



Re: Notification of Equal Employment Opportunity/Affirmative Action Obligations

Dear Supplier:

As part of Pfizer's compliance with federal Equal Employment Opportunity and Affirmative Action regulations, we hereby notify you that Pfizer is an equal opportunity employer that makes employment decisions without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, veterans status, age or disability status and that Pfizer takes affirmative steps to employ and advance in employment qualified protected veterans and qualified individuals with disabilities. Pfizer further notifies you that, as an entity supplying goods and/or services to Pfizer, your organization may be subject to, and required to take action pursuant to, the following laws and accompanying regulations:

- * **Executive Order 11246 (and its implementing regulations at 41 C.F.R. part 60);**
- * **The Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (and its implementing regulations at 41 C.F.R. 60-300);**
- * **Section 503 of the Rehabilitation Act of 1973, as amended (and its implementing regulations at 41 C.F.R. 60-741); and,**
- * **Executive Order 13496 (and its implementing regulations at 29 C.F.R. part 471, Appendix A to Subpart A).**

The equal employment opportunity clauses within each of the above regulations, as applicable, are included by reference in all contracts between Pfizer and our suppliers.

Please let me know if you have any questions on these regulations or your responsibilities.

Regards,

Ellen K. Jameson

Ellen K. Jameson
Director, Supplier Diversity
Pfizer Inc.