the cheek. This is the type of culture I grew up with at home, and it was a warm welcome.

Over the years, Stryker also introduced me to some of my best friends, two of whom mean so much to me that I asked them to be my daughter's godparents. They are in sales living in different parts of the country, so I don't get to see them as much as I wish I could, but every time I hear about their successes, the smile on my face just radiates with pride.

Speaking of my daughter, she's two years old now. When I thought about getting pregnant, especially doing it as a single mom (I chose to use a donor), I was terrified, wondering how I'd be able to be a good mom and a good worker at the same time. Thankfully I was raised to believe it takes a village to raise a child, and boy did I call on that village for help! I am extremely grateful to say that Stryker was part of my village. My manager at the time was a new mom and familiar with the process of artificial insemination. She was not only supportive of my decision but shared in my excitement as well. When I finally got pregnant, I wasn't sure how people were going to react to my baby's origin story. I thought about keeping the details private, but honestly I was proud of my decision, and I wanted to share that life journey with the people I work with. My anxiety about it was all for

nothing, though. All my co-workers were so happy for me. Some even ask me for advice to tell a friend or family member that had been thinking about it. Needless to say, it was a joyous time ... and the joy hasn't stopped.

Christine L. | United States

The fact that, as a manager, I can carve out one to two hours per week for the team to pursue technical development in the form of Skunkworks is amazing. Skunkworks is a program initiated from engagement feedback that allows the team to work together for a common technical goal outside of our day to day responsibilities. This could be around invention disclosures, product development or something completely different like a "battle bots" competition. In a work environment where we all manage our own projects, it can be tough to find common interests to build camaraderie. Skunkworks has been our solution, and I am thrilled for the opportunity leadership gives managers like me to offer this time and investment in our people. It has truly changed our team culture over the last four years.

Anonymous | United States



I started at Stryker in 2013 as an intern in the HR department located in Freiburg, Germany. Back then, I really loved the open-minded and supportive atmosphere in the company, and a lot of friendships have emerged. After my internship, I stayed in touch with the whole HR team. They invited me to different Stryker events or to "after works." When I finished my master's degree, a position in the talent acquisition team was offered to me. I didn't hesitate because the team and company were an ideal fit for my personal expectations. This was four years ago. Since then, many people in our local HR team took over new opportunities at other Stryker locations. Nevertheless, we are still all connected and keep in touch with each other. It's a great pleasure to have such nice colleagues and friendships. This is a one of the strongest proofs for our unique culture here at Stryker!

Torben O. | Germany

I have only been with Stryker for two years now, but it seems like a lifetime already. Stryker is not just a place of work where you draw a paycheck and go home. You can reach many goals here. I started in the receiving department and have since been promoted to the logistics coordinator position. There are many available options here, and they encourage growth in yourself and in the company. I also have a best friend here. We visit often about our families and our lives. I have also had a recent surgery on my right hand. I had a bone removed, and they fused one of my joints with a Stryker plate, so now I am Stryker through and through. My team has been a great help through my recovery and very encouraging.

Stryker has given me the independence I was looking for. I am an older single female, and they have taken me in and made me feel part of their family. I love coming to work every day and love the people I work with.

Beverly E. | United States

Two weeks after graduation (20+ years ago), I interviewed for a sales position at Stryker. Realizing I needed to develop my skill set further, I asked the manager and rep interviewing

me, "What do I need to do to start my career with Stryker in the next two years?" After some careful guidance, I went on my way. It took me a little longer than two years, but I was recruited because of my proven experience/industry reputation. I was thrilled, and my husband and I moved states for the amazing opportunity with Stryker.

As you talk to Stryker people, you will hear, "The culture is different," "The people I work with are engaged," "Work hard, play hard," "Give back," "It all relates back to our mission," and it is all true. Whether I am working with my team or other key stakeholders, we are all giving everything to create the most impactful, engaging and fun programs we can. I love what I do every day because I am challenged to further develop and grow, I believe in our mission statement, I am counted on to deliver, I have an amazing team and great partners, and I relish the friendships I have made. After spending 20+ years next to Stryker reps in the OR, and now working side by side with everyone training via our education and marketing programs, I can promise you—Stryker is just as amazing as you think it is.

Dena R. | United States

Stryker is a wonderful place to work because they really do care about the values of human beings as a whole! They understand that everyone is not perfect and being curious is okay. When people are curious, Stryker understands that their employees' minds are open to more growth and opportunities to help the company evolve. I also love the fact that my supervisor wants me to grow with the company and asks me what he can do to help me get there. Everyone who I work with is so nice and helpful, and that makes me love coming to work. This is how everyone should feel about their careers. You should love the place you work, and if you don't, then change it.

Shalonda M. | United States

Stryker is a great place to work as you are constantly challenged to do your best and overcome new obstacles. The phrase "this is the way it's always been done" doesn't exist, as everyone is working to continuously improve processes and bring the best medical devices to our customers.

