2019 My Rewards Guide
for Full-Time U.S. Candidates and Team Members

MY REWARDS • My Pay/Recognition • My Benefits • My Work/Life • My Career Growth
We’re building a strong history of success — with unwavering customer focus, innovative solutions, disciplined execution and dedicated people.

At Zimmer Biomet, we take pride in knowing that our work in the orthopedic industry helps improve the quality of life for countless patients around the world. This pride drives our commitment not only to our patients, but to our Team Members.

Those who join our team find a stimulating work environment focused on leading the industry by designing and building the best possible orthopedic products and services, and delivering the most robust package of value-added services to our customers.

Our Team Members are part of a company with a heritage of leadership, a focus on the future and a global presence in an exciting and rewarding healthcare field.
Your My Rewards package is the sum of the advantages and benefits that come from working for Zimmer Biomet, one of the world’s foremost healthcare companies.

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In 1927, J.O. Zimmer started a splint manufacturing business out of his Warsaw, Indiana home. He developed a set of 50 different aluminum splints and other orthopedic equipment, and took them to the American Medical Association’s annual meeting. His success at the meeting quickly gained Zimmer a leading position in the market. For the next several decades, Zimmer innovations provided surgeons with many new options for treating their patients.

In 1977, two former Zimmer Team Members, Dane Miller and Jerry Ferguson, founded Biomet with Niles Noblitt and M. Ray Harroff. Biomet rapidly established itself as a champion of biomaterials and design advances that would become industry standards, including direct compression molded polyethylene, titanium alloy in cementless reconstructive products and PPS(R) porous plasma spray coating.

Throughout the 1980s and 1990s and into the new millennium, Zimmer and Biomet continued to innovate and expand. Along the way, these two companies never lost sight of their mission: to remain totally committed to the healthcare professionals they served, and to apply their proven research and development expertise to the task of improving the lives of patients.

Zimmer Biomet continues to innovate and create products that restore the health of patients in more than 100 countries around the world, with multi-billion revenue annually.

Who we are

From the very beginning our goal at Zimmer Biomet has been to create new possibilities for healthcare professionals and their patients.
Who we are

Our Mission:

Alleviate pain and improve the quality of life for people around the world

Guiding Principles:

- Respect the contributions and perspectives of all Team Members
- Commit to the highest standards of patient safety, quality and integrity
- Focus our resources in areas where we will make a difference
- Ensure the company’s return is equivalent to the value we provide our customers
- Give back to our communities and people in need

Zimmer Biomet aims to foster an innovative and welcoming work environment — a place where everyone is included and dedicated to making a difference in the musculoskeletal healthcare every day. That’s why, in line with our first Guiding Principle, we constantly strive to offer benefits that reach beyond the workplace, accommodating many Team Members’ needs inside and outside of work. It’s part of what makes us a best and preferred place to work.

Raising the Bar on Benefits.

Beginning in January 2019, we’re excited to announce some new benefits and other great enhancements to our current programs to help you spend more time with those who matter most to you, further your education and reward you for your contributions to the company.

Here are some of our new and enhanced offerings:

- Service Anniversary Leave — New
- Parenting Wellness Leave Program — New
- Phase back to work — New
- Care.com Membership — New
- Parenting Leave Program — Enhanced
- Adoption Assistance — Enhanced
- Tuition Reimbursement — Enhanced
An intro to My Rewards

As a leader in the global Orthopedic Reconstructive market segment, Zimmer Biomet strives to be a hub of innovation. To do this, we must retain and attract the best talent, and show appreciation and support for the Team Members who lend to our success. This is why we:

- Take pride in helping you build a unique and fulfilling career experience at Zimmer Biomet.
- Are committed to helping you grow and succeed at work, so you can achieve your highest potential.
- Offer a comprehensive and competitive My Rewards package that gives you the opportunity to share in the financial and operational success you have helped create.

The My Rewards package consists of four components:

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At Zimmer Biomet, we take pride in the experience we help build for our Team Members.
Our industry has great growth potential, but we must work hard as individuals and as a company to realize this potential and to drive value creation for our stockholders.

My Pay/Recognition

Your total compensation package is based on the relationship between performance and value creation, today and in the future.

