

SECTION 5 – Post-Employment Compensation and Benefits

The following table provides information on Pfizer's post-employment compensation programs and benefits available to eligible U.S.- employees, including eligible NEOs (unless otherwise noted):

Plan/Eligibility	Description of Benefit
<p>Pension and Savings Plans Plans include:</p> <ul style="list-style-type: none"> - defined benefit pension plans - non-qualified supplemental pension plans - defined contribution savings plans - non-qualified supplemental savings plans <p>Benefits under the non-union defined benefit pension plans were frozen as of December 31, 2017 for all participants, although participants may continue to grow into retirement plan milestones.</p> <p>Effective January 1, 2018, all eligible U.S. colleagues will earn retirement benefits through the RSC in the savings plans as a result of the freezing of the defined benefit pension plans.</p>	<p>Since 2011, newly hired colleagues, rehired colleagues and colleagues who transfer to the U.S. earn retirement benefits through an age- and service-weighted annual company Retirement Savings Contribution (RSC) to the defined contribution savings plans, which is in addition to the company matching contributions. Effective January 1, 2018, all eligible U.S. colleagues will earn retirement benefits through the RSC in addition to the company matching contributions.</p> <p>The Pfizer defined contribution savings plans permit all eligible U.S. employees, including the NEOs, to make pre-tax, after-tax and/or Roth contributions, from their eligible pay, up to certain limits and to receive company matching contributions. Pfizer also maintains a non-qualified supplemental savings plan that permits eligible participants to make pre-tax contributions in excess of tax law limitations on qualified plans and to receive matching contributions and RSC, if applicable.</p> <p>Pfizer maintains related non-qualified supplemental benefit plans for U.S. employees (including NEOs) participating in the pension plan and earning in excess of the IRC limit (\$270,000 for 2017).</p> <p>The provisions and features of the qualified defined benefit pension plans and the related supplemental pension plans are described in the narrative accompanying the "2017 Pension Benefits Table" and the "2017 Non-Qualified Deferred Compensation Table".</p>
<p>Insurance Plans Provide health and family security benefits, such as medical insurance, dental insurance, life insurance and long-term disability insurance.</p>	<p>Programs are designed to provide certain basic quality of life benefits and protections to Pfizer employees, including the NEOs, and at the same time enhance Pfizer's attractiveness as an employer of choice.</p> <p>The cost of these plans is shared between the employee and the company. The company's annual cost of the benefit coverage for each NEO ranges from approximately \$19,000 to \$27,700, based on the coverage selected.</p>
<p>Supplemental Individual Disability Insurance</p>	<p>Pfizer makes available additional supplemental individual disability insurance coverage, in excess of the limits available under the company's group long-term disability plan and participants pay the full cost of this coverage.</p>
<p>Deferred Compensation Executives are permitted to elect to defer receipt of their annual incentive awards and any shares earned under the Performance Share Awards (PSAs) into the Pfizer Inc. Deferred Compensation Plan.</p> <p>Certain of our NEOs are required to defer the receipt of Restricted Stock Units (RSUs). See "Other Compensation Programs and Policies—Tax Policies."</p>	<p>Annual incentive awards may be deferred under one or more of the following plans: Pfizer Savings Plan (PSP), the Pfizer Supplemental Savings Plan (PSSP) and/or Pfizer Inc. Deferred Compensation Plan (DCP). Deferrals into the DCP and PSSP may be notionally invested and deferrals into the PSP may be invested in a selection of mutual funds, Pfizer stock and/or a cash equivalent fund (DCP only).</p> <p>The Pfizer stock unit funds are credited with dividends, which are reinvested into dividend equivalent units or other investments. Deferred RSUs required to be deferred in 2016 and later may only be deferred into the Pfizer stock fund.</p>
<p>Retiree Healthcare Benefits Pfizer maintains post-retirement medical coverage.</p>	<p>Active employees who are at least age 55 and have at least 15 years of service after age 40 are eligible for post-retirement medical coverage. For U.S. employees, including the NEOs, the value of the post-retirement medical coverage currently ranges from \$123,000 to \$275,000 (based on service and coverage) over the course of retirement.</p>
<p>Executive Severance Plan Provides severance benefits to NEOs (including the ELT members) in the event of involuntary termination of employment without cause.</p> <p>Severance payments and benefits under the Executive Severance Plan are described in "Estimated Benefits upon Termination Table."</p>	<p>Benefits consist of cash severance equal to the greater of:</p> <ul style="list-style-type: none"> (a) one times pay (defined as base salary plus target annual incentive), or (b) 13 weeks' pay plus three weeks' pay per year of service, subject to a maximum of 104 weeks' pay. <p>Eligible participants in the GPP also receive a pro-rata annual incentive for the year of termination, provided certain performance targets are achieved, as well as certain health and insurance benefits.</p>