



Your Pfizer Medical Coverage When You Reach Age 65 and Stop Working

If you and/or your spouse is age 65 or older when you stop working at Pfizer, you'll want to understand what happens to your benefits when you leave, which can vary [if you are leaving Pfizer voluntarily](#) or are [leaving under a Pfizer separation plan](#). As an active colleague, your benefits coverage generally ends when you stop working, though you will have an opportunity to continue certain coverages. Remember, if you are covering your domestic partner under Pfizer's medical plan and they are not working, they must enroll in Medicare once eligible. For them, Medicare becomes the primary insurance and Pfizer coverage is secondary (except for prescription drug coverage) once they are Medicare-eligible.

If you continue coverage under a Pfizer medical plan (including the Pfizer retiree medical plan), you're **required** to also have **Medicare coverage as of your termination date from Pfizer**. Therefore, take action to enroll in Medicare at least 3 months before your termination date. Follow these steps to enroll in Medicare.

1. Contact Medicare to request a Special Enrollment Period to enroll in Medicare Part A and Part B Period for you and your Medicare-eligible spouse, as applicable.

- Go to [ssa.gov](#) or contact your [local Social Security office](#) to enroll in Medicare directly. Note: Be sure to let CMS know your active employment is ending and, if you are continuing any post-employment medical coverage through Pfizer such as a separation plan or through retiree medical coverage, that you are **required** to enroll in Medicare Part A and Part B as your employment is terminating.
 - Pfizer also provides no cost support through Allsup to assist with Medicare enrollment. Call Allsup at **1-888-271-1173**.
- Medicare enrolls each person as an individual, so if both you and your spouse are 65 or older (and have not yet enrolled in Parts A & B), you will both need to enroll. Since Pfizer's retiree medical plan includes prescription drug coverage, you should not enroll in Medicare Part D. Note, however, you may still be required to pay an "Income-Related Monthly Adjustment Amount" ("D-IRMAA") if Medicare determines you are a high-income participant. You may also be responsible for paying a Part B IRMAA. Failure to enroll in Medicare timely and pay any IRMAA amounts will affect your ability to enroll or remain enrolled in Pfizer coverage – either through a separation plan, COBRA or retiree medical plan. Refer to the [Pfizer Retiree Medical Brochure](#) or contact Social Security for more information.
- Complete the **Request for Employment Information Form** ([Form CMS-L564](#)) required by Medicare. Complete your portion and submit the form to Fidelity at the Pfizer Benefits Center to complete the employer portion; it generally takes 7-10 business days for the form to be returned to you. You must submit this completed form to Medicare for you and your

spouse, as applicable.

- If you enroll in other coverage after your employment ends and need to provide **Proof of Creditable Coverage**, this can be obtained on netbenefits.com or by calling Fidelity at the Pfizer Benefits Center. On netbenefits.com, you can either print out a summary of benefits coverage or a copy of the creditable coverage notice within the Important Legal Information - Annual Notice booklet within the Legal Notices section located in the Reference Library. Call Fidelity at the Pfizer Benefits Center if you need more information including prior year's summary of benefits coverage or if you need any statements or notices mailed to you.
- After your Medicare enrollment is approved, you and/or your spouse will receive a red/white and blue Medicare ID card, which will include your Medicare Beneficiary ID (MBI). **Contact Fidelity at the Pfizer Benefits Center immediately with the MBI for you and your spouse, as applicable.**

Important: If you delay enrolling in Part B and you do not have other creditable coverage, as defined by Medicare, Medicare may charge you more when you enroll. (**Note: Medicare refers to this as a “late enrollment penalty,” which you are directly responsible for paying for your lifetime.**)

2. Access information about Pfizer retiree medical coverage, if eligible. Go to netbenefits.com and visit the Retiree Medical Resource Center to review:

- Your eligibility date for Pfizer retiree medical coverage.
- Watch a video to understand the current plan options and how coverage works.
- View the current contributions for Pfizer retiree medical coverage, including the plan options and contributions if you are covering a mix of family members who are Medicare-eligible and non-Medicare eligible.

3. Thinking of retiring soon? Contact Fidelity at the Pfizer Benefits Center before your expected termination date at Pfizer to help you understand the process to enroll in Pfizer retiree medical coverage, if eligible.

- To help you with retirement planning, visit [My Future Rewards](#) on Pfizer's Total Rewards site to understand how your retirement benefits are impacted by comparing different retirement dates. Pfizer's retirement benefits include Pfizer retiree medical coverage, the Pfizer 401(k) savings plan, and, if applicable, the Pfizer pension plan (generally, if hired or rehired before Jan 1, 2011). Each of Pfizer's retirement benefits have different definitions for retirement eligibility and each benefit recognizes service differently.
- If you are within six months of your expected last day of work at Pfizer, request to speak to a Retirement Benefits Counselor (RBC). Fidelity will assign you an RBC who can help you understand the process to enroll in retiree medical as well as review information about any other Pfizer retirement benefits available to you including the 401(k) savings plan, pension, and long-term incentives, as applicable.
- Consider your options for dental coverage including electing COBRA or, if you are retiree

medical eligible, look for information that will be mailed to your home after you stop working regarding access to fully contributory retiree dental coverage. Review the [Pfizer Retiree Medical Brochure](#) for more information.

Need Help?

Call Fidelity at the Pfizer Benefits Center at **1-877-208-0950** and follow the appropriate prompts. Representatives are available Monday through Friday between 8:30 a.m. and Midnight Eastern time.