IN THIS SECTION:
- Employee Stock Purchase Plan
- Long-Term Incentive Plan (Equity Plan)

The relationship between performance and value creation is reinforced through your compensation package, which provides:

- **Base pay/salary:**
  Reviewed for annual merit pay and increases that are effective in April each year

- **Short-term incentives/annual bonus:**
  Designed to reward hard work:
  - Zimmer Biomet Impact Awards
  - Annual incentive bonus

- **Long-term incentives (equity):**
  Recognizes long-term commitment to Zimmer Biomet:
  - Employee Stock Purchase Plan
  - Long-Term Incentive Plan with vesting schedules (for certain eligible Team Members)
Employee Stock Purchase Plan
This plan is optional and allows you to purchase shares of Zimmer Biomet stock at a 15% discount. With the Employee Stock Purchase Plan, you will purchase shares at 85 percent of the fair market value of the stock on the first day of the offering period or 85 percent of the fair market value of the stock on the last day of the offering period, whichever is lower. You can enroll in or change your investment levels twice a year during the designated periods, and pay for the stock via payroll deductions.

Long-Term Incentive Plan (Equity Plan)
The Equity Plan is based on performance and individual contributions for certain eligible management-level Team Members. Long-term equity incentives, in the form of stock options and restricted stock units, are components of this Plan.
Nothing is more important than health — from the health of our patients to the health of our Team Members and their families. We are committed to supporting healthy decisions and behaviors of our Team Members in all aspects of life.

Zimmer Biomet provides tools, programs and resources to help you and your dependents live healthy, balanced and fulfilling lives — physically, emotionally and financially.

IN THIS SECTION:

Healthcare
- Medical
- Prescription drug
- Dental
- Vision
- Implant Incentive Program
- LiveHealth Online

Health advocacy
- Anthem Health Guide
- Anthem Integrated Health Model (IHM)
- Engage

Special accounts
- Health Savings Account
- Health Reimbursement Account
- Flexible Spending Accounts
- Commuter benefit

Living well
- Parenting Leave
- Parenting Wellness Leave Program
- Phase Back to Work
- Benefits for nursing mothers
- Wellness program
- Work-Life Solutions
- Adoption assistance policy
- Care.com Membership
- Gym membership discount

Protecting your income
- Life and accidental death and dismemberment (AD&D) insurance
- Survivor income plan
- Business travel accident insurance
- Short-term and long-term disability

Preparing for your future
- Savings and Investment 401(k) Program
- Financial Engines
Prescription drug
Competitive prescription drug coverage is included with all medical options. Coverage of generic and brand name drugs, as well as a home delivery option to save you time and money, are included. Select preventive drugs are covered 100%.

Dental
A healthy mouth is an important part of overall health, which is why the company provides two dental options: Premium and Value. The options provide coverage for preventive, basic and major restorative care, as well as orthodontia and implants. You may see any provider you choose.

Vision
The vision option provides you and your family with coverage for basic vision care, such as eye exams, frames and lenses and contact lenses. There also is a LASIK surgery discount program available when you use an in-network provider.

Implant Incentive Program
As a Zimmer Biomet Team Member, you’ll receive an incentive for using Zimmer Biomet products, if you or your spouse/domestic partner need an implant. The incentive amount varies based on the type of implant you receive.

LiveHealth Online
Sometimes you need a doctor outside of regular office hours, or when you are away from home. With LiveHealth Online you can have face-to-face conversations with a doctor on your computer or mobile device — all at the same price or less than what you would pay for a regular doctor visit or urgent care facility.

Medical
Zimmer Biomet offers three consumer-driven medical options featuring traditional healthcare coverage and a special account that is funded by Zimmer Biomet to pay for healthcare expenses.

- Value Health Savings Account (HSA)
- Premium Health Savings Account (HSA)
- Health Reimbursement Account (HRA)

All three options provide comprehensive coverage and have several features in common:

- 100% coverage for preventive care.
- You pay the full negotiated cost of healthcare until you reach the annual deductible.
- The flexibility to see any licensed healthcare provider you want.
- An annual deductible. Once you meet the annual deductible, the plan typically pays 80% of your eligible claims and you pay 20% when you go to an in-network provider.
- An out-of-pocket maximum. Once you meet the out-of-pocket maximum the plan covers 100% of eligible claims.

MY REWARDS • My Benefits
Health advocacy

Anthem Health Guide

When you have a concern or question about your medical coverage or health, call an Anthem Health Guide. The Health Guide can provide support to find an in-network doctor, save money on prescription drugs, estimate your cost for a procedure or help set up an appointment with a provider. The Health Guide will also alert you about preventive and medical gaps in care and transfer you to nurse coaches, as needed.

Integrated Health Model (IHM)

You and your covered family members will have access to a personal health consultant through the Integrated Health Model (IHM) who can recommend you to the full range of Zimmer Biomet programs and resources. The personal health consultant can help identify at-risk members or assist with everyday health issues and questions, concerns about an upcoming surgery or hospital stay, or things like managing a chronic or complex medical condition.

