

Combating Cancer with **Your Pfizer** **Benefits**

Support for U.S. Pfizer Colleagues and Their
Families



Pfizer's vision is a world where people with cancer live better and longer lives. And as a Pfizer colleague, your benefits are there to help.

As a global leader in the fight against cancer, Pfizer is accelerating breakthrough medicines that bring new hope to patients everywhere.

As an employer, Pfizer supports colleagues and their loved ones as they take steps to combat cancer: from getting preventive screenings, to accessing providers and treatment plans, and more. Additionally, many support services are available at no cost. This guide highlights different Pfizer benefits that may be helpful through a cancer journey (or any serious illness or injury).

For information on all the benefits plans, programs, and policies offered to U.S. colleagues, visit [MyPfizerBenefits.com](https://www.mypfizerbenefits.com).

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Get screened.

“Early detection can help treatment work best and help improve survival odds.”

Screening options are available for the most common types of cancer, including cancers of the skin, breast, colon, lung and prostate. Early detection can help treatment work best and help improve survival odds. What’s more, most screening tests are non-invasive.

Pfizer’s medical plan covers preventive cancer screenings at no cost at recommended age guidelines as well as if you have a family history.

For preventive breast cancer screenings, for those with dense breast tissue, in addition to a 3D mammogram, Pfizer’s medical plan also covers a preventive ultrasound or magnetic resonance imaging (MRI) if recommended by your provider.

Pfizer’s medical plan also provides coverage (subject to prior authorization) for genetic screening tests (such as BRCA, PALB2 and Lynch Syndrome) to help you understand your risk for certain cancers. Pfizer’s dental plan provides coverage for no cost annual preventive screenings which can help detect oral cancers.

Don’t delay — schedule your screening appointments today and be sure to discuss your potential risk factors with your provider.

Programs and Resources

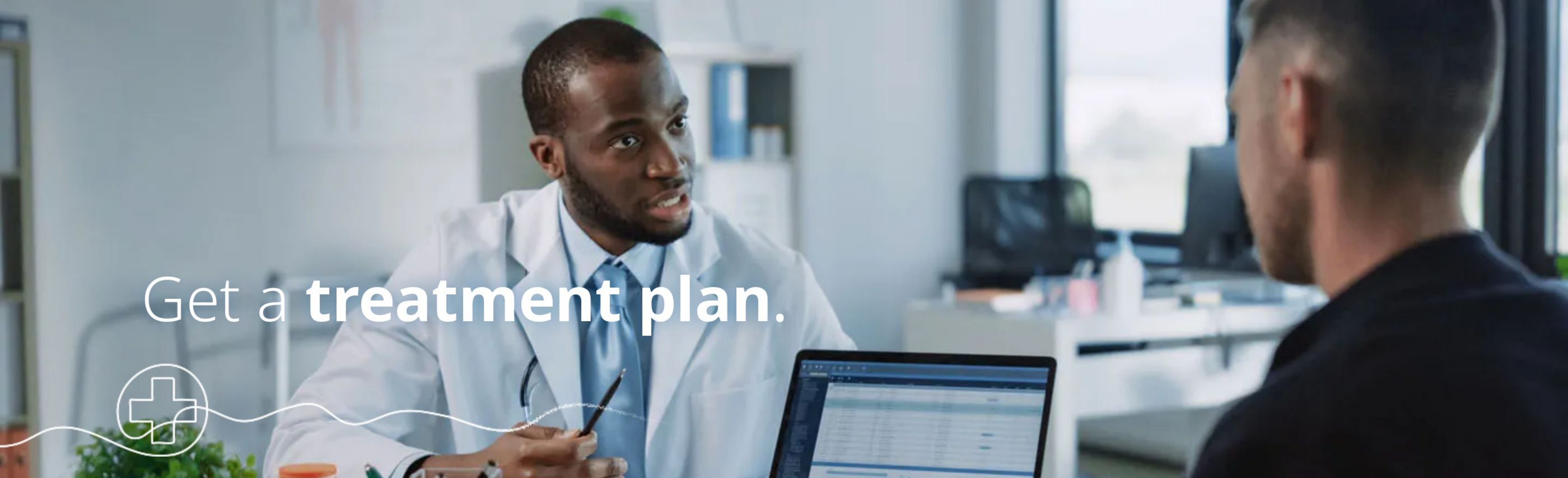
Access [no cost preventive services and cancer screenings](#) through your Pfizer medical carrier — [Horizon](#) or [UHC](#) and dental carrier, [Delta](#).

Use your [Company-paid Annual Wellness holiday](#) to schedule your annual preventive visit and recommended cancer screenings.

