

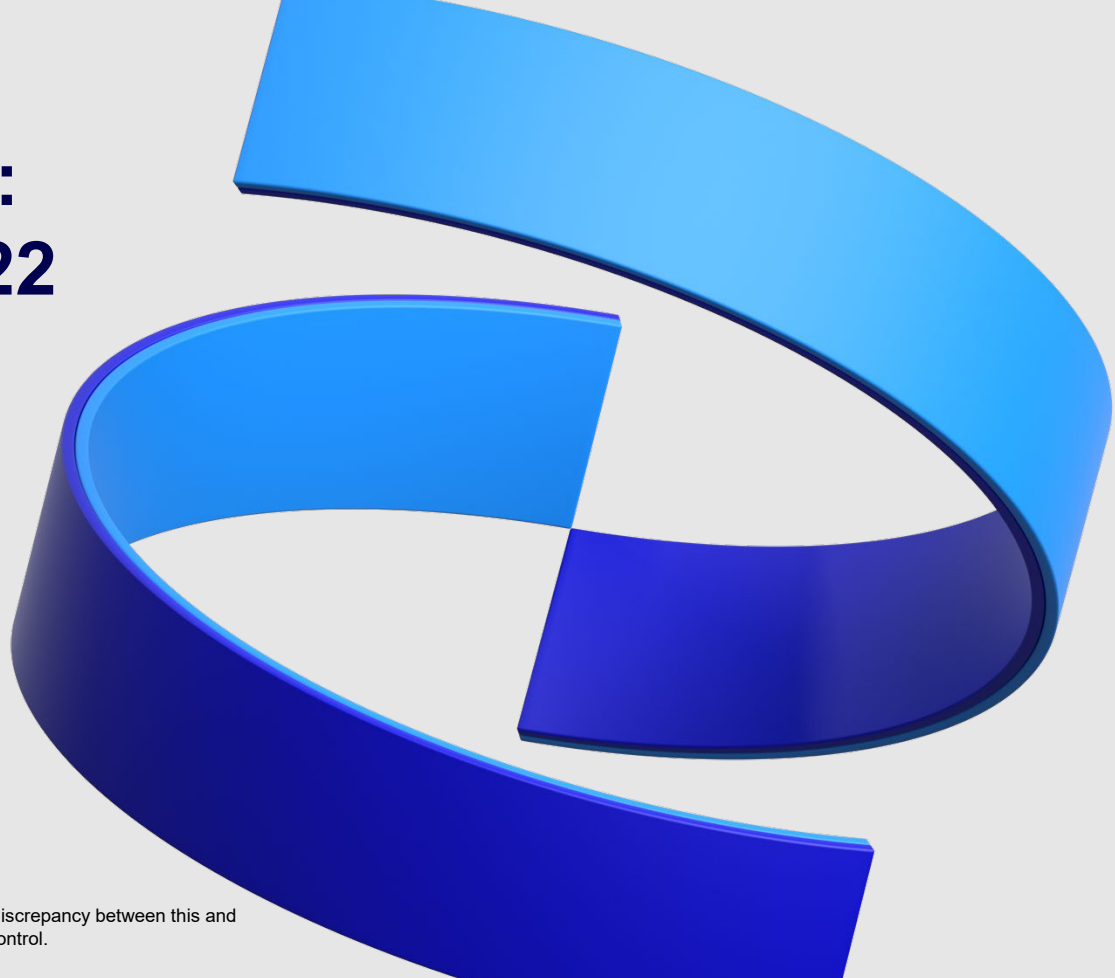
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# Annual Enrollment: What's New for 2022

An overview of the upcoming 2022 health and insurance changes and information to help you understand your enrollment decisions

For U.S. Active Pfizer Colleagues

Every effort has been made to ensure the accuracy of this material. If there is a discrepancy between this and any Pfizer policies or plan documents, the policies and/or plan documents shall control.