You or your covered family member also might receive a call from an IHM personal health consultant if you or your covered family member are identified as a high-risk member.

Engage

Engage provides a one-stop shop for a seamless healthcare experience. It allows you to manage your benefits, find a doctor, estimate your costs, view your claims, access your account balance, track your health goals, receive personalized reminders, store your ID card, access your care team and locate urgent care and emergency contact numbers.

Special accounts

Zimmer Biomet provides a number of saving and spending vehicles to help you cover healthcare expenses such as deductibles, prescription medications and coinsurance. Eligibility and rules for each account vary, and more information will be available during benefits enrollment. Your options include:

- A Health Reimbursement Account (HRA)
- Healthcare flexible spending account (FSA) and/or dependent care FSA
- Commuter benefit

■ A Health Savings Account (HSA) and HSA Extra Bucks account
Living well

Parenting Leave

We recognize the importance of supporting working parents, and part of that commitment provides custodial biological and adoptive parents with six weeks (30 days or 240 hours) of paid time off following the birth or legal adoption of a child.

Parenting Wellness Leave Program

In addition to supporting new parents through our Parenting Leave program, Zimmer Biomet offers healthy family support resources. When you or your covered spouse/domestic partner complete a pregnancy or health-related Journey and three phone coaching sessions through RedBrick Health, you are eligible for two weeks (10 work days or 80 hours) of paid time off following the birth or legal adoption of a child.

Phase Back to Work

To further support working parents, we offer a one-week Phase Back to Work period. The Phase Back to Work period allows you to work for 20 hours and be paid for 40 hours during your first week back from an approved leave of absence due to a birth or adoption of a child.

Benefits for nursing mothers

Several of the campuses have private Mother’s Rooms. In addition, mothers who travel for business have access to Milk Stork, a service that allows you to easily travel with expressed milk or ships it to your home while you’re away at no cost.

Wellness program

The company is committed to helping you lead a healthy and productive life, at work and at home. This is why we partner with RedBrick Health to provide free wellness resources and tools for you and your covered spouse/domestic partner. You and your covered spouse/domestic partner can each earn up to $400 annually in your HSA Extra Bucks Account or your HRA for completing healthy activities.

Work-Life Solutions

When you or any member of your household need help navigating a life event or challenge, such as financial stress, identity theft or the death of a loved one, Work-Life Solutions is there for you. This confidential program provides six free counseling sessions and other resources, including credit monitoring, to help.

Adoption assistance policy

Adoption assistance allows for a one-time reimbursement of up to $20,000 per eligible child, with a $40,000 cumulative benefit cap during employment for expenses directly related to adopting a child under 18 years of age.

Care.com Membership

We understand there are many instances where you may need child or adult care arrangements while you are at work. That’s why we partnered with Care.com, a leading provider of child and elder care. As a Zimmer Biomet Team Member, you are eligible for a free Care.com membership. Members have access to Care.com’s 24/7 concierge team that will find, match and book your care solution when you need it. You can even use Care.com for pet sitting and housekeeping, too.

Gym membership discount

As our part to kick start your wellness journey, we offer a corporate discount of 50% off standard enrollment fees and 10% off the standard monthly dues at Anytime Fitness locations.
Protecting your income
To support you and your family if you are unable to work, the company provides disability benefits at no cost to you after 90 days of employment. You also may purchase supplemental long-term disability coverage.

We offer different levels of life and AD&D insurance coverage to help protect you and your family. You may purchase supplemental life and AD&D insurance and survivor income plan for yourself, as well as dependent life and AD&D insurance for your spouse/domestic partner and/or children.

Survivor Income Plan
You can opt to participate in the Survivor Income Plan to provide 25% of your eligible annual salary to your beneficiary for 10 years, beginning upon your death.

Short-Term and Long-Term Disability
60% – 100% of pay is provided at no cost to you as a short-term disability benefit (depending on your Team Member status).
60% of pay is provided as long-term disability, and you can purchase an additional 10%.

Life and Accidental Death And Dismemberment Insurance
Zimmer Biomet provides 2x your annual benefits salary, up to $1 million of basic life and up to $1 million of basic accidental death and dismemberment (AD&D) insurance at no cost to you.
You may elect supplemental life and/or supplemental AD&D insurance for yourself. The maximum basic life and supplemental life insurance combined is $1.5 million.
The maximum basic AD&D and supplemental AD&D insurance combined is $1.5 million.
You may purchase life or AD&D insurance for your spouse/domestic partner or children.

