



Pfizer Tobacco Free Workplace Policy

Frequently Asked Questions

1) What is the Tobacco Free Workplace policy?

All facilities and grounds owned, leased or shared by Pfizer Inc are designated as tobacco-free areas. There will be no smoking or chewing of tobacco products within any facility at any time. Further, the use of tobacco in all vehicles on Company grounds is strictly prohibited.

2) Why is Pfizer implementing this policy?

Due to the proven hazards from exposure to tobacco smoke and the dangers of chewed tobacco products, Pfizer is providing a tobacco-free environment for all employees and visitors. Pfizer places the highest value on the health of its employees and their families, and protecting the health of both smokers and nonsmokers requires a tobacco-free workplace, including outside shared areas.

3) When did this policy going into effect?

The policy went into effect on January 1, 2009.

4) Does the new policy extend to areas in front of Pfizer buildings, such as entrance ways and sidewalks?

All grounds that are owned, leased or shared by Pfizer Inc., including but not limited to sidewalks, entrance ways, driveways and parking lots, will be designated as tobacco-free areas.

5) Does this policy include chewing tobacco?

This policy includes all tobacco products, including but not limited to cigarettes, cigars, pipes, chewing tobacco, and snuff.

6) My Pfizer location is somewhat isolated. Do I have to drive off campus if I want to smoke or use tobacco?

Individuals who use tobacco must remove themselves from Pfizer property in order to do so, even if this requires driving. A decision to leave a Pfizer campus will be similar to a decision to go out to lunch or to run an errand.

7) My site's guidelines or break period limits do not allow time to leave the campus.

If the site's break periods are too brief for a colleague to leave the campus, or if the site prohibits colleagues from leaving a manufacturing facility during shift work, then the colleague must abstain from tobacco use. This may be difficult for many tobacco users, which is why Pfizer offers several resources to assist colleagues in quitting smoking.

8) Will I be docked pay if I need to extend my break period in order to use tobacco?

Extended breaks will be treated as attendance issues by Human Resources.

9) What kinds of programs does Pfizer offer to help me quit smoking?

If you're enrolled in the Pfizer Medical Plan, or a managed care plan offered through the Pfizer Health and Insurance Plan, you and your dependents can receive 100% reimbursement of the reasonable and customary charges for the following smoking cessation programs or courses of treatment.

Be active
Eat well
Stay smoke free
Take time
for your health

HEALTHY PFIZER

Helping You Be Your Best

1-888-43-PFIZER
(1-888-437-3493)
www.healthypfizer.com





Following are some examples of tools available to you:

- **Healthy Pfizer**

- The Healthy Pfizer lifestyle management program, administered by Optum, is a telephonic coaching program which offers practical advice, goal-setting, and up-to-the minute research and information on staying tobacco free.

- Healthy Pfizer also offers online smoking cessation tools from WebMD. Visit www.healthypfizer.com.

- **Over-the-counter treatments** such as transdermal nicotine patches (such as Nicoderm or Habitrol) and nicotine gum
- **Prescription medications** such as Chantix, Zyban or Nicotrol
- **Alternative treatments** such as acupuncture (if acupuncture is performed by a covered provider, as described in the Pfizer Medical Plan Summary Plan Description) and hypnotherapy.

If you have a question about a program or course of treatment not listed, contact United Healthcare, the administrator of the Pfizer Smoking Cessation Program at 800-638-8010.

For more information on the Pfizer Smoking Cessation program, or how you can be reimbursed, visit *hrSource* online or call 1-866-4 SOURCE (1-866-476-8723).

- **Healthy Pfizer Optum Health Risk Coaching Program**

Having a personal health coach can make the difference between quitting for a week and quitting for life. The Healthy Pfizer Optum Health Risk Coaching Program offers telephonic personalized health coaching from trained health experts that can help you quit smoking. Call 1-800-478-1057 to speak with a coach regarding smoking cessation.

11) Do smoking cessation medications have co-pays associated with them?

Once you decide to quit our programs can provide several choices in smoking cessation medications. All Nicotine Reduction Therapy (patch or gum) is **FREE** and will be a direct mail order to you.

Prescription medications such as Chantix are 100% reimbursed through the United Healthcare Claim form. All other prescription medications may have co-pays, therefore, check with your medical plan.

12) How do I access the tools available to help me quit smoking?

A resource guide can be found by visiting www.healthypfizer.com. For more information on the Pfizer Smoking Cessation Program, or how to be reimbursed for a program or medication, you can also visit *hrSource*.

13) Are these tools available to my dependents?

Smoking cessation programs are available to individuals covered by the Pfizer medical plan, or managed care plans offered through the Pfizer Health and Insurance Plan, and this includes Eligible Adult Dependents

14) How many times will I be able to try to quit smoking through the Pfizer Smoking Cessation Programs?

You and your eligible dependent can participate in and be reimbursed for an unlimited number of eligible smoking cessation programs or courses of treatment.

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15) Is there an online program to help me quit smoking?

Healthy Pfizer offers online components to their smoking cessation programs. For maximum results, it is recommended that you also utilize the telephonic coaching that complements the online information.

16) If I or my dependent is a smoker do we have to stop smoking by the effective date of the policy?

This policy prohibits anyone smoking in and on all facilities and grounds owned, leased or shared by Pfizer. Also, you, your dependents, or any visitors, shall not use tobacco in all vehicles on Company grounds. Of course, you and your dependent may use tobacco in any environment that permits tobacco, including your home.

17) If I quit smoking I am afraid I will gain weight. Is help available?

Gaining weight can be a side effect of quitting smoking. While many behavioral modification programs will address this, you may also want to participate in a weight loss program.

- **Healthy Pfizer online weight loss programs through WebMD:**

www.healthypfizer.com

- **Healthy Pfizer telephonic weight loss programs through Optum:**

1-888-43-PFIZER (1-888-437-3493)

- **Healthy Pfizer subsidized 13- week Weight Watcher sessions:**

in your community and at work: 1-888-43-PFIZER (1-888-437-3493) and select option 8

18) Where can I go on site to talk to someone about help to quit smoking?

The wellness and medical professionals at your site's Occupational Health & Wellness clinic are well-versed in Pfizer's smoking cessation options, as well as any medications that might help you quit smoking.

You can also call the Healthy Pfizer customer help center at:

1-888-43-PFIZER (1-888-437-3493)

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