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# Topics for Today

- What's New for 2022
  - Medical and Prescription Drug Changes
  - Reimbursement Accounts (including the new Health Savings Account)
  - Benefits Advantage – Supplemental Health Coverage Enhancements
  - Other Changes
- Your 2022 Annual Enrollment Decisions
- Resources
- Q&A

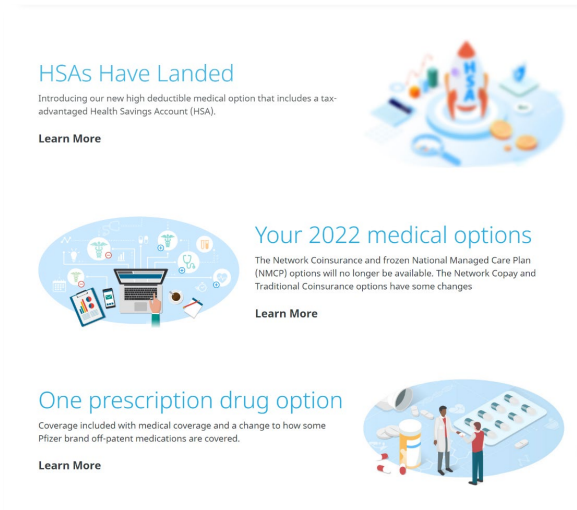


# Remember, This Presentation is Just One Resource...

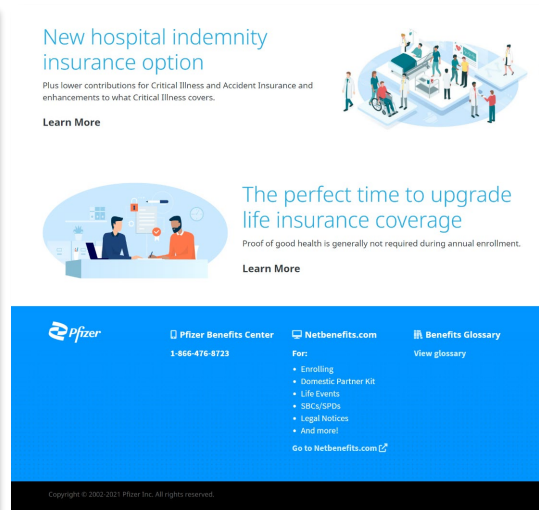
Learn more about all topics covered today by visiting [MyPfizerBenefits.com](https://www.mypfizerbenefits.com)



The image shows the top portion of the Pfizer website. At the top left is the Pfizer logo. To its right are navigation links: "Benefits", "How to Enroll", and "Resources & Contacts". Below this is a large banner with a light blue background and medical icons. On the left, an illustration shows a doctor in a white coat talking to a patient in a wheelchair, with other people standing nearby. The text "Welcome!" is prominently displayed, followed by "Annual Enrollment is October 12-29" and a blue button labeled "How To Enroll". Below the banner is a "Countdown to Enrollment" section with a digital clock showing 32 days, 23 hours, 57 minutes, and 03 seconds remaining. At the bottom of the banner, it says "Keep scrolling down for what's new in 2022" with a circular arrow icon.



This block contains two informational cards. The top card is titled "HSAs Have Landed" and introduces a new high deductible medical option that includes a tax-advantaged Health Savings Account (HSA). It includes a "Learn More" link and an illustration of a laboratory flask with colorful liquids. The bottom card is titled "Your 2022 medical options" and explains that Network Coinsurance and Frozen National Managed Care Plan (NMCP) options will no longer be available, while Network Copay and Traditional Coinsurance options have some changes. It also includes a "Learn More" link and an illustration of a laptop with various icons.



This block contains two informational cards. The top card is titled "New hospital indemnity insurance option" and highlights lower contributions for Critical Illness and Accident Insurance and enhancements to what Critical Illness covers. It includes a "Learn More" link and an illustration of a hospital room with people. The bottom card is titled "The perfect time to upgrade life insurance coverage" and notes that proof of good health is generally not required during annual enrollment. It includes a "Learn More" link and an illustration of two people at a computer workstation.

You're earning **50 Healthy Pfizer Incentive Dollars** by attending today's session!  
This activity will be reflected as completed on your Healthy Pfizer account during December. Log on to [healthypfizer.com](https://www.healthypfizer.com), click on "My Rewards" and scroll down to "Additional Rewards Available to You This Year" to confirm.