Business Travel Accident Insurance
5x your annual benefits salary, up to $2,000,000, is the business travel accident insurance benefit provided by Zimmer Biomet at no cost to you, in the event of your death or permanent total disability while traveling on company business.
Preparing for your future

The Savings and Investment 401(k) Program

A healthy financial future takes work, which is why Zimmer Biomet provides the Savings and Investment 401(k) Program. Upon hire, you will be eligible to begin contributing to your account immediately, on a pre-tax, after-tax and/or Roth basis. You have more than 17 investment options that allow you to tailor your savings and investment strategy to match your goals.

Team Members who do not make an election within 31 days after becoming newly hired or eligible are automatically enrolled and deemed to have elected to contribute 3% of their eligible pay as a pre-tax contribution each pay period. Automatic contributions also will default to the appropriate target date retirement fund based on your retirement at age 65, until you provide investment instructions.

Zimmer Biomet matches 100% of the contributions you make, up to 6% of eligible pay per pay period. You must contribute each pay period to maximize your employer matching contribution. The company will match on pre-tax, after-tax or Roth contributions. No company match is provided for catch up contributions. You become completely vested in Zimmer Biomet’s matching contributions after four years of service (25% for each year of service).

Financial Engines

Financial Engines services can help you prepare for retirement by providing investment and savings recommendations. Services include:

- **Online advice.** This service gives you access to expert recommendations and tools so you can create a retirement plan and fine tune your investing strategy yourself, at no additional cost to you.
- **Professional management.** You can enroll in the Professional Management program which creates, implements and monitors a personalized retirement plan for you, at your cost.

Our third-party administrator can help you roll qualified plan assets from your current retirement savings plan to the Zimmer Biomet Savings and Investment 401(k) Program.
We believe a balance of work and life priorities will help make you the best Team Member you can be.

We know you don’t put your personal life on hold when you come to work, so Zimmer Biomet recognizes the importance of having support and resources so you and your family can be well and happy.

IN THIS SECTION:

Work/life balance
- Paid days off
- Relocation benefits
- Flexible work arrangements
- Team Member Referral Program
- Community involvement and environmental responsibility
- Human Resources policies and procedures
**Paid days off**

- **Paid Time Off/Vacation:** To give you time to rest and recharge away from work, the company provides you with Paid Time Off/Vacation to be used at your discretion and with your manager’s approval. Eligibility is based on your length of service. Paid Time Off for non-exempt Team Members ranges from 15 to 30 days and Vacation time ranges from 10 to 25 days for exempt Team Members.

- **Holidays:** The company generally observes eight paid holidays per year as paid days off:
  - New Year’s Day
  - Memorial Day
  - Independence Day
  - Labor Day
  - Thanksgiving Day
  - Day after Thanksgiving
  - Christmas Eve
  - Christmas Day

  The company also provides four floating holidays each year, to be taken at your discretion and with your manager’s approval. Local management may designate one or more of these floating days as company holidays.

**Relocation benefits**

To help you and your family transition into the Zimmer Biomet family, relocation benefits are available, subject to certain eligibility requirements. Benefits include assistance for travel, temporary living, home sale, new home closing costs and estimated taxes on expenses that are not tax-deductible. The company also provides career counseling for spouses/domestic partners whose jobs have been affected by your move.

**Flexible work arrangements**

To respect the need for balance between responsibilities at work and home, the company allows certain Team Members to flex their work schedules, provided the continuity of business operations is respected. This benefit is subject to manager approval.

**Team Member Referral Program**

To help Zimmer Biomet continue to recruit and hire the best and the brightest, we always look for personal referrals. When a candidate you recommend is hired, you may be eligible for a financial award based on the hired job level.
Community involvement and environmental responsibility

The company supports a number of community-based educational, civic and cultural activities carried out by non-profit organizations. Team Members also volunteer time to nonprofit organizations in local communities and focus on increasing access to musculoskeletal healthcare for under-served individuals in the emerging markets.

In addition, we take our corporate stewardship seriously by maintaining management systems that support Environmental Health and Safety (EHS) at all our workplaces, as well as environmental sustainability.

Human Resources policies and procedures

Zimmer Biomet’s policies and procedures ensure you understand what you need to do and what you can expect from the company. These encompass many aspects of the Team Member experience, and include a/an:

- Non-retaliation policy to ensure you feel comfortable raising concerns in good faith without the fear of retaliation or harassment
- Workplace violence policy to support Zimmer Biomet’s commitment to a safe workplace and working environment
- Tobacco free workplace policy to promote a healthy workplace and fulfill our commitment to encourage healthy behaviors
- Open door policy to foster communication between you and your managers by creating an atmosphere for candid discussion and issue resolution
- Bereavement policy to allow you paid time off to grieve after the death of a loved one
My Career Growth

Zimmer Biomet is committed to providing the tools, resources and opportunities that will allow you to feel comfortable, supported and challenged in your career, so you can achieve your professional goals.

