

# Pfizer's Benefits for Today's Parents



## Helping You Get to “Mom” or “Dad”:

- **Fertility Solutions Program** – Provides access to registered nurses who specialize in family building, and can provide information about Pfizer coverage for fertility and infertility treatment options — including up to \$35,000 in family building support through Pfizer’s medical plan.
- **Adoption and Surrogacy Program** – Pfizer’s Adoption and Surrogacy Program reimburses up to \$25,000 of eligible expenses per child adopted or per surrogacy event.
- **Maternity Support Program** – Provides a dedicated registered maternity nurse who will support birth moms and baby before, during and after pregnancy.
- **Foster Care Support** – Time off and other resources to help you become a foster parent.

## Helping You Get Back to Work:

- **Transition to Work Program** – Part of Pfizer’s paid parental leave helps you transition back to work part-time with full benefits coverage.
- **Breast Milk Shipping** – To support nursing moms when work travel necessitates you be separated from your baby, and help you get your milk to your baby as quickly and safely as possible.
- **Onsite Lactation Rooms** – Dedicated space for nursing at each of Pfizer’s locations, available through Colleague Wellness.

## Maximizing Childcare Support:

- **Regular Center-Based Childcare** (*Bright Horizons*) – Priority access to Bright Horizons’ national network of childcare centers. Plus, if you enroll your child at a Bright Horizons center, get reimbursed up to \$250 in registration fees. Or, access Bright Horizons’ network of partner centers to receive discounted tuition rates.
- **Additional Childcare Discounts** (*Benefit Extras*) – Provides access to a separate network of center-based care (such as The Learning Experience and Learning Care Group which includes TutorTime, Montessori unlimited and more) at discounted tuition rates.
- **Back-up Child and Adult/Elder Care** (*Bright Horizons*) – When your regular child or adult care arrangement falls through and you need to be at work, access up to 20 days per calendar year of back-up care at subsidized rates. Additionally, new parents have access to 25 additional days of back-up care for children under 12 months of age through the Infant Transition Program.
- **Dependent Care Account** (*HealthEquity*) – Use before-tax dollars to pay for eligible childcare and elder care expenses.
- **Care Around the Clock: Free membership** (*Bright Horizons*) – Access different types of regular In-Home Care candidates, including babysitters, nannies, pet sitters, housekeepers and house sitters, that have been vetted for you through Sittercity and Bright Horizons.
- **Concierge Caregiving Support** (*Cariloop*) – Helps you take care of your loved ones, whether it’s coordinating their medical care, finding care resources like summer camps, or evaluating their well-being.

## Managing Time-Off Your Way:

- **Flexible working arrangements** through *Log in for Your Day*.
- **23-25 weeks fully paid leave for new birth moms and 14 weeks for all other new parents** including short-term disability (for birth moms), paid portion of parental leave and caregiver leave.
  - **Short-term disability** provides paid leave for birth moms for up to three weeks before the due date and six to eight weeks from the delivery date, based on the type of delivery.
  - **Parental leave** provides new parents up to 26 weeks of leave (including up to 12 weeks of paid non-medical related leave following the birth or adoption of a child). This leave includes a **Phased Return** feature to help you with returning to work.
  - **Caregiver leave** provides up to two weeks (10 business days) of paid leave to welcome a new child (see below for more details).
- **10 days of paid caregiver leave** available each year to care for a new child or to care for a family member.
- A minimum of three weeks of **vacation** with the ability to purchase up to four additional weeks each year.
- 15 company-paid **holidays** annually, including an annual Wellness Day.
- 12 weeks of job-protected **family and medical leave** to care for yourself or an eligible family member for a qualifying reason, such as a serious medical condition.

## Looking Beyond the Infant Years:

- **Virtual Learning, Tutoring and Test Prep Services** (*Bright Horizons*) – Access a range of academic support services, including tutoring, test prep, homework help and learning pods, at discounted rates through Bright Horizons' Enhanced Family Supports program.
- **Scholarship Program** – Merit-based scholarships for up to four years of undergraduate study for your eligible children.
- **Tuition Discounts** (*EdAssist*) – You and your immediate family members may be eligible for tuition discounts at various colleges and universities through the EdAssist Education Network.
- **Supporting a Child with Developmental Disabilities** (*Rethink* and *Optum*) – Rethink, a no-cost, web-based resource, is available to help you access treatment and advocacy resources if you have a child with autism or another developmental disability. Applied Behavior Analysis (ABA) therapy services are also available through mental health coverage administered by Optum, under the Pfizer Medical Plan.
- **Employee Assistance Program (EAP)** (*Kepro*) – Referrals for childcare, parenting support and elder care resources, including in-home geriatric care assessments, through Healthy Pfizer Living.



Remember to visit [mypfizerbenefits.com](https://mypfizerbenefits.com) for more information on these resources and other benefits available to eligible US colleagues.



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