Kathryn N. | United States



Although joining the so-called "real world" is both exciting and intimidating, Stryker made the transition from school to work completely seamless and easy. Stryker welcomed us, the Finance and Accounting Rotational Analysts, with open arms and created an environment for us to excel in. Stryker has given us an opportunity, as a cohort, to make great friends and develop relationships we might not have otherwise had a chance to. Through networking with our teams, through core trainings, and through volunteer activities, we have learned how to use each other as resources and how to work together to make healthcare better.

Payden M. | United States

I have been with Stryker for 12 years, starting at Medical, working on the floor as an assembler. I soon moved up to trainer and project lead. Two and a half years in, I was tapped on the shoulder and was asked if I wanted a new opportunity with CME. As I loved my current role and all my teammates, the decision was hard, but as a learner, I decided to take the opportunity. During my years at CME, I was given many opportunities to learn and grow. Four years later, I was tapped on the shoulder again to move to Instruments to help with a large recall. Again, I learned so much about the business and me as a person. I was continually given opportunities to gain more experience in many areas. Another four years went by, and my manager asked if I had seen this job posting for quality. I decided to apply and accepted a job offer in a couple weeks' time. While in this role, I have again taken advantage of every opportunity given to me to learn more about the business and myself. I have fully immersed myself in the Instruments culture journey as a culture champion and a culture facilitator. The experiences I have had and people I have met have changed my life forever in an extremely positive way.

I came to Stryker with little more than nothing, at a point where I needed to rebuild my life. I would not be where I am today without the people here at Stryker allowing me to own my own future. I feel blessed every day to work for an amazing company with amazing opportunities.

Kelly Jo D. | United States

I started two years ago, working in accounts payable, booking invoices all day. Now I spend most of my time programming solutions, and every now and then I get to train people in Excel. Those are the things I always wanted to do, but I never expected this to become my full-time job (as programming was my hobby and not part of my education). Unlike other companies, Stryker doesn't seem to have that glass ceiling of education that stops people from advancing. I see a lot of people moving to other positions. And unfortunately, some people are leaving. But not me. This is one of the few jobs I have had where I felt I was part of the company rather than just working there.

Paul K. | The Netherlands



When agreeing to a summer internship back in 2015, I simply thought, "Sure, send me anywhere for a summer. That sounds like fun!" What I didn't expect was to meet the people who would later become my close friends. In the following years, we all returned to Stryker to work full-time and made countless memories, both inside and outside of the Stryker office. Whether it was volunteering at the local food bank, participating in the Stryker Office Olympics, or camping at the Grand Canyon, our group of former interns always enjoyed spending time with each other. Stryker brings together people who are genuine, loyal and adventure-seeking; who could ask for better friends?

Morgan R. | United States

Previously to Stryker, I was working for a small family-run physiotherapy wholesale company. I saw a job advert for a trauma sales representative, which on application looked so exciting that I applied for the role and had a fantastic interview with Alan Pitcher. He was honest with me and said, "Andrew, I love your passion and determination, but this role requires someone who has more experience in managing a major trauma centre and large district general hospitals. It's no for today, but it's not a no from me bringing you into Stryker. There is a potential opportunity coming up to become a sales associate, so would it be okay to give you a call when this becomes available?" Obviously I was disappointed to not get the job and opportunity to join Stryker at the time, but I believed what Alan had said and remained patient. True to his word, a year later I got the call for the job opportunity Alan had discussed, and five and half years later I couldn't be happier with what I'm doing. I am now the sales representative for the area and am managing one of the largest major trauma centre and district hospitals within the company!

Andrew W. | United Kingdom

I landed here at Stryker through circumstances I can only describe as divine. You see, I was a quality control inspector that spent 23 years building an entire quality control department for a small but ever-growing father-and-son manufacturing plant, only to watch the work I had done be undermined by the importance of shipping a product regardless of its quality. For anyone serious about the integrity of their own craftsmanship, this was heartbreaking.

I belong to an online forum for coordinate measuring machine (CMM) programmers, which I logged onto this particular morning. Not out of the ordinary frustrations of a chaotic work environment but from my heart came this thought, "I AM SICK OF THIS!" I did not even verbally voice it, but I honestly believe that God knows when His children are suffering. Anyhow, as I read through the topics in this forum, I came across one that said that Zeiss programmers are hard to find and there are very few. So I opened the chat and found that the folks had been chatting about this for about a month. So I responded with this: "Seasoned Zeiss programmer with over 14 years of experience. Willing to relocate! Any suggestions?" To my amazement, the gentleman who is my lead today at Stryker was online and responded

with his contact information. I hesitantly called him after work that day and had an hour-long conversation with him about programming and the applications he was looking to expand upon. He ended the call with this question to me: "If you are serious, may I pass your information along to my recruiter?" I said yes, but my discerning mindset was that this is too good to be true. I hung up the phone and went about my business with no hope of a change. Two days later, a Stryker recruiter was putting me through a Gallup interview, which led to a plane ticket to New Jersey. I was flabbergasted, scared and excited, all rolled into one!