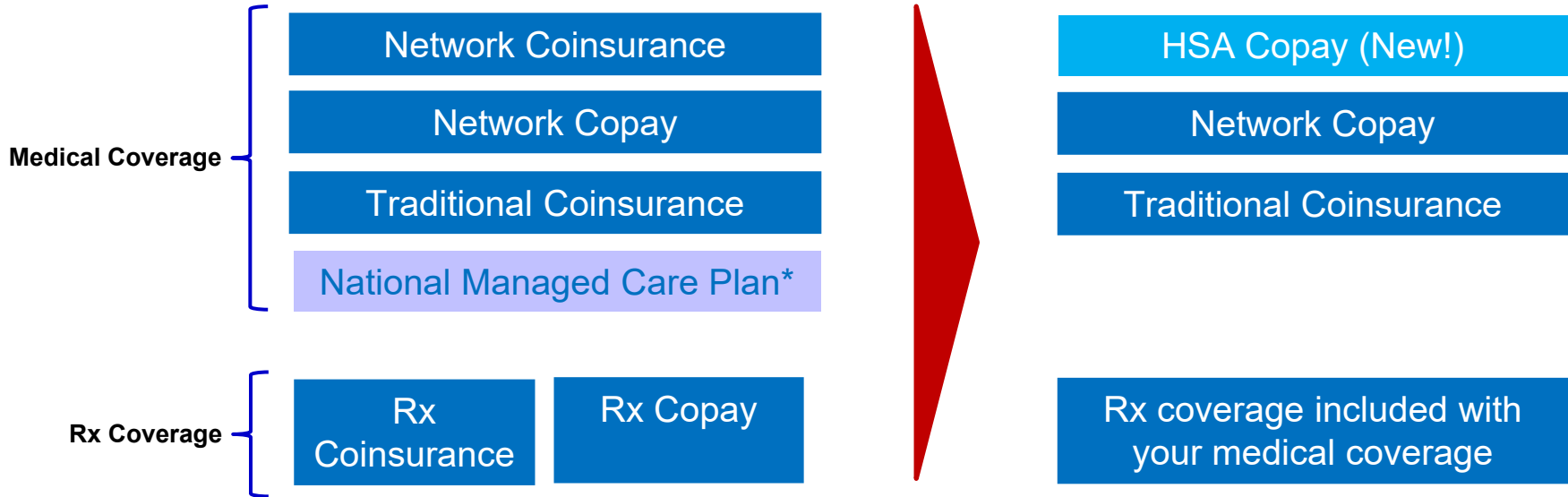


# What's New for 2022

# Changes to the Medical Plan Options for 2022

## Current Plan Options

## 2022 Plan Options



You continue to have a choice of medical claims administrators, **UnitedHealthcare** or **Horizon BCBS**. Coverage for mental health and substance use services is administered by **Optum**. Rx coverage continues to be administered by **CVS Caremark**.

\*NMCP is a frozen plan option

Colleagues residing in Hawaii and those enrolled in an Aetna International option have different medical coverage options.

# Pulling It All Together: Your 2022 Medical Plan Options

Provisions  
changing for  
2022

	HSA Copay		Network Copay		Traditional Coinsurance
	In-Network	Out-of-Network	In-Network	Out-of-Network	In- and Out-of-Network
Deductible (Single/Family)	\$1,500 / \$3,000	\$3,000 / \$6,000	\$500 / \$1,000	\$1,000 / \$2,000	\$750 / \$1,500
Out-of-Pocket Max (incl. deductible) (Single/Family)	\$3,500 / \$7,000	\$7,000 / \$14,000	\$2,400 / \$3,600	\$4,000 / \$6,000	\$3,300 / \$5,000
Pfizer HSA Copay Contribution	Varies by annual base pay		N/A		N/A
Office Visit (PCP/Specialist)	\$35 / \$55 after ded	You pay 40% after ded	\$25 / \$40	You pay 30% after ded*	You pay 20% after ded*
Inpatient/Outpatient Facility Fee (for procedure)	\$400 after ded	You pay 40% after ded	\$300	You pay 30% after ded*	You pay 20% after ded*
Inpatient/Outpatient Surgeon Fee (for procedure)	\$150 after ded	You pay 40% after ded	\$100	You pay 30% after ded	You pay 20% after ded
Urgent Care	\$75 after ded	You pay 40% after ded	\$50	You pay 30% after ded	You pay 20% after ded
Emergency Room	\$400 after ded			\$300	You pay 20% after ded
Diagnostic/Imaging/Other	You pay 20% after ded	You pay 40% after ded	You pay 10% after ded	You pay 30% after ded	You pay 20% after ded
Non-Preventive Rx Coverage	Subject to annual deductible		Not subject to deductible; separate \$1,500 / \$2,250 Rx out-of-pocket max		Not subject to deductible; separate \$1,500 / \$2,250 Rx out-of-pocket max

\*Mental health and substance use visits are not subject to annual non-preventive deductible under the Network Copay and