Understand [your risk factors](#) for different types of cancer.

Review [recommended cancer screening](#) tests

Confirm covered genetic testing with your Pfizer medical carrier — [Horizon](#) or [UHC](#).



Get a **treatment plan.**

“Pfizer’s medical plan provides **no cost** support every step of the way.”

A cancer diagnosis can be scary and overwhelming. But, getting the right treatment plan is an important step. Many patients find that getting a plan established and knowing “what’s next” brings them some peace of mind.

Treatment may not begin right away. Your provider may need to confirm the type and stage of your cancer, and may order additional testing. Additionally, you may want assistance to find care and schedule or expedite an appointment. In some cases, starting treatment may disqualify you for certain clinical trials, so having a plan may be even more critical in that case.

Pfizer’s medical plan provides **no cost support** every step of the way — from identifying medical providers (including nationally recognized cancer centers — Centers of Excellence for UHC or Blue Distinction Centers for Horizon), helping you confirm your diagnosis, treatment options, where to go for treatment as well as helping you understand the importance of getting a second opinion, based on your specific health circumstances as everyone’s cancer journey is unique to them.

Programs and Resources

Access [no cost Expert Medical Opinion Services through Health Navigator](#) (powered by Pinnacle Care) through the Pfizer medical plan to help connect you with expert providers, provide a pathology or radiology review, review treatment options, and identify clinical trials (if needed). Access this service at no cost for yourself and your covered dependents as well as your parents/parents-in-law, siblings/siblings-in-law, and adult children over age 26.

Access [no cost Cancer Support Nurse](#) through your Pfizer medical claims administrator (Horizon or UHC) to get personalized nurse support to locate network providers, understand how your coverage will work including coverage for egg/sperm freezing before treatment begins, explain the side effects of different treatment options, connect you with other Pfizer resources and more.

Get [no cost concierge caregiving support through Cariloop](#). Use their secure caregiving platform to help track and manage care needs from ensuring rides to/from treatment, tracking important medical documents, communicating with others in your care team, and more.

Learn more about [Pfizer’s Medical Support Programs](#).

Get **treatment.**



“You have **support** while you are getting medical treatment.”

Once you have confirmed diagnosis and treatment plan, you have support while you are getting medical treatment. New questions or needs may arise, whether it's help understanding how medical plan deductibles and out-of-pocket maximums work, reviewing how a medical claim was paid, or learning how to manage side effects or secondary health conditions. You may also need help with lifestyle factors such as nutrition or sleep, especially since some treatments have side effects which can affect your sleep or appetite or cause you to have difficulty swallowing.

If you have a change in diagnosis or treatment, refer back to the resources in [Get a treatment plan](#).

Programs and Resources

Access [no cost Cancer Support Nurse](#) through your Pfizer medical claims administrator (Horizon or UHC) to get personalized nurse support to understand coverage for things like travel/lodging and wigs/prosthetics, help you cope with side effects, get help with claims, connect you with other Pfizer resources and more.

Use [no cost Health Coaching through TrestleTree](#) to access licensed clinicians for personalized support to manage sleep, stress, nutrition, exercise, reduce tobacco and alcohol as well as manage chronic health issues like diabetes based on your provider's recommendations.

Access [no cost Participant Advocates through Fidelity](#) for help if you have an issue with any health care claim or prior authorization request.

Learn more about [Pfizer's health benefits](#).



Get connected to **emotional support.**

“Getting the emotional support you need is critical.”

Whether you are the patient, the caregiver or a survivor, getting the emotional support you need is critical during any illness, especially during a cancer journey. Whether you are looking for guidance on how to tell someone you love that you or another loved one has cancer, or want to talk to someone — just like you — who has been in a similar situation to share experiences if you want to find community resources or more professional support, there are resources to help.

Programs and Resources

Access Pfizer's [Employee Assistance Program \(EAP\)](#) through Spring Health, for no cost mental health support.

Join Pfizer's [Butterfly Community SharePoint](#) or the [Butterfly Community on Viva Engage](#) which seeks to provide care, comfort, and community to support colleagues through a life-changing cancer diagnosis - whether it is their personal journey or that of a loved one. This community includes access to one-on-one peer support services for colleagues to connect with a community of cancer fighters, survivors, previvors and caregivers through [Imerman Angels](#).

Learn more about [additional mental health support](#) resources through Pfizer's Medical Plan.



Get help with **life and family.**



“There are resources to help make your journey a little easier.”