You see, I come from the school of hard knocks with a mom and dad with strong work ethics and a determination to raise their children the best they could under sometimes impossible circumstances. So it is deeply engrained in me to pull myself up by my boot straps and do what it takes to "make it." Well, Stryker came back with an offer that again seemed to good to be true. What I mean is that I would finally get a chance to earn a wage that matches my skill. But that is just the small part. You see, with Stryker I discovered a whole world of opportunity. What still blows me away today is that my managers

encourage me, even through what they can see as my own fear to stretch myself within my career. I was so shocked to find out what an "IDP" was. My manager kind of chuckled and said that it is an individual development plan. What?! Someone wants to take an interest in developing me? Yes, once a month my manager meets with me for 30 minutes to discuss my progress for my IDP. But what is more important is that he listens to my concerns and offers guidance for the correct path for a resolution.

So yes, I am so happy to have taken this leap of blind faith into the embracing culture of Stryker here in Mahwah, New Jersey. For me to move three states away from home, family and everything I know for the first time in my life, and this late in my life, is nothing short of a blessing and a miracle. Yes, it is a challenge, but this is how I am growing each and every day with Stryker.

Darryl S. | United States

Stryker is a great place to work to me because they identify talent and assist you in developing your talent. I started as a laser technician at Medical, and through conversations with my supervisor, my education and background was brought to HR's

attention. I was invited to join in a newly developed shared employee program that would allow me to showcase my accounting talents as well as developing them. Fortunately for me, a job became available, and I applied, interviewed and obtained the position in the Kalamazoo Finance Shared Services (KFSS) tax department. I have been here ever since and am growing and developing under the Stryker banner with pride. I work with an energetic group of go-getters led by Dana C. In conclusion, I must say that Stryker is a great place to work!

Deric J. | United States

I stay at Stryker because of the focus on leading with people's strengths and the focus on engagement. Just last night, my husband and I were talking about how much we appreciate that each role we've had has become a unique fit to our talents, interests, and strengths, even if that has diverted from the initial job description. As our managers have seen where we excel most and are most engaged, they've worked with us to find ways to leverage our talents even more in ways that can exponentially benefit the team. This creates a sense of being valued and being able to come to work doing something you LOVE every day.

Hillary D. | United States



Stryker 에서 진짜 나의 모습을 찾을 수 있었음에 감사하게 생각합니다. 이전에는 책임감이 높은 나의 모습, 다른 사람들과의 친밀한 관계를 갖는 나의 모습, 다른 사람들의 잠재력을 믿어주는 나의 모습 등이 그냥 나의 타고난 습성이라고만 생각했지, 강점이 될 수 있다는 생각을 하지는 못했었습니다. 그런데 Stryker 에서는 이런 것들에 Responsibility, Relator, Developer 라는 이름을 붙여주면서, 그러한 강점을 활용하여 더 발전하고 성장하고 다른 사람들에게 좋은 영향을 끼칠 수 있다는 점을 깨닫게 해주었습니다. 과거에는 다른 사람들의 좋은 점을 부러워하고 나의 부족한 점을 아쉬워했다면, Stryker 에서 원래 나의 모습을 더 잘 이해하고 내가 가진 강점을 활용해나가면서 더 나를 발전 시킬 수 있기 때문에, 훨씬 행복하고 기쁘게 일할 수 있는 것 같습니다.

I am grateful to find my true presence at Stryker. Before Stryker, I thought high responsibility, intimate relationships with others, and believing in the potential of others were just innate to me and not strengths in my personality. However, Stryker has distinguished my strengths as "Responsibility, Relator, Developer" and taught me to use my strengths for developing myself and at the same time influencing others in a positive way. In the past, I used to envy the good of others and feel sorry for my shortcomings, but now I can work more happily because I can better understand myself at Stryker and develop myself as my career goes on.

Yoori K. | South Korea

This year I was able to participate in a Stryker Women's Network sales focus group. It was an amazing experience to provide feedback on making Stryker a better place for women to work, as well as hear about executive leaders' journeys throughout their Stryker career. It was a very unique opportunity. I serve on the executive sales council, and we were all given access to Leadercast 2018 to further promote leadership skills. Again, it was a very unique opportunity, and I learned a lot. We also have several councils (executive sales, women's network, innovation, etc.) which serve to keep upper management, sales, and R&D (cross-functional teams) in communication and alignment.

Anonymous | United States

Our executive leaders care deeply about this company's past (history and traditions) while maintaining a tremendous vision for future growth. I have only worked for Stryker since graduating college and have had numerous development opportunities, and I couldn't imagine working for another company. In addition to getting the opportunity to do what I do best every day and providing a great living for my family, I have met many of my closest friends working for Stryker. Stryker has an extremely unique culture, one that inspires and is centered on making healthcare better and winning.