6 Traditional Coinsurance options

*Highest deductible but paired with an HSA with predictable copays and lowest payroll contributions*

*Higher payroll contributions; most in-network services covered by predictable copays*

*Highest contributions; same coverage for in-network and out-of-network providers*

# Your 2022 Prescription Drug Coverage

Check out **Understanding Your Prescription Costs and Options** tip sheet under *Resources* on [MyPfizerBenefits.com](https://www.MyPfizerBenefits.com)

	HSA Copay	Network Copay & Traditional Coinsurance
Annual Rx Deductible	Combined with medical deductible	None
Annual Rx Out-of-Pocket Maximum	Combined with medical out-of-pocket max	\$1,500 / \$2,250
Certain Affordable Care Act (ACA) Preventive Medications and Preventive Vaccines	No cost (deductible does not apply)	No cost
<b>Retail Medications – Per 30-day supply</b>		
Pfizer Meds with No Generic Available	After deductible, no cost*	No cost
Non-Pfizer Generics	After deductible, \$15 copay*	\$15 copay
All Other Medications	After deductible, you pay 20% coinsurance (Min \$15, Max \$70)*	You pay 20% coinsurance (Min \$15, Max \$70)
<b>Maintenance Choice Program Medications – Up to a 90-day supply of non-specialty maintenance medications</b>		
Pfizer Meds with No Generic Available	After deductible, no cost*	No cost
Non-Pfizer Generics	After deductible, \$30 copay*	\$30 copay
All Other Medications	After deductible, you pay 20% coinsurance (Min \$30, Max \$140)*	You pay 20% coinsurance (Min \$30, max \$140)

**\*Deductible doesn't apply to preventive medications on the HSA Copay Preventive Drug List**

**Remember:** If cost of a generic medication is less than the generic copay, you pay the cost of the medication.

# Introducing The HSA – You and Pfizer Contribute

Depending on your annual base pay, Pfizer will contribute to your HSA. You can also make before-tax contributions to the HSA, up to the annual IRS limit.

## Pfizer + HealthEquity HSA Contribution (Provided in Jan. 2022)\*

2022 IRS Contribution limits (colleague + Pfizer contributions):

- **\$3,650** for individuals
- **\$7,300** for family (this includes contributions from the company)

Individuals turning age 55 or older in 2022 may contribute an additional \$1,000 catch-up contribution.

**Take Action:** Elect your before-tax HSA contribution during Annual Enrollment; you can also change your contribution amount during 2022.

Your Annual Base Pay (as of Sept. 1, 2021)	2022 Medical Coverage Tier	
	Yourself Only	You + Spouse/ Partner, Child(ren), or Family
Less than \$75,000	\$1,050	\$2,050
\$75,000 up to \$160,000	\$800	\$1,550
\$160,000 up to \$300,000	\$300	\$550
\$300,000 or greater	\$50	\$50

\*The 2022 HSA contribution amounts include a one-time \$50 contribution for colleagues that sign up for the HSA Copay option for 2022. This additional contribution will not be provided in future years. To receive the company contribution, you must be actively employed on January 1, 2022 or be on active benefit continuation through a Pfizer separation plan; the company contribution is not provided under COBRA.



# Your 2022 Monthly Medical & Rx Contributions

For many colleagues, no change in medical contributions for the second year in a row

	Yourself Only	You and Your Spouse or Domestic Partner	You and Your Child(ren)	You and Your Family
<b>HSA Copay</b>	\$71	\$157	\$127	\$226
<b>Network Copay</b>	\$158	\$350	\$282	\$502
<b>Traditional Coinsurance</b>	\$186	\$412	\$332	\$591

