

Finding Your **Healthy Weight**

Support for U.S. Pfizer Colleagues and Their Families

As of January 2026



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Your healthy weight is more than the number you see on the scale — factors such as your overall metabolic health (e.g., blood glucose level, blood pressure, and cholesterol) should also be considered.

As part of your annual wellness check-up, we encourage you to speak with your provider to assess your total health and determine the healthy weight that is best for you.

If you are looking for support getting to your healthy weight or are living with the disease of obesity, this guide highlights the different Pfizer benefits and resources that may be helpful to you.

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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WHERE TO START:

Connect with **your doctor**

If diet and exercise are not adequately controlling your weight and you need more support, there are specialists who focus on weight management and obesity.

There are many factors that contribute to weight gain beyond diet and exercise. Your age, genetics, medications, and health conditions — such as endocrine conditions and mental health — can also have an impact on your weight.

To help you understand your healthy weight and how best to reach it, your primary care physician can provide recommendations on diet and exercise, understand health factors contributing to weight gain, address any secondary health conditions, and ensure you make the most appropriate choices based on your health status.

If diet and exercise are not adequately controlling your weight and you need more support, there are specialists who focus on weight management and obesity. These providers can help you understand the range of available treatment options, including lifestyle changes, medication, and surgery.

Pfizer also offers resources for health conditions related to being overweight, such as help with musculoskeletal and cardiac health, sleep apnea, diabetes, and more.

Programs and Resources

These programs and resources are available to Pfizer colleagues and their dependents covered under Pfizer's U.S. medical plan.

Get your **no-cost annual wellness visit** to understand your current health status.

Get connected with your [medical plan carrier](#), then access the network directory to locate providers, such as:

- Primary Care Providers (PCPs) for your annual wellness exam
- Providers who specialize in weight management
- Nutritionists who provide personalized nutritional counseling
- Endocrinologists to help you evaluate your metabolic health
- Behavioral healthcare providers who can offer more in-depth mental health support

Access no-cost [Expert Medical Opinion Services through Health Navigator](#), powered by PinnacleCare, through Pfizer's medical plan to help you find expert providers (including those in-network for your plan option) and review your treatment options.

Stay compliant with your care when managing a secondary health condition — Pfizer's [medical support programs](#) provide targeted help for conditions including diabetes, kidney or heart disease, asthma, sleep apnea, orthopedic issues including pain management, and more.

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

FAST FACTS: More than **2 in 5 U.S. adults** have obesity.

Sources: NIH, CDC

41.9%

The prevalence of obesity among U.S. adults 20 and over from 2017 through March, 2020.

9.2%

The prevalence of *severe* obesity among U.S. adults 20 and over from 2017 through March, 2020.

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FOUNDATIONS OF HEALTH: Lifestyle support

Get help improving lifestyle factors with **no-cost** benefits and resources.

A healthy lifestyle and a healthy weight go hand in hand. Pfizer offers resources to help you with nutrition, exercise, sleep, stress, or anxiety.



Programs and Resources

These programs and resources are generally available to all U.S. benefits-eligible colleagues, unless noted; dependents may also be eligible.

Get help improving lifestyle factors with **no-cost benefits and resources** including:

- **TrestleTree Health Coach** — Speak telephonically (or in person at select PGS sites) with a licensed clinician to improve exercise, nutrition, and sleep or reduce stress; participate in virtual group programs like **Healthy You** if you are at risk for diabetes and qualify.
- **Grokker** — An online wellness resource for healthy recipes, sleep, fitness, stress, mindfulness plus a Wellbeing Quiz to help you learn more about your health risks.
- **Thrive Global** — Available to colleagues only, this online platform can help improve focus and mindfulness while reducing stress and anxiety.

Learn more about Pfizer's **mental health support** benefits, including no cost support through Pfizer's Employee Assistance Program through Spring Health. **Note:** Some resources are available only to benefits eligible colleagues and their dependents covered under Pfizer's U.S. medical plan.

Fitness & Weight Loss Discounts — Discounts for colleagues on products and services such as fitness, childcare, and day-to-day needs to help reduce stress and make life easier.

