



Long-Term Disability Health and Insurance Benefits Package for US Colleagues

Effective for non-union colleagues who terminate after completing their short-term disability leave on or after September 18, 2017

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The Long-Term Disability Health and Insurance Benefits Package

Pfizer offers the Long-Term Disability Health and Insurance Benefits Package (LTD Benefits Package) to colleagues who become eligible under the Pfizer LTD Plan.

Generally, the LTD Benefits Package includes:

- Medical coverage (including prescription drug coverage)
- Dental coverage
- Vision coverage
- Healthy Pfizer Living; and
- Basic Life insurance coverage.

Included in this booklet is an overview of the LTD Benefits Package. It explains the process for participating in the benefit plans for which you are eligible and the effect your LTD status has on other Pfizer benefits. For additional information about Pfizer benefit plans, refer to the summary plan description (SPD) for each plan, which can be found at netbenefits.com in the *Reference Library* under the Health & Insurance section.

To be eligible for medical, dental, vision and/or Basic Life insurance coverage under the LTD Benefits Package, you must be a participant in the respective Pfizer plan prior to your employment termination. The medical, dental, vision and/or Basic Life insurance coverage you will receive will be the same you were enrolled in as an active colleague. You may wish to waive coverage under one or more of these plans. See page 7 for more information.

LTD Benefits Package Highlights

This chart gives you a summary of the LTD Benefits Package's key features. For each plan, the coverage and contributions are the same as those provided to active colleagues.

Plan	Coverage/Options ¹	Cost	Duration of Coverage
Medical	<ul style="list-style-type: none"> No coverage Pfizer Medical Plan options for active colleagues 	You and Pfizer share the cost of coverage.	Up to* 24 months from your termination date.
Dental	<ul style="list-style-type: none"> No coverage Pfizer Dental Plan options for active colleagues 	You and Pfizer share the cost of coverage.	
Vision	<ul style="list-style-type: none"> No coverage Pfizer Vision Plan for active colleagues 	You pay the full cost of coverage.	
Healthy Pfizer Living	<ul style="list-style-type: none"> Automatic; Coverage continues 	Pfizer pays the full cost of coverage.	
Life Insurance	<ul style="list-style-type: none"> Automatic; Coverage equal to your Basic Life insurance coverage amount continues 	Pfizer pays the full cost of coverage ² .	

*Refer to the "When LTD Benefits Package Coverage Ends" on page 12.

For details regarding eligibility for benefits under the LTD Benefits Package, see page 9.

¹ The cost of coverage to participants is subject to change at any time. While Pfizer expects to continue the benefits described in this LTD booklet, it reserves the right to amend, suspend or terminate these benefits at any time, with or without notice, and for any reason.

² Imputed income (which is reflected on your pay statement as "Excess Life Ins") applies to Basic Life insurance coverage above \$50,000. Refer to the "About Imputed Income" section for more information. Please note, in addition, if you worked between 40 percent and 60 percent of a standard work week before your disability began, you and Pfizer share the cost of Life Insurance coverage.

What Happens to Your Other Benefits When Your Employment Ends

Once your employment is terminated, except where stated in the above chart, your coverage under Pfizer's benefits plans, programs and policies generally ends. However, you may be able to continue coverage under certain plans or programs as outlined in the following chart. Refer to the individual plan SPDs or program booklets for more information.

Benefit	Continuing Coverage
Health Care Accounts (HCA) – General Purpose or Limited Purpose	<p>Participation ends on your termination date but can be continued on an after-tax basis for the remainder of the calendar year in which your employment terminates by electing COBRA continuation coverage.</p> <p>If you do not elect COBRA continuation coverage, you may submit claims and receive reimbursement for eligible expenses you incurred while you were participating in the HCA Plan, up to the amount you elected to contribute for the year.</p> <p>You can submit claims for eligible expenses through May 31 of the year following your termination date.</p>
Dependent Care Account (DCA)	<p>Participation ends once you start your leave of absence.</p> <p>Even if your participation ends, you may still submit claims and receive reimbursement for those eligible expenses incurred during the calendar year in which you were participating, up to the balance in your account at the time your participation ended.</p> <p>You can submit claims for eligible expenses through May 31 of the year following your termination date.</p>
Accidental Death and Dismemberment (AD&D) Insurance for you and your dependents	Coverage ends on your termination date and cannot be continued.
Adoption Assistance	Reimbursement will only be provided for an adoption completed before your termination date.
Bright Horizons Back-Up Care Program and Additional Family Supports (Child/Adult Care)	Participation ends on your termination date.
Benefit Extras Program	If you participate in the Pfizer Benefit Extras Program, contact Benefit Extras to find out if and how your participation can continue after your termination date. Visit pfizerbenefitextras.com or call 1-888-926-2525.
Business Travel Accident Insurance	Coverage ends on your termination date and cannot be continued.
Commuter Benefits	Your participation in Pfizer commuter benefits ends when you go out on a leave of absence. Amounts accumulated will need to be used within 90 days of your termination date or the balance will be forfeited.