Anonymous | United States

It's been more than five years at Stryker, and each day still feels like a new day for me. Whether proposing making a strategic change within Stryker (like migration from Team Foundation Server (TFS) to Visual Studio Team Services (VSTS)) or incorporating different ways of delivering things (like incorporating Development and Operations (DevOps)), Stryker has always provided me with enough space to expand my wings. My workplace has always supported me in exploring the unexplored area or risking on new technologies. I have extended myself from individual contributor to team lead to cross-team lead for driving initiatives within our center of expertise. Each phase has groomed a new person within me. My technology footprint is the same no more. I joined here as a .NET nerd, and now I am working on the MuleSoft integration platform. Not only have I slipped from application development to Application Programming Interface (API) design integrations, but I have made a transition from individual contributor to development lead. My workplace keeps me thirsty, the thirst that keeps me craving for pushing my own limits. Each day is a new discovery for me at my workplace. Thank you, Stryker.

Abdul Haque A. | India



Well, I'm only a co-op student. To be honest, that was my mentality when I started my placement at Stryker, that I'm only a student that people wouldn't be paying much attention to. But I was very surprised on my first day. Everyone was extremely friendly and helpful. I was given a good amount of work and got involved in some projects that I didn't expect since I was only a co-op student. I was lucky to be on a great team that supports, teaches and encourages each other. I'd love to work here full-time.

Khayler-J T. | Ireland

At Stryker, the distinguishing cultural quality that stands out the most, in my opinion, is Stryker's focus on each employee's strengths. After taking Gallup's StrengthsFinder to determine each employee's personal strengths, you are given a placard containing your top five strengths.

Once displayed, this helps each of us recognize the strengths of our peers. While most employers want to work on improving employee weaknesses, Stryker focuses on recognizing and improving our strengths. One of Stryker's greatest strengths is its people. And Stryker has somehow learned growing talent is best approached by improving our individual strengths. In hiring a diverse staff and focusing on our strengths, Stryker combines those diverse individual strengths to form much stronger teams. When combined, the diversity of our team's strengths all but eliminates its weaknesses. The result is greater team collaboration, accountability and performance. I'm very proud of my team and know we will continue to grow, contribute to Stryker's mission, and improve the quality of life for our fellow man.

Winfred H. | United States

There are many reasons why Stryker is a great place to work! Besides the obvious ones like working with my best friends each day, I also love Stryker because they have taken care of me from day one. I started with Stryker in Arizona as an intern, asked to move back to California, and was able to get a full-time role near my hometown as a recruiter. I

then asked to move to Los Angeles for a remote position to be with my boyfriend, and I was told yes! After that, I was able to transition into an entirely different role outside of recruiting to learning and development (L&D) and moved back to the Bay Area for it. While in my L&D role, I asked to have international exposure and was able to work in Paris for three months. Most recently, I wanted more product exposure and was able to get a role in sales training and medical education. I don't think any other company would have supported my growth and development along with my personal wishes for moving as much as Stryker has. I can't thank Stryker enough for taking care of me like they have.

Lindsay M. | United States

I am involved in interesting projects, and that is why every day I have the opportunity to learn something new and to grow as a professional. Stryker's atmosphere is very friendly. We have the same mission—we want to make people's lives better together—and that is what we all are proud of.

Daria R. | Russia

Graduating from college and deciding where I wanted to launch my career quickly became more than a question of what company will compensate me the best. Looking for a clear path for growth and experience, community involvement, overall impact on society, growing company, inclusive culture, and great work/life balance—these characteristics quickly found their way to the top of the kind of company I could work for in the long term. I really was not sure that a company like this existed. After interviewing and eventually interning at Stryker, I found that every item on my list was checked. I found a culture of people that were capable of including everyone from all backgrounds and growing together to solve problems and exceed expectations. There was a positive peer pressure to get involved in the community and ultimately make an impact on all of society through our medical devices. Talking to people that have worked here for many years and have different family situations, I heard how Stryker has worked with them to accommodate schedules and life events. Through these experiences, Stryker creates a place to grow and experience professionally and personally unlike any other place I have seen. From day one starting full-time in a different office, the people and

culture and values have been the same. There's an instant connection with Stryker employees and a mutual trust that everyone will work to achieve their best for the good of the company. Every time I have reached out to someone about information or questions about a subject, they are quick to respond with the answer or a time to meet later on and talk through them. The collaborative atmosphere at Stryker is incredible, and I'm excited to be a part of this culture. I am living the dream!

Preston H. | United States

I've worked for Stryker for 10 years, and I absolutely love it. My job is very stimulating, and each day at work is totally different. I feel like the opportunity to try new things is unlimited, and I truly believe that we demonstrate an open-door policy.

Brienne W. | United States

After joining Stryker right after college, I have been challenged to grow and learn within my time here. Stryker's culture promotes a collaborative and supportive environment for any graduate to succeed when entering the workforce!

Steven P. | United States

I've been a Stryker employee for a little over twelve years. In my time at Stryker, I have grown both on a personal and professional level, thanks to the organization. Although I started my professional career at Pharmacia & Upjohn, now Pfizer, I truly discovered my potential to excel as a scientist and leader thanks to the culture and leadership at Stryker. Stryker has always believed in me, giving me the opportunity and tools to shape my career into my dream job. Every year at Stryker has been a new challenge and opportunity to grow. I started my career with Stryker as an associate microbiologist and have developed into an analytical laboratory manager. The culture at Stryker promotes self-motivated achievers to develop and execute ways for providing the best for our customers while growing the company. This has given me opportunities to build a world-class, internationally accredited analytical laboratory with an amazing team. I truly look forward to every day at Stryker thanks to the high level of engagement my teammates bring to work, the numerous opportunities to challenge myself and my teammates, the respect that I have for our organization, and most importantly, I know that what we do at Stryker has a very positive impact on so many lives. I truly hope that I have

the opportunity to continue learning and growing with Stryker for many years to come.