IN THIS SECTION:

Career development
- Performance review
- Individual development plan
- Training opportunities
- Tuition reimbursement

Rewarding service
- Zimmer Biomet Impact Award Program
- Annual incentive bonus (Performance Incentive Plan)
- Service Anniversary Leave
- Service Award Program

Whatever your professional goals, you have the opportunity to build a fulfilling career at Zimmer Biomet.
Career development

Performance review

Career development is supported in part by regular performance feedback and coaching with your manager. Each year, you and your manager will develop and agree on performance goals and objectives that enable you, your team and Zimmer Biomet to achieve our goals and mission.

You and your manager will review your progress on these goals and objectives throughout the year, culminating with an annual performance review that captures both your and your manager’s formal feedback on both goal achievement as well as your demonstration of expected behaviors at Zimmer Biomet. In other words, it’s not only what you do, but how you do it that contributes to your overall performance review outcome. This ties to your annual merit increases and can effect other elements of your compensation rewards.

Individual development plan

While anytime throughout the year can be a good time to have a career conversation with your manager, strength and development opportunities are a natural outcome of your Annual Performance Review. Engaging your manager in a dialogue about your career goals and aspirations allows your manager to better support you to achieve your goals.
Career development

Training opportunities

In order to achieve our collective goals, the company offers Team Members opportunities to continuously improve technical, leadership and business skills. Some internal training and development opportunities available to Team Members include:

- Instructor-led courses for gaining or enhancing computer application skills
- Instructor-led courses for developing people leadership skills
- eLearning courses, videos, books and audio books on a variety of topics
- 360° feedback and coaching

Tuition reimbursement

You can receive up to $10,000 per year in tuition reimbursement for tuition, registration, textbooks, laboratory and examination fees for associate and undergraduate degree programs, graduate school, certification programs and non-degree/certificate programs that meet eligibility requirements.
Rewarding service

Zimmer Biomet Impact Award Program

The Zimmer Biomet Impact Award Program provides a globally consistent way of recognizing the tremendous extra efforts Team Members make in working toward organizational goals and demonstrating the company’s Guiding Principles.

It is a way the company, managers and coworkers let outstanding performers know that their hard work is appreciated and valued.

Annual incentive bonus (Performance Incentive Plan)*

Certain Team Members are eligible for the Performance Incentive Plan. Bonuses in this plan are determined by your final performance and the financial performance of your group, and are calculated on your actual earnings during the year. Payment will occur in or around March/April of the year following the Bonus period.

Service Anniversary Leave

The Service Anniversary Leave program is a way to honor Team Members who have shown a continued commitment to Zimmer Biomet’s business and future. In the year when a Team Member achieves five years of service, they will be awarded one week (five days or 40 hours) of paid Service Anniversary Leave. This award will be repeated every five years thereafter. It is provided in addition to any Vacation/Paid Time Off.

Service Award Program

The Service Award Program is a way to honor Team Members who have shown a continued commitment to the company’s business and future. All full-time Team Members who reach a five-year milestone can select from a variety of gifts and receive a keepsake Honor Box, which includes:

- Selection brochure specific to your years of service that includes information to use when ordering your gift
- Personalized certificate of achievement
- Zimmer Biomet key chain

*Team Members on a sales commission structure are not eligible.
Using your My Rewards to the fullest

We pride ourselves on hiring, compensating, supporting and developing the best and brightest Team Members. We’ve designed our My Rewards package to do just that. Learn more about your benefits to take advantage of what we have to offer — so you can experience a rewarding career at Zimmer Biomet.
Benefit summaries

My Pay/Recognition

Merit and pay review
- Merit increases are coordinated with payroll schedules and are usually reflected within the first week or two of April.
- Zimmer Biomet reviews market data on an annual basis and to ensure pay rates are competitive.

Compensation for performance
High performance can be rewarded with challenging assignments, promotional opportunities, accelerated career growth and higher pay.

Employee Stock Purchase Plan (ESPP)
Through the Zimmer Biomet Holdings, Inc. Employee Stock Purchase Plan, you will purchase shares at 85 percent of the fair market value of the stock on the first day of the offering period or 85 percent of the fair market value of the stock on the last day of the offering period, whichever is lower.