Benefit	Continuing Coverage
Educational Assistance	You will be reimbursed for covered expenses (up to the maximum amount permitted by the program) for a successfully completed course that ends before your termination date.
Healthy Pfizer Incentive Program	Participation ends on your Date of Termination. If you have any prizes that were earned but not redeemed, you will have 30 days from your Date of Termination to claim your prize by accessing the Personify Health (formerly Virgin Pulse) website. After 30 days from your Date of Termination, any prize that was not redeemed will be forfeited.
Life Insurance (supplemental coverage for you and coverage for your dependents)	Coverage ends on your termination date. MetLife will contact you regarding conversion options, which must be elected within 31 days of your termination date.
Pension	Eligibility for continued pension accruals ends as of your termination date. Pension accruals for all eligible colleagues will end after Dec. 31, 2017.
Savings Plan	Your contributions and company matching contributions end as of your termination date. At the end of the quarter in which you terminate, you will receive company matching contributions for the portion of the quarter in which you were active. If you are eligible for a Retirement Savings Contribution (RSC), you will receive the RSC for the portion of the year in which you were active and received eligible compensation. Once you are terminated due to LTD you become 100 percent vested in the RSC if you are not already.
Scholarship Awards	If your child was granted a scholarship award from Pfizer, that award will continue to be paid. After your termination date, you cannot apply or be granted a new scholarship award for your child.
Vacation	Vacation does not accrue once you begin your STD. Additionally, any accrued vacation as of the day prior to the start of your STD leave will be paid to you as soon as administratively practicable following your termination, according to rules of the Vacation Policy.
Wellbeing Wallet	Your participation ends upon your termination date. Any unused amount or remaining balance will be forfeited as of your termination date.

Overview

When your employment is terminated, and if you are approved for LTD benefits and are eligible for the LTD Benefits Package (provided you returned your signed Release Agreement by the required deadline), you:

- Have the option of continuing your medical, dental and/or vision coverage for up to* 24 months at contribution rates for active colleagues if you participated in that coverage prior to your LTD start date.
- Will continue to receive Basic Life insurance coverage for up to 24 months,
- May continue your participation in the Health Care Account (if you participate) on an after-tax basis pursuant to your rights under the Consolidated Omnibus Budget Reconciliation Act (COBRA) for the remainder of the plan year during which you terminate.

**Refer to the "When LTD Benefit Package Coverage Ends" on page 12.*

The coverage under the LTD Benefits Package runs concurrently with any coverage continuation available as part of the Pfizer Separation Plan. Please Note: If you do not return your signed Release Agreement by the required deadline, you will not be eligible for the LTD Benefits Package.

After 24 months of coverage continuation under the LTD Benefits Package ends:

Your Basic Life insurance coverage
ends AND

You can elect to continue medical, dental, vision, and/or LMR coverage under COBRA at 102 percent of the full cost of coverage for an additional 18 months**
OR

- **If you met the eligibility requirements for Pfizer retiree medical coverage as of your termination date**, you can elect coverage under the Pfizer Retiree Medical Plan at retiree contribution rates. You will also be offered a one-time opportunity to enroll in voluntary retiree dental coverage through MetLife. Information about Pfizer retiree medical and the voluntary retiree dental coverage will be mailed to you at the time your coverage ends under the LTD Benefits Package. Note: The Pfizer Retiree Medical Plan requires you to be enrolled in both Medicare Part A and Part B. For additional information on retiree medical eligibility, refer to your Retiree Medical Plan SPD.