In our busy lives, it can be tough to stay on top of life’s obligations even when things are “normal.” During a cancer journey, it may be even more challenging. While most cancers can be treated in your local area, you may still be faced with additional responsibilities which can feel overwhelming. Through your Pfizer benefits, there are other resources to help make your journey a little easier.

Programs and Resources

Get [no cost concierge caregiving support through Cariloop](#). Use their caregiving platform to help track and manage care needs from arranging meals, scheduling rides to/from school, or help with work or family obligations. Your dedicated care coach can help with any type of caregiving need.

Use the [Back-Up Care Program](#) to schedule adult or child care at a discounted rate for when your regular care falls through and you need to get to work PLUS access [Enhanced Family Support](#) to find regular care, tutoring support, pet sitters through [Sittercity](#) as well as in-home companions and home health care professionals through [Years Ahead](#).

Learn more about [Pfizer’s life and family benefits](#).



Get **time off** and **financial support**.

“You may **need a break** during your own cancer journey.”

Some people combating cancer find work to be a healthy diversion. However, you may need a break or a different schedule — during your own cancer journey, or while caring for a loved one with cancer. You may also be faced with unexpected financial costs.

Pfizer provides a variety of time-off policies including paid caregiver leave, job-protected family and medical leave, short-term disability (for your own illness or injury) in addition to regular vacation and purchased vacation you may have. Pfizer also offers other benefits to help with everything from financial planning to unexpected medical costs.

Programs and Resources

Visit Fuse to understand details for Pfizer’s [Time-off](#) policies including caregiver leave, and, for your own illness, short-term and long-term disability as well as workplace programs, including flex-time through [Log In For Your Day](#), accommodations and job protection.

If you are enrolled in [Supplemental Health Insurance \(Critical Illness and/or Hospital Insurance\)](#), [Life with Long-term Care Insurance](#), or [Legal Services](#), [Pfizer Benefit Extras](#) provides additional benefits to support you when you are diagnosed with a serious condition like cancer.

Whether you need financial planning support, budgeting help or estate planning advice, [Fidelity’s Guidance & Education Program](#) provides no cost support — either directly to you, or they can work with your personal financial planner to help understand your Pfizer benefits. To schedule a consultation, go to [netbenefits.com](#), click on Plan and Learn, then select Learn, and Schedule an appointment.

Learn more about [Pfizer’s time-off](#) and [financial security benefits](#).



Get back to **thriving.**

“Your Pfizer benefits will be at your side.”

The fight doesn’t end after surgery or treatment. As a cancer survivor or caregiver, there are steps you can take to keep moving forward, such as:

- Focusing on improving lifestyle factors,
- Staying up to date on required follow up screenings,
- Staying connected with your oncology team,
- Improving your mental health and resiliency,
- Focusing on getting back to work, and
- Defining your “new normal.”

Every step of the way, your Pfizer benefits will be at your side to help you get back to thriving.