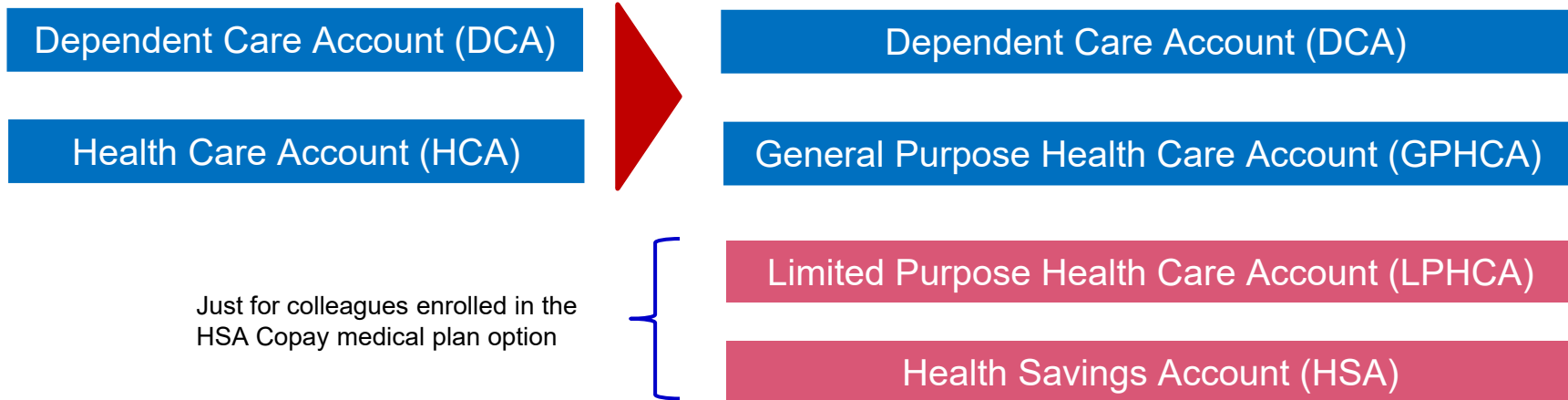
**Note:** Contributions are greater for colleagues who work between 40 percent and 60 percent of a standard work week on a regular basis. Go to [netbenefits.com](https://netbenefits.com) or call the Pfizer Benefits Center for the rates that apply to you if you are a part-time colleague.

**Don't forget:** you can earn up to \$500 annually in your pay by completing Healthy Pfizer activities by Apr. 29, 2022.

# Changes to the Reimbursement Accounts for 2022

## Current 2021 Options

## NEW 2022 Options



**NEW Carryover Provision:** The GPHCA and LPHCA will switch from the grace period provision to a carryover provision  
– You may carry over up to \$550 from year to year, not subject to “use-it-or-lose-it” rule

All reimbursement accounts will continue to be administered by HealthEquity

# Understanding the Reimbursement Account Options

	Health Savings Account (HSA)	Limited-Purpose Health Care Account (LPHCA)	General-Purpose Health Care Account (GPHCA)	Dependent Care Account (DCA)
<b>Medical plan option compatibility</b>	Enrolled in HSA Copay option		<i>Not enrolled</i> in HSA Copay option	Not applicable
<b>Eligible expenses</b>	Qualified medical, Rx, dental and vision expenses	Qualified dental and vision expenses, plus <i>post-deductible</i> medical and Rx expenses	Qualified medical, Rx, dental and vision expenses	Qualified dependent care expenses
<b>Who contributes to the account?</b>	You and Pfizer (depending on your base pay)	You only		
<b>Annual contribution limit</b> (2022 IRS limits; subject to change in future years)	Up to <b>\$3,650</b> for single coverage; <b>\$7,300</b> for family coverage*	Up to <b>\$2,750</b>		Up to <b>\$5,000</b> per family ( <b>\$2,500</b> if married and filing separately)
<b>What happens to unused funds?</b>	Unused funds roll over year to year; you can invest unused balance	Unused funds forfeited annually (subject to IRS “use-it-or-lose-it” rule) <b>NEW:</b> Carry over funds up to the IRS limit (up to \$550 in 2023)		Unused funds forfeited annually; You have until March 15 of the following year to use up leftover funds.

\*Colleagues who turn age 55 or older during 2022 can contribute up to an additional \$1,000 in catch-up contributions to the HSA

# Want to Learn More about the Pfizer Medical Options for 2022 and the HSA?

Sign up for the other webinar, *Understanding the 2022 Pfizer Medical Options*

- Key features of the new HSA Copay option
- More information about the HSA and the new Limited Purpose HCA
- Tips to reduce your out-of-pocket healthcare expenses during the year
- How to use your HSA (led by HealthEquity)
- Q&A with Fidelity and HealthEquity

Also check out the **HSA Copay Option FAQs** under *Resources* on [MyPfizerBenefits.com](https://www.mypfizerbenefits.com)

Visit [MyPfizerBenefits.com](https://www.mypfizerbenefits.com) for a complete schedule and to register for the other webinar

# Which Medical Plan Option and Accounts are Right For You?

Visit the new Pfizer Medical Plan Option Modeler at [PfizerMedicalModeler.com](https://PfizerMedicalModeler.com)

Estimate your total 2022 medical plan expenses under each Pfizer plan option based on:

- Who you plan to cover in 2022
- Your annual base pay

Also determine how much you might consider contributing to the HSA, General Purpose HCA or Limited Purpose HCA.