Automated payroll deductions make it easy to invest in Zimmer Biomet stock. When you’re enrolled, stock is automatically purchased in your name every six months.

You choose how much to invest. The combination of stock purchased in the two annual Offering Periods cannot exceed $25,000 (based on the stock’s Fair Market Value at the beginning of each contribution period).

Long-Term Incentive Plan (Equity Plan)
Award guidelines are updated to current competitive levels relative to local and industry markets.

Awards offer the opportunity for long-term compensation in the organization and ownership rights where governing laws and regulations permit.

Zimmer Biomet offers long-term equity incentives to certain eligible management-level Team Members. Equity grants are made based on individual performance and are subject to approval by the Zimmer Biomet Holdings, Inc. Board of Directors. Eligibility and participation are reviewed annually.

Service Anniversary Leave
The Service Anniversary Leave Program is a way to honor Team Members who have shown a continued commitment to Zimmer Biomet’s business and future.

Team Members are eligible for this program after completing five years of service, and then in five-year increments thereafter. When each of these milestones are reached, Team Members will receive an additional one-week paid leave on top of their normal Vacation/Paid Time Off. These days do not have to be taken consecutively. They are awarded in January of the milestone year and must be used by Dec. 31 of that year and do not carry over or will not be paid out if unused.
Service Award Program

The Service Award Program is a way to honor Team Members who have shown a continued commitment to Zimmer Biomet’s business and future. Team Members are eligible for this award after completing five years of service, and then in five-year increments thereafter.

Expressions of Our Appreciation

All full-time Team Members who reach a five-year milestone can select from a variety of gifts and receive a keepsake Honor Box, which includes:

- Selection brochure specific to your years of service that includes information to use when ordering your gift
- Personalized certificate of achievement
- Zimmer Biomet key chain

My Benefits

Healthcare

Medical | Anthem Blue Cross and Blue Shield

Three consumer-driven medical options that feature traditional healthcare combined with a special account that you can use to pay for healthcare expenses.

- Value HSA
- Premium HSA
- HRA

All options provide 100% coverage for recommended preventive care services.

Prescription drug | Express Scripts

Included with all medical options, our prescription drug coverage offers:

- 100% coverage for select preventive prescription drugs.
- Both retail and mail-order prescription drug services.
- Option to receive a 90-day supply of your maintenance prescription through Exclusive Home Delivery or Walgreens retail.
- Four different levels of benefits. You pay the least for a generic prescription, more for a brand-formulary drug on the preferred list, more for a brand non-formulary drug, and you pay the most for a brand lifestyle-drug.

Dental | Aetna

Two dental options that appeal to different Team Members and family healthcare situations.

- Premium
- Value

Both options provide:

- 100% coverage for preventive care (not subject to annual deductible or annual benefit maximum).
- 100% coverage up to the annual benefit maximum for dental implants.

Vision | VSP® Vision Care

The option covers basic services, such as routine eye exams and glasses/contact lenses. The VSP® network of eye doctors offers additional discounts. A discount also applies to out-of-network providers.

Implant Incentive Program

If you or your spouse/domestic partner need an implant, you will receive an incentive for using a Zimmer Biomet product. The amount of incentive varies based on the type of implant.

Telemedicine | LiveHealth Online

You can have a video visit with a board-certified doctor or therapist on your smartphone, tablet or computer with a webcam. Most LiveHealth Online visits are just $49, with the exception of a psychology therapist which is $80 or a psychologist which is $95 per visit and will be applied towards your deductible.
Health advocacy

Anthem Health Guide | Anthem Blue Cross and Blue Shield
When you have a concern or question about your coverage or health, call an Anthem Health Guide. At no cost to you, the Health Guide can answer questions about your claims and benefits, but also look for other ways to help. Depending on your situation, the Health Guide may tell you about programs to help you manage a condition or may suggest you talk with another Zimmer Biomet health partner.

Engage | Anthem Blue Cross and Blue Shield
Engage provides a one-stop shop for a seamless healthcare experience. It allows you to manage your benefits, find a doctor, estimate your costs, view your claims, access your account balance, track your health goals, receive personalized reminders, store your ID card, access your care team and locate urgent care and emergency contact numbers.

Special accounts

Health Savings Account (HSA) | HealthEquity
The annual IRS contribution maximum is $3,500 (you only) or $7,000 (you + family). Zimmer Biomet provides an annual contribution of $750 (you only) or $1,500 (you + family).

Health Reimbursement Account (HRA) | Anthem
Zimmer Biomet provides an annual contribution of $500 (you only) or $1,000 (you + family).

