

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.
- **Maven’s Maternity Support Program** – 24/7/365 support for maternity and postpartum and a Dedicated Care Advocate to help you find providers and navigate care. Enroll and receive a free gift from Pfizer!
- **Foster Care Support** – Time off and other resources to help you become a foster parent.

Helping You Get the Rest You Need:

- **SNOO Smart Sleeper** – Enjoy an exclusive discount on the SNOO Smart Sleeper rental and use your Pfizer Wellbeing Wallet to cover the cost.
- **Mental Health Support** – Expanding your family can be stressful. Learn more about Pfizer’s mental health resources.

Helping You Get Back to Work:

- **Phased Return 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** (*Pfizer Benefit Extras*) – Provides access to discounted tuition at a separate network of center-based care (such as The Learning Experience and Learning Care Group which includes TutorTime, Montessori unlimited and more).
- **Back-up Child and Adult/Elder Care** (*Bright Horizons*) – When your regular 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 so that you and your spouse or partner can work.
- **Care Around the Clock: Free membership** (*Bright Horizons*) – Access different types of regular In-Home Care, including babysitters, nannies, pet sitters, housekeepers and house sitters, and more vetted for you through Sittercity and Bright Horizons.
- **Concierge Caregiving Support** (*Cariloop*) – Helps you take care of your loved ones, whether it’s coordinating medical care, finding resources like summer camps, or evaluating their wellbeing.


Reminder:
Access Pfizer’s
Wellbeing Wallet
(HealthEquity) to pay
for up to \$600 for
wellbeing resources
including childcare.

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** – Under the Pfizer Medical Plan, services such as Applied Behavior Analysis (ABA) therapy services are available through mental health coverage under your medical carrier, as well as additional resources through Spring Health for autism or another developmental disability.
- **Employee Assistance Program (EAP)** (*Spring Health*) – Access to 12 in-person or virtual talk therapy sessions at no cost for you and your family members who live with you. Plus resources for childcare, daily living, parenting support, and elder care.

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