**There is an “Easy” Button: Use the Modeler to estimate expenses using a sample profile, or you may enter a custom scenario**

The screenshot shows the 'Medical Plan Option Modeler' interface. At the top, there's a header with the title and an illustration of people interacting with a laptop and tablet. Below the header is a progress bar with four segments. The main heading is 'Estimate your healthcare needs', followed by a sub-heading: 'Select a utilization profile or model a custom scenario by clicking "Model a custom scenario"'. In the center is a semi-circular gauge with a needle pointing to the 'Low' section. Below the gauge are four colored boxes representing utilization profiles: 'Low' (green), 'Moderate' (yellow), 'Chronic' (orange), and 'High/Acute Care' (red). Each box contains a brief description of the profile. At the bottom, there are three buttons: 'Model a custom scenario', 'Back', and 'See how the options compare'.

Medical Plan Option Modeler

Estimate your healthcare needs

Select a utilization profile or model a custom scenario by clicking "Model a custom scenario"

Low  
I'll get a physical and a few medications

Moderate  
I'll have some ongoing needs but nothing serious

Chronic  
One or more of my family members has a chronic condition such as diabetes or hypertension

High/Acute Care  
Expect one or more inpatient hospital stays to treat an acute condition

Model a custom scenario

Back See how the options compare

# Benefits Advantage Program

View contributions for these benefits by  
visiting [pfizeradvantage.com](https://pfizeradvantage.com)

Voluntary benefits at group discounted rates to help you navigate life's twists and turns

UPDATES FOR 2022	
<b>Critical Illness Insurance</b>	Enhanced coverage for skin cancer, recurrences of benign brain tumors, comas and severe burns; lower rates
<b>Accident Insurance</b>	Lower rates (will take effect during first pay period in January 2022)
<b>Hospital Indemnity Insurance</b>	<b>New</b> offering for 2022; helps cover expenses like hospital stays, surgeries and treatments with a hospital admission
All three options are administered by MetLife beginning Jan. 1, 2022	

## Remember:

- Annual Enrollment is the only time you can enroll in these supplemental health coverage options (but they can be cancelled at anytime)
- It's also the only time you can enroll in or cancel Legal Services participation
- If you enroll in these voluntary benefits, you pay the cost through after-tax payroll deductions
- For details including how to enroll, when coverage takes effect and when benefits are payable, visit [pfizeradvantage.com](https://pfizeradvantage.com)

*\*Note: For Critical Illness Insurance, Proof of Good Health is not required, however, for a benefit to be payable, the covered condition must be diagnosed after your coverage effective date.*

# Other Changes: Insurance and Disability

- **Basic Life Insurance:** Portability will no longer be offered, but conversion remains available
- **Supplemental Life Insurance:**
  - During 2022 Annual Enrollment, you can increase your supplemental life insurance coverage by 1x annual pay, up to \$1 million without providing Proof of Good Health
  - Enhanced portability rules let you keep this coverage if you leave Pfizer for any reason, including a disability
- **New Enrollment Experience:** For 2022, you'll be asked about smoker status upfront on NetBenefits



# Your 2022 Annual Enrollment Decisions



# 2022 Annual Enrollment Checklist – Enroll Oct. 12 – Oct. 29

- ✓ **Eligible Dependents** – Review covered dependents, confirm their eligibility and which plans you are covering them under
- ✓ **Medical Coverage** – Network Coinsurance and NMCP will not be offered in 2022
- ✓ **Reimbursement Accounts** – General Purpose, Limited Purpose, Dependent Care Accounts, and HSA require new elections each year
- ✓ **Vacation Purchase** – Required new election each year to participate
- ✓ **Insurance and Disability** – Annual Enrollment is the only time to:
  - Update Basic Life Insurance and Long-term Disability coverage
  - Smoker status for you and your spouse
  - Increase your Supplemental Life Insurance coverage without providing Proof of Good Health. (Don't forget to review your beneficiary designations)
- ✓ **Dental and Vision** – Review elections for 2022. Vision coverage can only be changed during Annual Enrollment
- ✓ **Benefits Advantage** – Annual Enrollment is the only time to enroll in Accident Insurance, Critical Illness Insurance, the new Hospital Insurance and the Legal Services Plan. (Also remember, Legal Services may only be canceled during Annual Enrollment.)

