

Pfizer **Benefits**
for each of life's moments

2023-2024 Healthy Pfizer Incentive Program

Powered by Virgin Pulse



*Complete Know Your Numbers
between August 1, 2023 and April 30, 2024*



Have you ever wondered why completing the Know Your Numbers and the Health Assessment are both required activities under the Healthy Pfizer Incentive Program?

It's because you need to first understand your personal health today — your strengths and any health problems or risk factors you may have. You need to **KNOW** before you **GO**. And after you complete these required activities, we recommend meeting with your health care provider, who can help with addressing any health problems or risk factors you may have.

Complete Know Your Numbers

You have several options for getting preventive blood work for the Know Your Numbers activity.

Where	Details	Website	Reporting for Incentive
Onsite Screenings	These take place at certain Pfizer locations through November 14, 2023.	Find out if an event will be held at your location by visiting landing.virginpulse.com/pfizer ▶ Programs tab ▶ Onsite Screening Events Scheduled.	Your test results are automatically submitted for you.
LabCorp Facilities Using a Pfizer LabCorp Voucher	The Pfizer-issued LabCorp voucher is required; you will need to download it from the Virgin Pulse website.	Get a LabCorp voucher at landing.virginpulse.com/pfizer ▶ Programs tab ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ LabCorp voucher.	Your test results are automatically submitted for you. Note: If you go to LabCorp or any other lab facility without using the Pfizer voucher, you must use a Self-Submission Form (see below).
Personal Physician Using the Self-Submission Form (Use this method if you already had blood work done, including at a Pfizer Onsite Wellness Clinic, on or after May 1, 2023.)	To ensure results are received in time, schedule your appointment at least three weeks before the deadline of April 30, 2024. Take a copy of the Self-Submission Form with you.	Get a Self-Submission Form at landing.virginpulse.com/pfizer ▶ Programs tab ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ Self-Submission Form.	You are responsible for submitting the completed form and blood test results by April 30, 2024; late submissions will not be accepted for any reason.
At Home by February 29, 2024 (State law prohibits at-home testing if you live in New York.)	Watch this video to learn about doing your own blood draw at home. Note: Your completed test kit must be returned within 24 hours of your blood draw. Collect your blood sample by March 15, 2024.	Request a kit by February 29, 2024 at landing.virginpulse.com/pfizer ▶ Programs tab ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ Home Test Kit.	Your test results are automatically submitted for you.

Confirm Your Know Your Numbers Submission

However you complete the Know Your Numbers (KYN) activity, **you are responsible for ensuring your results are received and accepted by the April 30, 2024 deadline.**

You should receive an email confirmation from Vitalogy, our biometrics partner, within 10 to 14 days of your submission — whether automatically submitted for you or self-submitted. You can contact Vitalogy at support@vitalogyinc.com if you have questions.

When your KYN submission is received, Vitalogy notifies Virgin Pulse that you've completed this activity. If you do not see the activity shown as completed at landing.virginpulse.com/pfizer ▶ Home tab ▶ Select Rewards (Required Activities/Know Your Numbers), contact Virgin Pulse by phone at **1-888-437-3493** (option 1 for Rewards, Incentive Activities, or Technical Questions) or by email (pfizersupport@virginpulse.com) as soon as possible, but no later than April 30, 2024. Representatives are available Monday through Friday from 8 a.m. to 9 p.m., ET.

Had Blood Work Done Recently?

No worries! If you had preventive blood work (e.g., cholesterol, glucose) performed on or after **May 1, 2023**, you don't need to get another one. You can submit your official lab report with a completed Self-Submission Form. Get a Self-Submission Form at landing.virginpulse.com/pfizer ▶ Programs tab ▶ Complete the Know Your Numbers Activity ▶ Start Now ▶ Self-Submission Form.



Your Health Is Your Business: Protecting Your Privacy

Your health information is just that ... yours. Our external wellness partners maintain and protect your personal health information. Your individual health results are never available to anyone at the company. The aggregate summary we receive helps us understand the health challenges faced by our colleagues, and helps us develop and provide appropriate programs, tools, and resources to support you and your health.

2024 Healthy Pfizer Incentive Program—Key Dates

Date	Activity
August 1, 2023	Start of the Healthy Pfizer Incentive year. Beginning August 1, you will have the new set of incentive activities available to you and will start earning Virgin Pulse Points.
August 2023 – November 2023	Attend an onsite screening, if available in your area. Locate onsite screenings by visiting landing.virginpulse.com/pfizer ▶ Programs tab ▶ Select <i>Onsite Screening Events Scheduled</i> .
February 29, 2024	Deadline to request an at-home blood kit for the Know Your Numbers activity, if you use the Pfizer at-home test kit; kit not available if you live in New York.
March 15, 2024	Deadline for collecting your blood sample for the at-home test kit; remember to return your kit within 24 hours of completing your blood draw.
April 7, 2024	Complete the Know Your Numbers blood draw through your personal physician to avoid delays.
April 30, 2024	Deadline for completing and submitting the Know Your Numbers activity. Remember you must complete <i>both</i> the Health Assessment and the Know Your Numbers activities by this date to earn your first \$250 incentive. Deadline for completing \$250 worth of additional activities to earn your second \$250 incentive, for a total of \$500.
July 31, 2024	The last day to earn Virgin Pulse Points.
July 2024 – December 2024	Receive your \$250 or \$500 earned incentive as taxable payroll earnings paid over each pay period through December 31, 2024, provided you remain eligible.

This document highlights key features of certain Pfizer benefits for eligible Pfizer U.S. colleagues not represented by a collective bargaining agreement. Benefits provided to active union-represented colleagues are subject to the terms of their collective bargaining agreements.

This document does not contain complete descriptions of the Healthy Pfizer Incentive Program. The information in this document is applicable to eligible colleagues only. For more information, please contact the Pfizer Colleague Service Center at 1-866-476-8723 or refer to the Pfizer Medical Plan Summary Plan Description, which is available on netbenefits.com.