Wellbeing Wallet — Eligible colleagues get reimbursed up to \$600 annually for wellbeing resources and programs that matter most to them, including gym memberships, nutrition, and weight-loss programs.

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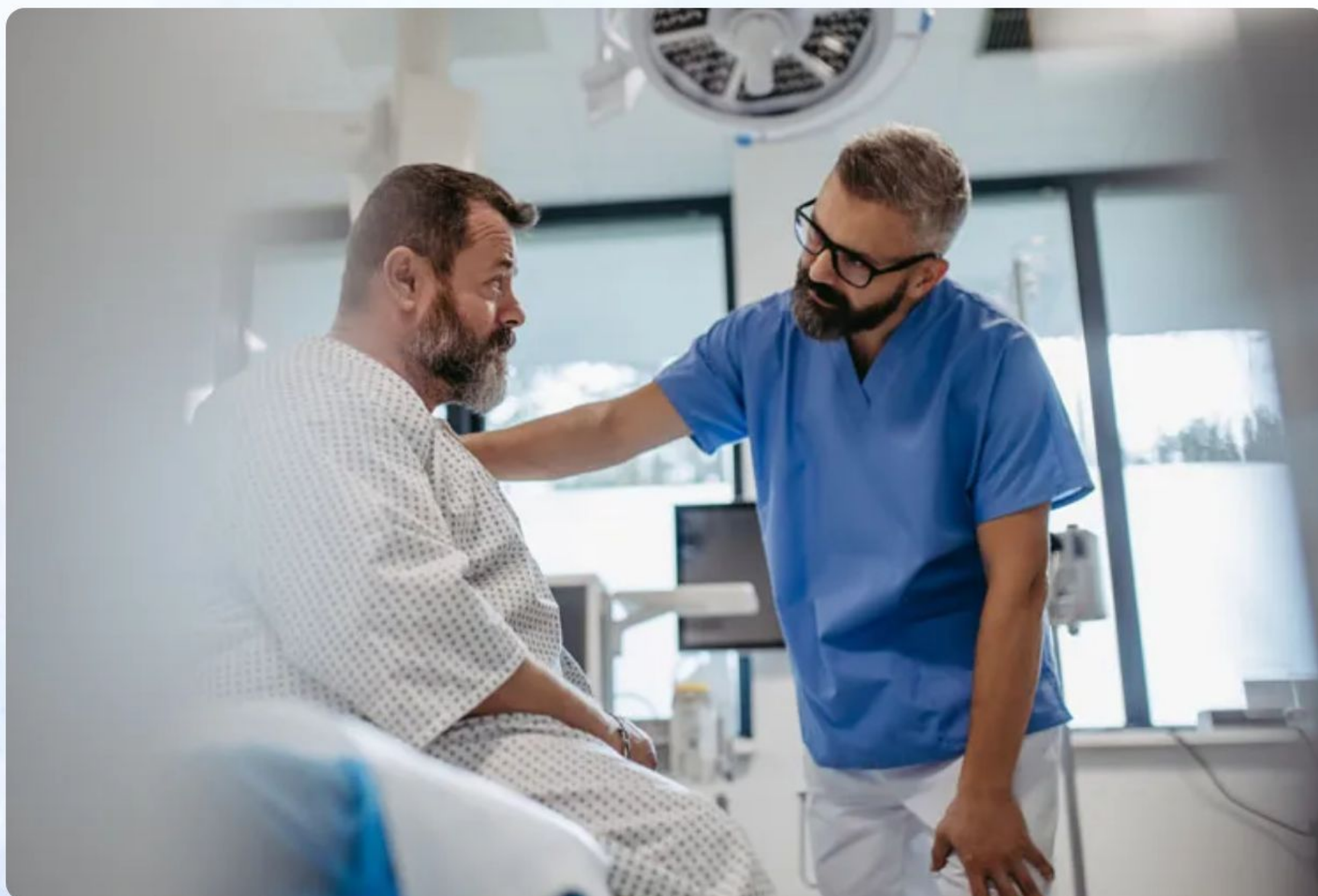
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Medical Options for Treating Obesity

For those living with obesity, sometimes lifestyle changes alone are not enough to help reach your healthy weight.