**Confirmation:** You will receive a confirmation mid-November; no 2022 election changes or corrections are allowed after Dec. 10th unless you have a qualifying life event permitting such a change. Double check your first pay in January 2022 to ensure your deductions match your confirmation statement.

# Making a Contribution Election for the HSA

If you enroll in the HSA Copay option, you must make an HSA contribution election during Annual Enrollment—even if it's \$0. Here are some helpful tips as you enroll:

1. Pfizer's HSA contribution (as applicable) also counts toward the annual IRS contribution limits. Prior to enrolling, log into **Workday** to confirm your annual base pay, which determines Pfizer's contribution to your account.
2. Type in your desired before-tax HSA contribution. If you do not wish to contribute, enter "\$0"
3. If you elect an amount that exceeds the annual IRS limit, you will not be able to complete the process.

**Your Contributions**

Annual Contribution Amount \$

To receive your employer's contribution without contributing yourself, select the Health Savings Account option and enter "0" as your Annual Contribution Amount.

Per Pay Period Contribution \$ ---

**HSA Contribution Limits**

Here are some considerations to help you determine how much you can contribute to your HSA in 2022. All contributions made by you and your company count toward the IRS maximum annual contribution limit.

**Pfizer 2022 HSA Contribution**

Your Base Pay* (as of Sept. 1, 2021)	Yourself Only		You + Spouse/DP, Child(ren), or Family	
	Pfizer's 2022 Contribution**	Your 2022 Contribution Limit	Pfizer's 2022 Contribution**	Your 2022 Contribution Limit
Less than \$75,000	\$1,050.00	\$2,600.00	\$2,050.00	\$5,250.00
\$75,000 - \$159,999	\$800.00	\$2,850.00	\$1,550.00	\$5,750.00
\$160,000 - \$299,999	\$300.00	\$3,350.00	\$550.00	\$6,750.00
\$300,000 or more	\$50.00	\$3,600.00	\$50.00	\$7,250.00
<b>2022 IRS Contribution Limit***</b> (Includes your and Pfizer's contribution)	<b>\$3,650 Individual</b>		<b>\$7,300 Family</b>	

**Keep in mind:** You are not allowed to contribute to an HSA if you are covered under any medical coverage that is not a qualified high-deductible medical plan. Common examples include **Medicare** and **TriCare**. You are also not allowed to contribute to HSA if you or your spouse is enrolled in a General Purpose Health Care Account. **It is your responsibility to ensure you meet the IRS requirements to contribute to an HSA. Consult your personal tax advisor if you have any questions.**

An abstract, three-dimensional graphic composed of several overlapping, curved blue planes. The planes are rendered with a gradient from light blue to dark blue, creating a sense of depth and movement. The overall shape is reminiscent of a stylized DNA double helix or a series of connected, curved segments. The background is a plain, light gray.

# Resources

# Visit the Annual Enrollment Website

[MyPfizerBenefits.com](https://www.mypfizerbenefits.com) is the hub for all your 2022 Annual Enrollment resources

## Things to Do...

[Virtual Benefits Fair \(Oct. 11- Nov. 5\)](#)

[Annual Enrollment webinar sign up](#)

## Things to Learn...

[‘Colleagues Like Me’ Examples](#)

[HSA Copay Information](#)

## Resource to Explore...

[Pfizer Medical Plan Option Modeler](#)

[HealthEquity Learn Website](#)

[Benefits Advantage](#)

[Fidelity NetBenefits](#)

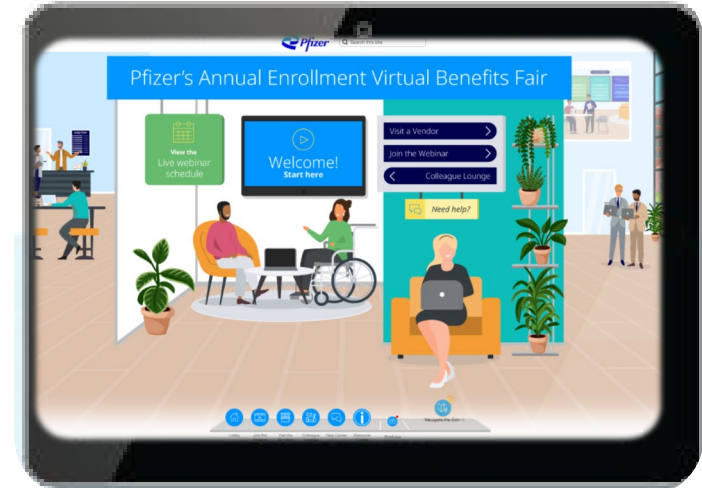
Once you're ready, visit [netbenefits.com](https://www.netbenefits.com) to make your 2022 Annual Enrollment elections