Ali M. | United States

Stryker is an amazing place to work thanks to the incredible people and interesting projects! I started at Stryker as an intern, and even then was given challenging projects that spanned multiple departments. My coworkers are always there to provide support and answer any questions I have, even things as simple as how to use the office scanner. From encouraging me to set up 1:1 meetings with people in all different departments, take on big projects, and even build a cubicle fort, my team and managers encourage me to grow professionally and have fun at work each day! I have also been so lucky to have an instant community when moving to a totally different area to intern and now work full-time. I met both of my roommates when we lived in the same dorm as interns and couldn't have asked for better roommates and friends as we started our first jobs together at Stryker a few months ago.

Megan C. | United States



I had always had an interest in medtech, but after undertaking a master's degree in human factors directly after my primary degree, I had a significant college loan to repay. As a necessity, I took the first job I was offered, which was in the automotive sector. What followed was a 23-year career in automotive up until 2018. The financial benefit of having owned my own consultancy for the latter three years facilitated an opportunity to pursue my ambitions. It was extremely important that I join an organisation with innovation at its core, and when a position was advertised at Stryker for an R&D project manager, it seemed like a dream job. I progressed to the first screening interview and sailed through, but then came the dreaded Gallup! I was coached all the way by my HR contact at Stryker, and as a result

it was less daunting. The whole process took only a few weeks and visits to the amazing Innovation Centre in Cork only reinforced my desire to work for Stryker. Taking on a career change after 23 years has its challenges, but the onboarding experience and Stryker's embracing culture meant I had no concerns. I thought that I would struggle to work again in full-time employment, but the constant pace of change, the team structure and self-starting culture feels like the initiative is with me to make the best or worst of it. I have only one regret with joining Stryker, and that would be that I didn't take the plunge sooner!

Johneric L. | Ireland

I first laid my eyes on Stryker as a college student at a career fair. There was a line of students spanning the entire auditorium, waiting to talk to the Stryker recruiters. In that moment, I knew this is the company I need to work for! Flash forward three years later, I completed a successful internship, moved to the Stryker division in Arizona and started my career in human resources. To this day, I still feel the same passion and excitement for Stryker as I did when I first walked up to their career fair booth. At Stryker,

relationships are encouraged and valued. These relationships are what first attracted me to the organization and has kept me engaged every day since. As employees we are passionate, focused and driven people who expect nothing less than to win in our marketplace and in our workplace!

Skylar C. | United States

Working for Stryker has been a life-changing experience for me and my family. My husband also works for Stryker and has taken advantage of the tuition reimbursement program to be the first person in his family to graduate from college. Stryker has a great culture, and I've personally met some of my best friends while working here.

Cassandra B. | United States

Stryker is a huge melting pot of different cultures but with one goal: to change people's lives. Working here gave me the opportunity to learn, to grow, and to help other people become successful. Knowing that what I do saves lives is a motivation enough to do what is right every day here at work.

Maggie W. | United States

Stryker me da la oportunidad de aprender, desarrollarme y hacer lo que mejor se hacer. Me gusta venir a trabajar todos los días con mis mejores amigos, sabiendo que vamos a dar lo mejor para atender a los clientes y lograr las metas que nos proponemos. Stryker se ha vuelto parte de mi familia y de mi vida, se ve el compromiso de las personas con la empresa y viceversa, es increíble trabajar aquí.

Stryker gives me the opportunity to learn, develop and do what I do best. I like to come to work every day with my best friends, knowing that we are going to do our best to serve customers and achieve the goals we set for ourselves. Stryker has become part of my family and my life. You see the commitment of people with the company and vice versa, and it is amazing to work here.

Gabriela B. | Mexico

I like the global character of Stryker. I have been given the opportunity to develop myself and be involved in international projects all around the Stryker organization, meeting new people and increasing my knowledge about the healthcare industry.

Hugo R. | Spain



I came on board in 2009 as a production operator and quickly became engaged in the mission here in Limerick. It was made clear from the beginning that ideas were the currency that people traded in, and regardless of one's role within the organisation, new thinking on processes was encouraged and welcome. With this as a motivator, I went back to education, supported by Stryker, and was given the opportunity to move into the supply planning arena where I now work as a buyer supporting the Limerick manufacturing site, having earned a B.Bus and a B.Sc along the way. With the support of my manager, the team and the organisation, I am now working to earn a master's degree in my field with a view to building on the momentum I have gained over the last few years. I feel this was only possible because of the culture of support and empowerment

fostered at Stryker where the individual is allowed scope to grow and exceed even their own expectations.