Flexible Spending Accounts (FSA) | WageWorks
You can contribute from $120 up to $2,650 on a pre-tax basis each year to a Healthcare FSA and/or $120 up to $5,000 to a Dependent Care FSA.

Note: The Healthcare FSA is only available to those enrolled the HRA Medical option.

These accounts enable you to pay for eligible expenses and dependent care while saving money on taxes.

Commuter Benefit | WageWorks
You can contribute up to $260 per month for eligible transit and up to $260 for eligible parking expenses.

Eligible expenses include buses, light rail, regional rail, streetcar, trolley, subway, ferry, vanpool, and parking at or near your work or near a place from which you commute to work.

Living well

Parenting Leave
This provides custodial biological and adoptive parents with six weeks (30 days or 240 hours) of paid time off following the birth or legal adoption of a child.

Parenting Wellness Leave Program
When you or your covered spouse/domestic partner complete a pregnancy or health-related Journey and three phone coaching sessions through RedBrick Health, you are eligible for two weeks (10 work days or 80 hours) of paid time off following the birth or legal adoption of a child.

Phase Back to Work
The Phase Back to Work period allows you to work for 20 hours and be paid for 40 hours during your first week back from an approved leave of absence due to a birth or adoption of a child.

Benefits for nursing mothers | Milk Stork
Milk Stork makes it easy to get your expressed milk home when you’re away on business. Receive supplies and ship expressed milk at no cost.

Wellness program | RedBrick Health
Provided to you and your covered spouse/domestic partner at no cost.

If you and your covered spouse/domestic partner are enrolled in a Zimmer Biomet medical option, you both can receive up to $400 in incentives in your HSA Extra Bucks account or HRA for completing healthy activities.

If you are not enrolled in one of the medical options, you are eligible to enroll in one of the programs without receiving incentives.

Work-Life Solutions | Anthem
This is a 24/7 confidential information, support and referral service offered through Anthem to assist all Zimmer Biomet Team Members and family members living in their households. You will receive six free, in-person visits per issue with a network-licensed behavioral health counselor.
Adoption assistance policy
After 90 days of continuous service, you are eligible for adoption assistance up to $20,000 per eligible child, with a $40,000 cumulative benefit cap during employment. You may qualify for a one-time reimbursement of expenses directly related to adopting a child under 18 years of age.

Care.com Membership
As a Zimmer Biomet Team Member, you are eligible for a free Care.com membership. Members have access to Care.com’s 24/7 concierge team that will find, match and book your care solution when you need it. You can use Care.com for child or adult care arrangements, pet sitting, housekeeping, and many more.

Protecting your income
Life, Accidental Death and Dismemberment (AD&D) | The Hartford
At no cost to you, Zimmer Biomet offers company-provided basic life insurance equal to two times your annual benefits salary, up to $1 million, and basic AD&D insurance of two times your annual benefits salary, up to $1 million.

In addition to the two times annual benefits salary of basic life and accidental death and dismemberment insurance, you also can elect to purchase supplemental life insurance and AD&D insurance for yourself from one to eight times your annual benefits salary each.

The maximum for basic life and supplemental life insurance combined is $1.5 million, and the maximum for basic AD&D and Supplemental AD&D insurance combined is $1.5 million.

Dependent life insurance | The Hartford
You also can purchase dependent life insurance in the following increments:
- Spouse Life and/or AD&D: $10,000; $25,000; $50,000; $75,000; $100,000; $150,000; $200,000; $300,000; $400,000; $500,000
- Child Life and/or AD&D: $5,000 or $10,000 (per child)

Business Travel Accident (BTA) insurance | AIG
Zimmer Biomet provides BTA insurance equal to five times your annual benefits salary up to a maximum of $2,000,000 in the event of death or permanent total disability while traveling on company business.

Survivor income plan | The Hartford
If you elect this plan, your named beneficiary will receive 25% of your eligible annual salary each year for 10 years, upon your death.

Disability coverage | Unum
You are eligible after a 90 days eligibility period of active service following your date of hire (subject to approval).
- Short-Term Disability (STD): Zimmer Biomet provides STD coverage after seven calendar days of disability based on your Team Member status.
  - Non-Exempt Team Members (Hourly): 60% of pay continuation
  - Exempt Team Members (Salary): 100% of pay continuation for the first 13 weeks, then 80% for the remaining 13 weeks
- Long-Term Disability (LTD): Zimmer Biomet provides Basic LTD of 60% of your base earnings after 26 weeks of STD. You can purchase an additional 10% LTD, for a total benefit of 70% of your base earnings.
Preparing for your future

Savings and Investment 401(k) Program | Fidelity Investments

Competitive 401(k) program with more than 17 investment options. You are immediately eligible upon hire to begin contributing and receiving the company match to your 401(k) account.