# Mark Your Calendar for the Virtual Benefits Fair

Pfizer's Virtual Benefits Fair runs from **Oct. 11 to Nov. 5**

You can attend any time and as often as you'd like. Please mark your calendar and take advantage of this chance to connect with vendors and ask questions. Don't forget – you family can join you!

PRESENTING VENDORS		
Medical & Rx	Other Health Benefits	Additional Programs & Resources
<ul style="list-style-type: none"><li>• CVS Caremark</li><li>• Horizon</li><li>• Optum Behavioral Health</li><li>• UnitedHealthcare</li></ul>	<ul style="list-style-type: none"><li>• Delta Dental</li><li>• EyeMed</li><li>• Health Coaching with Trestletree</li><li>• HealthEquity</li><li>• Healthy Pfizer with Virgin Pulse</li></ul>	<ul style="list-style-type: none"><li>• New York Life (formerly Cigna)</li><li>• Prudential</li><li>• MetLife for Supplemental Health Programs</li><li>• Pfizer Benefits Advantage</li></ul>



**Not seeing a vendor?** Don't worry – you can always contact them directly. Also, be on the lookout for separate virtual fairs in the coming months focused on family and caregiving benefits as well as health and wellness resources. More details will be provided in January.

# How to Complete Annual Enrollment

Mark your calendar for **Oct. 12 to Oct. 29, 2021**

You can enroll by:

- Logging into **netbenefits.com**
- Calling **1-866-476-8723**

Log on to Fidelity  
NetBenefits and  
validate your smoker  
status



Review your  
dependents and select  
your coverages and  
costs on NetBenefits



Complete your  
enrollment and watch  
for a confirmation  
statement in the mail

**Remember:** You'll need to visit **pfizeradvantage.com** or call **1-888-926-2525** to enroll in Supplemental Health and Group Legal benefits.

# What Happens if You Don't Take Action – Health & Insurance

If you don't take action during Annual Enrollment, you may be automatically enrolled in different coverages for 2022

Coverage	2022 Automatic Enrollments
Medical (including Rx)	Same as your 2021 election, <b>except...</b> <ul style="list-style-type: none"><li>• Network Coinsurance → HSA Copay at your current family coverage level</li><li>• NMCP → Network Copay at your current family coverage tier</li></ul>
Reimbursement Accounts (HSA, DCA, GP or LP HCA)	<ul style="list-style-type: none"><li>• No GPHCA or LPHCA, or DCA contribution</li><li>• No colleague HSA contribution (will still receive Pfizer's Company contribution, as applicable)</li></ul>
Dental, Vision, Life, AD&D, LTD	Same as your 2021 election
Vacation Purchase	No coverage

# What Happens if You Don't Take Action – Pfizer Benefits Advantage

These plans may only be updated during Annual Enrollment under Pfizer Benefits Advantage. The following chart summarizes the default coverages if you do not enroll in these coverages or make changes

Coverage	2022 Automatic Enrollments
Accident Insurance	No change (if enrolled, same coverage will apply and lower rates will apply)
Critical Illness	No change (if enrolled, same coverage will apply, lower rates will apply and MetLife will be the new carrier)
<i>Hospital Indemnity Insurance (new for 2022)</i>	No coverage
Legal Services	No change (if enrolled, same coverage will apply)

All other Pfizer Benefits Advantage benefits, such as auto/home insurance, fitness discounts and more, can be changed at any time. Visit [pfizeradvantage.com](https://pfizeradvantage.com) or call **1-888-926-2525** to confirm your current enrollment.



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# Thank You

We'll now open it up for questions.

If you have additional questions about your Pfizer health & insurance benefits – including questions about your eligibility – call the **Pfizer Benefits Center** at **1-866-476-8723** and follow the prompts for health insurance.

Also check out the **HSA Copay Option FAQs** under *Resources* on [MyPfizerBenefits.com](https://www.mypfizerbenefits.com)