John O. | Ireland

A great workplace to me is where we have learning, growth, care and recognition. At Stryker, all aspects mix well and keep me pushing for the best every day. Clear leadership direction provides enthusiasm towards the journey to success. Digital transformation throws challenges that provide more and more opportunity for innovation. I find support and guidance from my peer companions, which makes it a much more friendly environment. I have multiple platforms to gel with other teammates and showcase what I have achieved in my day to day tasks. We cherish each other for personal attainments and share a close bond. Stryker is a great place to work. I am loving it.

Ajay Kumar J. | India

I have always been driven towards biomedical application of engineering, and I like to think that Stryker and I found each other at the right time. After graduating in bioengineering and working with neurosurgeons in

the operating room, I spent one year and a half in a world-renowned consulting firm, but still I was feeling that it was not the right path for me. After sending resumes to the world leading biomedical companies, I received a call from Stryker. I did not know Stryker at that time, but since my first interview, I perceived a strong affinity with Stryker people. I was then hired, and since then I have learned so many things and met so many nice people who took care of me as a professional, as a resource, as a friend, as a person. In my team, everybody cares about each other's spirits and interests. It is wonderful in the morning to leave your family at home knowing that you will work with your "work family" all day! I have been at Stryker for almost three years now, and I can't imagine working anywhere else!

Giacomo B. | Italy

Stryker provides a diverse organization to work in and grow with. The opportunities are limitless. Stryker is an amazing place to learn how to leverage positive skills in others and learn together. Everyone brings something different to the table, which enables a cross-functional team to flourish.

Satyam P. | India

Stryker is a company that has a lot of diversity among its ranks. That is why I felt attracted to Stryker from the beginning. Born and raised in Mexico City, I came to Germany to study, and after that I was able to find an opportunity to work and stayed. Being and living in a foreign country is never easy, away from family and friends (although I have made great friends in Germany). There is always a feeling that something is missing.

Since I grew up with an intercultural and global mindset and have been living abroad for almost ten years now, that mindset has become a reality in my day to day personal and professional life. I try to take advantage of this every day and use it for my growth personally and professionally. Stryker has supported and pushed that forward from the beginning. This has helped me to develop myself in ways that I never imagined. I am happy because I interact with everyone globally, and I know that whoever I talk to within the Stryker family, we are going to have a lot of things in common because we share the same drive and hunger to be successful. We are all compatible, we are all one big family. I absolutely love it!

Manuel C. | Germany

Stryker listens to my ideas. As a new hire, I wanted to participate on a cross-functional team to get to know new people. Our division hosts an annual event called Shark Tank where cross-functional teams are encouraged to pitch their business ideas to senior leadership in the hope of being chosen and having their plan implemented. My team had an idea to launch the Pulse Ox for the Planet program, which is aimed at increasing pulse oximeter collections, and in return Stryker plants trees for our customers' efforts. The idea was simple, but leadership loved it, and we won the competition. In the first year of the Pulse Ox for the Planet program, we were able to donate 5,000 trees to the National Forest Foundation, which helped restore forests in Ochoco National Forest in Oregon. This program keeps our customers engaged and also helps the environment. I am so glad I work for an organization that values the ideas of all their employees no matter what title or level of experience they have.

Annie H. | United States

What makes Stryker a great place is the commitment and focus to helping employees understand their strengths, be their authentic selves and find a welcoming place in our community to be a part of. What I especially love about Stryker is that when we conceived of the idea to start a Women's Network (SWN), executive leadership was fully supportive and said go do it. That was over 10 years ago, and it has grown to a global organization of thousands of employees. When we said let's start up an LGBTA (SAFE), Hispanic/Latino (SOMOS), African American (SAAN) or Veterans (SVA) employee resource group, Stryker supported us unequivocally and said, "How can we help?" Recently we requested to fly the rainbow flag over our site to commemorate PRIDE month and to celebrate, welcome and support the beautiful diversity of our employees that makes Stryker so strong. Again, our leadership said yes, of course. The commitment at Stryker to diversity and creating a culture of inclusion that welcomes and supports all our employees continues to make me very proud as a 27-year Stryker veteran.

Lisa P. | United States

Entrei na Stryker a três anos atrás, eu já tinha uma grande experiência na área de operações, portanto essa foi minha porta de entrada. Após alguns meses de trabalho e depois de conhecer uma pessoa fantástica no RH, pude conhecer e me aprofundar nos meus Strengths. Relacionando minhas habilidades interpessoais com meus talentos, pude nas sessões de coaching do Gallup explorar e projetar minha carreira de uma forma que nunca havia experimentado. Costumo falar que a Stryker agregou valor a minha vida, pois me transformou em uma pessoa completa, profissional e pessoalmente. Sou muito grata pela oportunidade de estar aqui e por viver os valores que enfatizamos de forma tão bela em nossa missão.

I joined Stryker three years ago. I already had great experience in the area of operations, so that was my gateway. After a few months of work and after meeting a fantastic person in HR, I was able to learn about and deepen my strengths. Relating my interpersonal skills to my talents, I was able to use Gallup coaching sessions to explore and design my career in a way I had never experienced. I often say that Stryker has added value to my life because it has made me a complete person, professionally and personally.