The program includes:
- Pre-tax, after-tax and/or Roth options
- A dollar-for-dollar company match for every dollar you contribute up to 6% of your eligible pay per pay period
- If you do not enroll within 31 days of your initial eligibility date, you will be automatically enrolled in the plan and defaulted to a 3% contribution per pay period. This can be changed at any time.

Online advice/professional management | Financial Engines*

Financial Engines can help you prepare for retirement by providing unbiased investment and savings recommendations that could take you from where you are today all the way into retirement. You can receive free Online Advice/Professional Management or enroll in the Professional Management program (at your cost), which creates a personalized retirement plan for you.

Annual incentive bonus (Performance | Incentive Plan)
- Every eligible Team Member has a target bonus percentage by level that is used to calculate bonus payouts.
- Team Members on a sales commission structure are not eligible.
- Must be employed on or before November 1 of the plan year to participate.
- Final performance to metrics determines the actual payout amounts plus an individual component for Z10 and above Team Members.
- Bonus payouts are calculated on actual eligible earnings paid during the year. For the purpose of the Zimmer Biomet annual incentive bonus, eligible earnings include regular, overtime, vacation, jury duty, military leave and short-term disability pay and benefits, as well as shift differentials for all hours worked (if applicable).
- The annual incentive bonus payout may be more or less than the target bonus percentage, depending on actual year-end results for the established performance measures. For grades Z10 and above, both financial and individual performance components are taken into consideration.

Payment will occur in or around March of the year following the bonus period after annual performance achievement measures have been determined. Please note that there is no bonus payout if the performance metrics for your group do not achieve minimum performance levels. These performance levels are evaluated annually. To be eligible for any bonus, you must be employed on the date the bonus is paid except where otherwise required by law.
**My Work/Life**

**Vacation/Paid Time Off**

Vacation/Paid Time Off is earned at a rate of 10% of the annual allotment per month for each full month worked during the current calendar year up through ten months. A full Vacation/Paid Time Off allotment will be earned by working ten months of the calendar year.

Unused earned Vacation/Paid Time Off may not be carried over to the next year, unless applicable state law requires otherwise.

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**My Career Growth**

**Career development**

**Tuition reimbursement**

After 90 days of continuous service, you are eligible for Tuition Reimbursement up to $10,000 per year. You may pursue an associate, undergraduate, graduate degree or other appropriate course of study in a field related to your current job, or in a field that will help prepare you for future assignments with Zimmer Biomet.

Team Members will be taxed after $5,250 is reached in reimbursement.

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**Rewarding service**

**Zimmer Biomet Impact Award Program**

The Zimmer Biomet Impact Award Program provides a globally consistent way of recognizing the significant extra efforts Team Members make in working towards organizational goals and demonstrating the Zimmer Biomet Guiding Principles.

To be eligible to receive an award, you must be a full-time or part-time Team Member in a level Z8 – Z13 role or be an hourly production/maintenance or administrative/technical Team Member and have completed your introductory period.

The maximum dollar amount allowed is $1,000 per calendar year.
This guide highlights benefits offered to regular, full-time Zimmer Biomet Team Members (i.e., employees) and summarizes Zimmer Biomet’s Global Compensation Program. It is not intended to describe the specifics of the program and is presented for your reference. The actual application of the Program reflects your performance and is governed by department leadership, Zimmer Biomet’s compensation department and executive leadership.

This document does not contain all the terms, conditions or tax implications of the Long-Term Incentive (LTI) Plan. The availability, amount, terms and conditions of all grants are governed by official plan documents (2009 Stock Incentive Plan), award agreements and the Zimmer Biomet Holdings, Inc. Board of Directors and are subject to regulatory requirements. Zimmer Biomet reserves the right, at its discretion, to change, amend or discontinue the plan at any time, with or without prior notice, and to determine eligibility requirements annually. The LTI programs are governed by written documents and in the event of a conflict, those written documents will control. Zimmer Biomet cannot and does not make any guarantees concerning its stock price performance or the value of these awards.

Eligibility and terms of each benefit program are governed by the applicable program document, as amended from time to time. In the event of a conflict, the program document controls. Zimmer Biomet reserves the right to determine eligibility requirements for each program, as well as amend or terminate each plan or program, including compensation programs, at its discretion.

For Team Members who are bargaining unit members, compensation and benefit programs will be consistent with terms of the applicable collective bargaining agreement.

January 2019