***After the 18 months of coverage under COBRA, if you were enrolled in a medical plan and are not eligible for retiree medical plan coverage, you can continue medical coverage at 102 percent of the full cost of coverage until you reach age 65 (or for five years from your termination date if you are age 60 or older when you became disabled).*

For additional information on your rights and responsibilities under COBRA, refer to your SPD for the specific plan. You will receive information about COBRA continuation coverage separately.

Your Right to Waive Coverage

You may choose the LTD Benefits Package but waive medical, dental and/or vision coverage. For example, you may opt to waive coverage if you have it under another plan, such as your

spouse's plan at another company. If you waive medical, dental and/or vision coverage, you will not be able to elect that coverage under the LTD Benefits Package at a later date. (However, if you are covered under another Pfizer-sponsored plan, such as your spouse's coverage at Pfizer under the Pfizer Company Couples Rule, you would be able to elect coverage under the LTD Benefits Package at a later date if you lose coverage under your spouse. Refer to the "*About Pfizer Couples*" section on page 9.) To waive coverage, contact the Pfizer Benefits Center. Refer to the "*Resources*" section on page 13.

LTD Benefits Package Eligibility

When you are determined to be disabled as defined by the Pfizer LTD Plan, you become eligible for coverage under the LTD Benefits Package. (This applies to non-union US colleagues who terminate after completing their STD on or after September 18, 2017).

You may also be eligible to enroll as the dependent of an active Pfizer colleague or Pfizer retiree after you become disabled. Refer to the “*About Pfizer Couples*” section below.

Dependent Eligibility

If you continue coverage for yourself, you may continue to cover your eligible dependents for medical, dental and/or vision benefits under the LTD Benefits Package provided they were covered as your dependents under the respective plan when you became disabled as defined by the Pfizer LTD Plan. The definition of eligible dependents is the same under the LTD Benefits Package as under Pfizer’s health plans for active colleagues.

You can enroll new dependents within 31 days of a qualified change in status, such as marriage or the birth/adoption of a child, or during the Annual Enrollment period which generally occurs each October. To enroll a newly eligible dependent, call the Pfizer Benefits Center. Refer to the “*Resources*” section on page 13. See the SPDs for additional information regarding eligible dependents and qualified changes in status.

About Pfizer Couples

If your spouse or your parent (provided you meet the Plan’s definition of an eligible dependent child) is an active Pfizer colleague or a Pfizer retiree and enrolled in a Pfizer medical, dental and/or vision plan, you can be covered as a dependent under his/her coverage.

In addition, the following rules apply to Pfizer couples:

- You cannot be covered under both the LTD Benefits Package and as a dependent under the medical, dental and/or vision plans.
- Either you or your spouse—but not both of you—can elect to cover your eligible children as dependents under the medical, dental and/or vision plans.
- Your spouse/parent cannot cover you under his/her dependent Life Insurance coverage.

If you are enrolled in Pfizer medical, dental and/or vision coverage as the dependent of an active Pfizer colleague or Pfizer retiree and lose coverage, you can elect coverage under the LTD Benefits Package if you still meet the eligibility requirements.

Duration of Coverage

Once your employment is terminated, if you are approved for LTD benefits, your coverage under the LTD Benefits Package will begin. Coverage for medical, dental, vision and Basic Life insurance will generally continue for 24 months from the date of your termination, assuming you remain disabled during that time. However, there may be circumstances under which your coverage may end earlier. Refer to the “*When the LTD Health and Insurance Benefits Package Coverage Ends*” section on page 12 for more information.

Health and insurance coverage in connection with involuntary terminations under the Pfizer Separation Plan generally continues for no longer than 12 months from Date of Termination. The health and insurance benefits offered under the LTD Benefits Package are identical to (except for the duration of coverage continuation) and run concurrently with those offered under the Pfizer Separation Plan.

Medical Benefits and Medicare

Pfizer has retained the services of Allsup, Inc. to assist eligible colleagues who become disabled through the Medicare enrollment process. If you become eligible or are currently eligible for Medicare, Allsup will contact you directly. Refer to the “*Resources*” section on page 13 for Allsup’s contact information.

Enroll in Medicare Part A and Medicare Part B

You generally become eligible for Medicare when you reach age 65 or if you have been entitled to Social Security Disability benefits for over 24 months. When you become eligible for Medicare, generally you are automatically enrolled in Medicare Part A; however, you must also enroll in Medicare Part B.