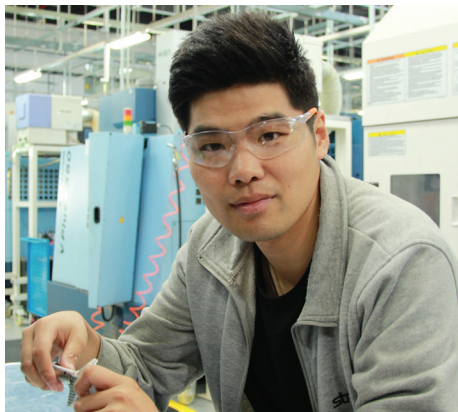
I am very grateful for the opportunity to be here and live the values that we so beautifully emphasize in our mission.

Zelia S. | Brazil



I always say that I feel like I grew up at Stryker! Over the last 12 years working in various marketing/marketing communications roles at Spine, I got married and started a family (three little girls!). Through these big life events, Stryker has given me the flexibility to pursue a challenging and meaningful career and also meet the needs of my growing family. And for this, I am forever loyal and proud to be a part of the Stryker team.

Maureen M. | United States



Mon histoire a débuté quelques semaines avant mon embauche au mois de janvier. J'ai traversé toutes les étapes du processus d'embauche, entrevu, Gallup et le Ride alone. Mais ce qui m'a marqué fût d'observé durant le ride alone la relation de Marc-Antoine avec ces clients. Une approche efficace, honnête et surtout de confiance. Marc-Antoine m'a fait réaliser que ce métier était fait pour moi. Lors que je l'ai vu s'excuté avec l'équipe médical afin d'optimisé le temps de la chirurgie, je me suis dis que c'est le meilleur emplois que nous pouvons avoir. Avoir un impact direct sur le temps de chirurgie, le temps que le chirurgien est debout, l'équipe médicale qui parfois sont moins habitué à nos instruments mais surtout sur le patient lui-même. Marc- est un excellent modèle puisque qu'il est de nature aidante, il débordé d'initiative qui améliore grandement l'efficacité de l'équipe médicale et très honnête. C'est a ce moment la que j'ai réalisé, oui nous sommes une compagnie de vente, mais avant la vente il y a les relations interpersonnelles que nous devons développer et c'est primordiale de le faire de la bonne façon.

Les semaines se sont déroulés et j'ai commencé à couvrir des cas et j'ai eu la chance de particiter à différentes formations. J'ai réalisé la formation

SEL II avec succès et ceci en grande partie à Marc-Antoine, Matthew ou encore Émile qui ont pris le temps de me former durant chaque chirurgies et de répondre à mes questions.

Puis, avec le temps j'ai commencé à gagner de l'expérience et j'ai débuté à couvrir des cas seul. J'étais et je le suis encore toujours nerveux quand je couvres un cas seul mais en vrai, je ne suis jamais seul car a tout moment je peux communiquer avec Marc-Antoine ou Matthew ou Émile afin d'avoir une réponse à mes questions. De plus, j'ai eu la chance d'être invité au Mid-year sales Spine et CMF et de construire des relations avec mes collègues de Toronto. Ils sont vraiment formidable et ce sont des gens honnête qui ont le coeur à la bonne place. Maintenant, je couvres des cas CMF sur mon territoire seul et j'ai la chance d'avoir un excellent support de mon équipe lors que viennent les rencontres avec les chirurgiens afin de mettre de l'avant l'aspect créatif de nos solutions et de nos produits.

Je vous remercie de m'aider dans ma carrière, d'inverstir sur moi avec les formations, que j'adore en passant et de me faire confiance. Merci encore!

My story began a few weeks before I was hired in January. I went through all the stages of the hiring

process, glimpsed Gallup and the ride-along, but what struck me during the ride-along was Marc-Antoine's relationship with his customers. Through his efficient, honest and, above all, trusting approach, Marc-Antoine made me realize that this job was for me. The medical team optimizes the length of the surgery, and I told myself that it is the best job we can have. We can have a direct impact on the length of surgery, the time that the surgeon is standing, the medical team that sometimes is less accustomed to our instruments, but especially on the patient himself. Marc-Antoine is an excellent model because he is of a helping nature, he overflows with initiative, which greatly improves the efficiency of the medical team, and he's very honest. That's when I realized that yes, we are a sales company, but before the sale, there are interpersonal relationships that we must develop, and it is essential to do it the right way.

The weeks went by, and I began to cover cases and had the chance to participate in different trainings. I did the SEL II sales training successfully, largely thanks to Marc-Antoine, Matthew and Émile, who took the time to train me during each surgery and to answer my questions. Then, over time, I started gaining experience and

covering cases alone. I was and I am still nervous when I cover a case alone, but in truth I'm never alone because at any time, I can contact Marc-Antoine or Matthew or Emile to get an answer to my questions. In addition, I was fortunate enough to be invited to the mid-year Spine and CMF sales meeting and build relationships with my Toronto colleagues. They are really great, and they are honest people who have their hearts in the right place. Now I cover CMF cases in my own territory, and I am lucky to have excellent support from my team when meetings with surgeons highlight the creative aspect of our solutions and our products.