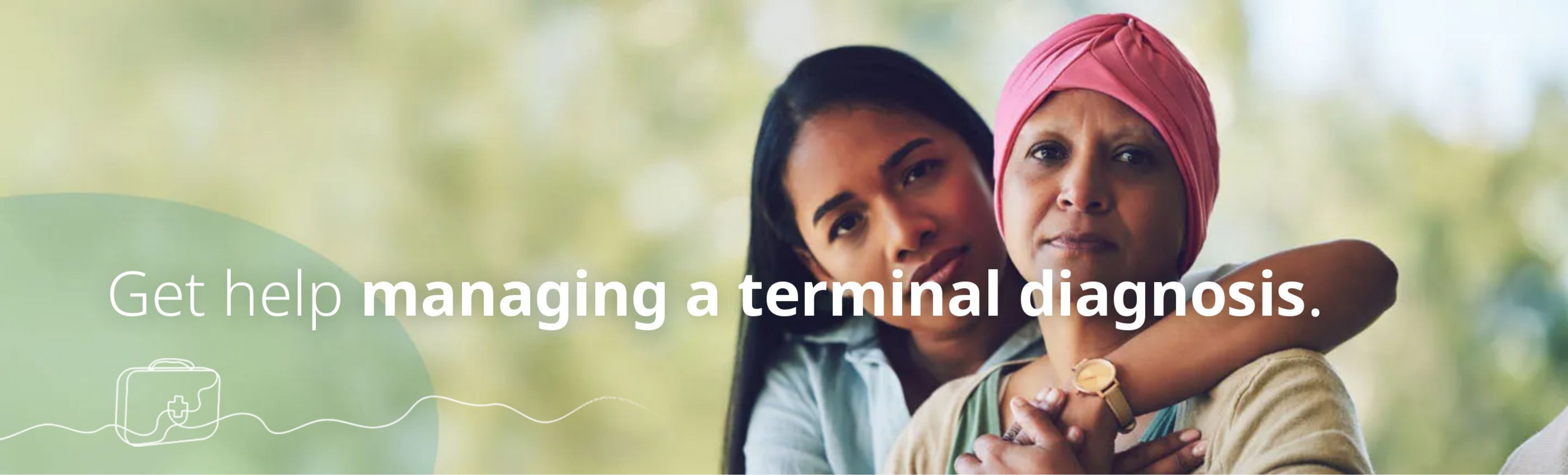
Programs and Resources

If you are a colleague returning to work from medical leave, schedule time with your [Colleague Wellness](#) disability coordinator to plan your return and understand if you should apply for accommodations or intermittent family leave protections.

Get help improving lifestyle factors with [no cost resources](#) including:

- [Exos App](#)— a virtual coaching platform with both live and on-demand resources in the areas of: Movement, Nutrition, Mindset, and Recovery.
- [TrestleTree](#) — work telephonically with a licensed clinician to improve exercise, nutrition and sleep
- [Grokker](#) — an online wellbeing platform for healthy recipes, fitness, mindfulness, sleep, stress, and more
- [Thrive Global](#) — their online platform can help improve focus and mindfulness

If you are a colleague unable to return to work, understand how your benefits are impacted and your ability to continue certain Pfizer health and insurance benefits for up to two years ([Long-Term Disability \(LTD\) Benefits Package](#)); confirm your eligibility for Pfizer’s retirement benefits by visiting [My Future Rewards](#).



Get help **managing a terminal diagnosis.**



“Your Pfizer benefits are there to support **you and **your loved ones.**”**

If you or a loved one is facing a terminal diagnosis, you may have a number of new questions, concerns and needs. Take comfort knowing that your Pfizer benefits are there to support you and your loved ones — giving you more time to focus on making the most of every day.

Programs and Resources

Understand how your Pfizer benefits are impacted [when your employment ends](#) or you **terminate due to** [long-term disability](#)

Get no cost support through [Cariloop](#) to locate and evaluate palliative care options, as well as support groups, advance planning and much more.

Access no cost telephonic sessions with local legal and financial planning services through Pfizer's Employee Assistance Program ([Spring Health](#)) to help with will and estate planning. If you are enrolled in [Legal Services through Pfizer Benefit Extras](#), you have coverage to prepare a will, healthcare power of attorney, advance health directive and more. If you are enrolled in Pfizer life insurance coverage, you also have access to complimentary will prep services as well.

You can get help getting your financial affairs in order. Areas that you and your loved ones may consider include confirming your beneficiary elections, potentially applying for an accelerated death benefit for your [Pfizer-sponsored life insurance](#) and understanding how your retirement benefits may be impacted. There are resources at [Fidelity at the Pfizer Benefits Center](#) that can help.

If you pass away, your next of kin should call Fidelity Survivor Support at **1-877-208-0800** to initiate benefits to which they may be entitled.

Get informed:

Additional resources



Developed by Pfizer, This is Living With Cancer™ is a program designed to support all people in their cancer journey. It offers tools to help people living with cancer live life beyond their diagnosis and provides articles and resources on topics like health & wellness, personal stories, information by cancer type, and connections to advocacy groups such as American Cancer Society, CancerCare and more.

Download the LivingWith® App for [iOS](#) or [Android](#) — also available in Spanish



[National Coalition for Cancer Survivorship](#) — founded by cancer survivors, includes resources for cancer patients, survivors and caregivers including checklists for critical care information wherever you may be on the care continuum.



[Cancer and Careers](#) — career and work-related resources for cancer patients, caregivers, managers and coworkers to help patients thrive in their workplace by providing expert advice, interactive tools and educational events.



[Working With Cancer Pledge](#) — a movement to abolish the stigma and insecurity that exist for people with cancer in the workplace, supported by companies and partners worldwide including Pfizer, a Founding Partner of the Working with Cancer Pledge.

Visit MyPfizerBenefits.com/contacts:

Learn More

for contact information for your Pfizer benefits

This guide contains information about the U.S. Pfizer benefit plans, programs and policies; however, it is not intended to provide every detail. More information can be found in the Summary Plan Descriptions, and complete details will be included in the plan document. In all cases, your benefits at Pfizer are subject to the terms and conditions of the plan documents. In the event there is a conflict between the information you read in this brochure and the official plan document, the plan document will control. While Pfizer expects to continue the benefits described in this guide, it reserves the right to amend, modify, suspend or terminate.