Becoming Medicare-Eligible

Under the terms of the Pfizer Medical Plan, once you are eligible for Medicare Parts A and B, your Pfizer benefits become the secondary payer to Medicare regardless of your Medicare enrollment status. If you do not enroll or if you do not remain enrolled in Medicare Parts A and B, the Pfizer Medical Plan will assume your Medicare Parts A and B enrollment and coordinate benefits accordingly. See the Pfizer Medical Plan’s Summary Plan Description (available at Netbenefits.com in the Reference Library) for details.

In addition, if you see a provider who has fully opted out of Medicare, the Pfizer plan will reduce the benefit it pays by the amount that Medicare would have paid had your provider not opted out of Medicare. Note that this secondary payor rule only applies to the medical portion of your Pfizer benefits.

Medicare Part D

Medicare Part D is Medicare’s prescription drug coverage program. Medicare Part D coverage is optional for all Medicare-eligible individuals. Pfizer prescription coverage is, on average, expected to pay out as much as the standard Medicare prescription drug coverage. Therefore, your prescription drug coverage from Pfizer is considered creditable coverage by the Centers for Medicare and Medicaid Services (CMS).

Since Pfizer’s prescription benefits and Medicare Part D benefits do not coordinate, you are unlikely to receive any additional benefits from the Medicare Part D plan. You may decide you do not need to enroll in Medicare Part D. If you decide at a later date to enroll in Medicare Part D coverage, you will not be assessed a late enrollment penalty.

Note: As long as you do not enroll in a Medicare Part D plan, the Pfizer Medical Plan will continue to be your primary payor for prescription drugs. If you elect to enroll in Medicare Part D that becomes your primary coverage for prescription drugs. Your prescription drug coverage under the Pfizer Medical Plan will end as it does not coordinate with any other coverage.

Additional Information About Your Life Insurance Coverage

Under the LTD Benefits Package, your Basic Life insurance will continue at the amount the Company provided you as an active colleague.

For information about the Pfizer Life Insurance Plan, refer to the *Pfizer Life Insurance and Accidental Death and Dismemberment (AD&D) Plans Summary Plan Description*. Refer to the “Resources” section on page 13. Call the Pfizer Benefits Center for information about the amount of your Life Insurance coverage. Note that outside of Annual Enrollment or a qualified life event, you cannot make any changes to your Life Insurance coverage. (During the Annual Enrollment period you may waive coverage in excess of \$50,000 to avoid imputed income. If you waive coverage in excess of \$50,000, the amount waived will not be eligible for conversion.)

Conversion

When your Life Insurance coverage ends, you may be able to purchase continued coverage through conversion by purchasing an individual Life Insurance policy, which may be different from the coverage and rates you have under the Pfizer Life Insurance Plan.

You will receive information regarding conversion from MetLife. If you do not receive conversion information within 21 days from the date you become eligible for the LTD Benefits Package, contact MetLife at 1-877-275-6387.

Paying for Coverage

Under the LTD Benefits Package, you and Pfizer generally share the cost of your medical and/or dental coverage, with Pfizer paying the greater share. You pay the full cost of vision coverage.

The cost of your medical, dental and/or vision coverage depends on the coverage option and category you chose as an active colleague.

You will receive a monthly bill from the Pfizer Benefits Center for the cost of your coverage, and you will have a 30-day grace period to make your payments. **If you fail to make the required payments by the end of the grace period, your coverage will end, and you will not be given the opportunity to re-enroll for any reason.** For more information about the billing process, call the Pfizer Benefits Center. Refer to the “Resources” section on page 13.

About Imputed Income

There are certain circumstances in which you may have to pay federal income taxes on the value of the benefits you receive.

Imputed Income for Life Insurance Coverage over \$50,000

Pfizer continues Basic Life insurance coverage at no cost to you. Generally, you pay federal income taxes on the value of Company-paid Life Insurance coverage in excess of \$50,000; this is referred to as imputed income and will be reported to you on your annual W-2 form. You may be exempt from this tax if your disability qualifies under IRS rules. To qualify for the tax exemption, you must be eligible to receive LTD benefits and:

- Your disability must have lasted for a period of at least 12 consecutive months;
- You are not expected to recover in the foreseeable future; or
- Your condition is expected to result in death.