Thank you for helping me in my career, investing in me with trainings, which I love, by the way, and trusting me. Thanks again!

William G. | Canada

People at Stryker are driven to grow as an individual and team every day. The structure of this company is designed for growth. I value the mentality of being better than you were before and never being complacent. I think the culture of the company and its employees align well with that mentality.

Anonymous | United States

What I have encountered at Stryker in terms of people and culture has been nothing short of amazing. For the most part, the people that I have met in my travels with Stryker seem to share very similar qualities. Hardworking, competitive, team-oriented, passionate, knowledgeable, decisive, driven, ambitious, caring and generous all are characteristics that I would use in my encounters. In my region specifically, the culture is that of hard work and a drive to succeed. In my own situation coming up on one year with Stryker, I have found the people and culture to be so refreshing. More often than not, my coworkers are simultaneously pushing me to work harder through their examples of successes and supporting that hard work with their own contributions to my growth. Never a day goes by where I am not encouraged to use the many facets at my disposal that come in the form of my teammates' knowledge, wisdom, and skill sets. It amazes me knowing how busy they are with their own immediate duties to their customers and accounts that I can get advice, be it technical, admin-related, or appropriate account etiquette. I have been blown away by the degree to which they involve themselves in my growth to help the team achieve its goals however possible.

The degree to which this takes place is consistently present and something I've never encountered prior. It kindles in me and others a spirit of reciprocity and a sense that we will do whatever the team needs done whenever it needs it done. When my manager and account reps work on landing service contracts and that deal finally comes through, everybody gets behind it and is pleased with the win. Then it sparks that spirit of competition around the region, who's going to land the next big contract win. That's the type of healthy competition a team needs to strive to be successful.

I think a huge portion of our success and culture is a top-down approach throughout Stryker. During my interview process and in my meetings with many of the internal team, I've got the sense that Stryker is after a certain type of person and that it begins at the top and flows down through the organization. The level of engagement that I have found at Stryker in terms of the concern for my own path has been deeply satisfying. At Stryker I feel more like I am part of something, that opportunities for growth are abundant and that they ultimately rest with how much work and ambition I put into it. Kudos to Stryker for encouraging and facilitating this

kind of organic, homegrown growth potential, and it really fosters in me a vein of loyalty to the company. This reverberates throughout the culture in seeing how many people have gone from coming on board with Stryker and then climbing their way through promotions to positions of leadership.

I have found everything I need to be a success and more since coming to Stryker, and my manager Brian B. has been instrumental in that. I cannot levy enough praise for Brian and the level of support he has provided to me in order to feel like I can go out and do my job and be a success and a contributor to the team. With Brian I know where I stand, and when I'm doing a great job, he has consistently given me positive feedback, and that's extremely important when taking on a new position. He also gives me constructive advice on how to be more efficient and how to operate in many different areas and approaches with my team members and customers. He has been an unbelievable resource and guide for me in this realm. He has the utmost respect of my team and having come from the region as an associate field service tech. He is an example of what the combination of hard work, drive and commitment, along with

the opportunity and encouragement for growth that Stryker enables. Whatever Stryker is doing to foster the sort of people and the type of culture it has created, keep up the great work.

Anonymous | United States

After over eight years with my last organization, I was looking for a workplace where I can continue to work with the same passion and with higher and open opportunities. I got a call from Stryker and thought how it could help as it's an entirely new domain for me to excel. But when I went through the interviews, I understood the vision of Stryker and its appetite for growth. After joining Stryker, I really feel great about my decision. Stryker provided new opportunities to leverage the knowledge gained and excel in my career. There is no stopping you on the role you want to play. There is an open and learning environment. It is growth focused and tech savvy. I have already been two and half years at Stryker in no time and am hopeful to have a very long, successful endeavour with Stryker.

Vipin J. | India



First of all, Stryker is an unbelievable place to work! In my last job I had this uneasy feeling of despair, like I had no sense of accomplishment, and I wondered if it would get any better. The days always ran together, and I just waited for my days off. Since I have started working at Stryker, that feeling is all but a memory. Every day feels like a brand new one. If I have a day

where I do not hit my goals, I always feel a sense of ownership, and I will rally for a better day tomorrow. At my last job I never had that feeling. I always felt like I was just doing what other people wanted me to do. Every day at Stryker I WANT to be at my best and do everything I can do to contribute to the success of the company. I am not sure how Stryker has brought that out of me, but it

definitely has. As a 25-year-old, having this much drive and ownership is nothing to write off. I have only worked here for three years, but Stryker has completely changed my world view. I feel like I can help change the world for the better and that I am directly responsible for doing so. The amount of opportunities Stryker has to offer is also one of the most

amazing things I have ever seen. Being here for just a few years and being offered a promotion and meeting amazing people along the way is one of the reasons why I say Stryker is one of the best places to work. Thank you so much, Stryker!

Logan B. | United States



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