If you and your provider(s) determine that additional support is needed, medical options including weight loss medications (e.g., Wegovy, Zepbound, and Saxenda) or weight-loss (bariatric) surgery may be considered. Pfizer's medical plan covers these services with certain participation requirements; refer to the **Programs and Resources** section on this page to understand what you and/or your provider may need to do.

If you need time-off to treat your health condition (such as if you need surgery) or to care for a loved one, Pfizer provides a variety of time-off options.



Programs and Resources

These programs and resources are generally only available to Pfizer colleagues and their dependents covered under Pfizer's U.S. medical plan unless noted.

Access no-cost [Expert Medical Opinion Services through Health Navigator](#) (powered by Pinnacle Care) through the Pfizer medical plan to help connect you to expert providers (including those in-network) and understand treatment options. If you are enrolled in Pfizer's medical plan, you can also access this service for certain immediate family members such as your parents and parents-in-law.

Considering medication? Learn more about Pfizer's [Healthy Weight Program](#).

Note: If you are taking, or are considering taking, a weight loss medication (such as Wegovy, Zepbound, and Saxenda), you are required to enroll in this program in order to receive prescription drug coverage through Pfizer's medical plan.

Considering surgery? Contact Optum's bariatric resources support program at **1-888-233-8660** to learn more about bariatric surgery (for Horizon and UHC members).

Note: This program provides support before and after weight-loss surgery. Get direct access to online weight-loss services, health coaches, exercise and nutritional experts, and referrals to highly rated doctors and facilities for bariatric services. For bariatric surgery to be covered under Pfizer's medical plan, you must participate in this program before your surgery is scheduled.

Learn more about [Pfizer's prescription drug benefits](#), [health benefits](#), and [medical support programs](#).

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

Colleagues can learn more about [Pfizer's time-off](#) benefits and access the [Disability and Leaves of Absence Resources](#) to care for themselves or for a loved one.

FAST FACTS: Obesity can lead to other serious **chronic conditions**.

Source: CDC

58%

The percentage of U.S. adults with obesity that have **high blood pressure**, a risk factor for heart disease.

23%

The approximate percentage of U.S. adults with obesity that have **diabetes**.

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Additional Resources

If you or a loved one is affected, there are resources to help.

We recognize that weight stigma exists. Pfizer is committed to providing a workplace that supports health and wellbeing for colleagues of all sizes. We champion the value of equity at the heart of our organization — defining both our company and our culture. We believe that every person deserves to be seen, heard, and cared for.

Obesity is a disease and may qualify as a disability. Colleagues at Pfizer who need support not only have access to comprehensive medical coverage but also to a variety of reasonable accommodations, such as ergonomics support. We engage in thoughtful dialogue to identify the best solution to a person's specific needs.



Programs and Resources

These programs and resources are available to all U.S. colleagues unless noted.

For more information about requesting an accommodation (including an ergonomic assessment) as a Pfizer colleague, visit [Fuse](#).

- At Pfizer, we offer Colleague Resource Groups (CRGs) you can get involved in, including the [Disability CRG](#), which provides support and community for individuals and caregivers who share the experience of managing a disability. Access the [local U.S. chapter](#).
- [Cariloop](#) offers no-cost support to help find and manage care for you (if you are benefits eligible) and/or your loved one, including support for daily living (e.g., grocery shopping or finding clothing store options) as well as help with other issues (e.g., travel limitations).

On-site cafeterias are available at many locations; nutrition facts are displayed or available by request.

Visit your on-site [colleague wellness](#) clinic, where available, for convenient care and additional health support, including wellness exams.

Visit the *Contacts* page on [MyPfizerBenefits.com](#) for contact information for all of your Pfizer benefits.

Other nationally recognized resources for you and/or your loved one:

- [Tips on losing weight](#) from [nutrition.gov](#)
- [Step-by-step guide for reaching and maintaining a healthy weight](#) from the [CDC](#)
- [Resource library](#) from the [Obesity Action Coalition](#)

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