To determine how imputed income impacts your personal financial situation, please contact your personal tax advisor.

When LTD Benefits Package Coverage Ends

You remain eligible to participate in the LTD Benefits Package until any one of the following events occurs:

- The LTD Benefits Package term of 24 months ends;
- You fail to make timely payment of any required contributions; or
- You die*.

Coverage under any plan in this package will end if the plan(s) is (are) terminated. If you are no longer disabled after the severance pay duration period but prior to a 24-month period, Pfizer will offer you continued health and insurance coverage at the same rate as paid by active colleagues for the remainder of the 24-month period.

If coverage ends for any reason before the 24-month term ends, you and/or your covered dependent(s) will not be allowed to re-enroll into coverage.

When your Life Insurance coverage under the LTD Benefits Package ends, you may be eligible to continue your coverage through the plan's conversion feature. Refer to the *Pfizer Life and Accidental Death and Dismemberment (AD&D) Insurance Plans Summary Plan Description (SPD)* for details.

**If you die after you begin participation in the LTD Benefits Package but before the 24-month period ends, your enrolled dependents will be offered the opportunity to continue the medical, dental and/or vision coverage, as applicable, under COBRA provisions for a period of up to 36 months at 102 percent of the plan's full cost.*

Resources

For Information About...	Use These Resources...
LTD Health and Insurance Benefits Package, online resources, SPDs, provider directories	Fidelity netbenefits.com or call Fidelity at the Pfizer Benefits Center at 1-866-476-8723 and follow the <i>Colleague Services</i> prompts for <i>Benefits</i> . Representatives are available Monday through Friday from 8:30 a.m. to midnight, Eastern time
General questions (eligibility, billing, plan documents)	
Pfizer Medical Plan	UnitedHealthcare (UHC) welcometouhc.com/pfizer or call 1-800-638-8010 Horizon BCBS horizonblue.com/pfizer or call 1-888-340-5001 UHC and Horizon representatives are available Monday through Friday from 8 a.m. to 6 p.m., Eastern time
Pfizer Retiree Medical Plan	Fidelity (<i>for eligibility questions</i>) netbenefits.com or call Fidelity at the Pfizer Benefits Center at 1-866-476-8723 and follow the <i>Colleague Services</i> prompts for <i>Benefits</i> . Representatives are available Monday through Friday from 8:30 a.m. to midnight, Eastern time UnitedHealthcare (UHC) for Medicare Advantage Plans UHCRetiree.com/pfizer or call 1-866-868-0329, TTY 711 SilverScript Prescription Drug Plan pfizer.silverscript.com or call 1-844-774-2273
Enrolling in Medicare	Allsup, Inc. Call 1-800-883-6650
Prescription Drug Coverage	CVS Caremark caremark.com or call 1-866-804-5881
Pfizer Dental Plan	MetLife Dental metlife.com/mybenefits or call 1-888-350-2602
Pfizer Vision Plan	EyeMed eyemedvisioncare.com/pfizer or call 1-855-629-5015
Healthy Pfizer Living	Healthy Pfizer Living www.healthypfizerliving.com (company code: Pfizer) or call 1-800-320-1327
Life Insurance, including conversion feature	MetLife Call 1-877-275-6387
Pfizer Savings Plan	Fidelity netbenefits.com or call the Pfizer Benefits Center at 1-866-476-8723 and follow the prompts for <i>Savings</i> . Representatives are available Monday through Friday from 8:30 a.m. to midnight, Eastern time

Pfizer Severance Plan	Call the Pfizer Colleague Service Center at 1-866-476-8723. Representatives are available Monday through Friday from 8 a.m. to 6 p.m., Eastern time
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This guide is intended to provide an overview of certain provisions of certain benefits sponsored by Pfizer. You must review the summary plan descriptions for the described plans for details. Neither the guide nor the summary plan descriptions are intended to provide every detail of the plans. Only the official plan documents for the plans described in this guide contain the actual terms and conditions of the benefits. If there is a discrepancy between the official plan documents and the information in this guide and the summary plan descriptions, the official plan documents will govern. Pfizer reserves the right to amend, suspend or terminate any of the benefit plans and any of the terms of the LTD Benefits Package (including but not limited to contribution amounts and the benefits offered thereunder) at any time and for any reason, with or without notice.