



Pfizer Inc
235 East 42nd Street
New York, NY 10017

January 5, 2022

Eric Shaker
123 Wyncrest Rd
Marlboro, NJ 07746

Dear Eric,

Congratulations!

On behalf of Pfizer Inc, and I are delighted to extend to you an offer to join Pfizer in the position of **Breakthrough Fellowship Program - Global Product Development - Biostatistics Intern**. This position will be located in **NJ - Remote**.

All who interviewed you were impressed by your background and experience and we look forward to you making a significant contribution to our Company.

This letter, and its accompanying documents, confirms the terms of the offer.

Salary:

\$21.00 per hour. As an overtime eligible (OTE) colleague, you would be eligible for overtime, weekend, holiday and other pay premiums depending on your work schedule and the Company's policies.

Length of Internship:

Please keep in mind that the Pfizer Breakthrough Fellowship Intern Program will have a duration of 10 weeks.

Please note that this is a temporary summer assignment and is not a promise of future employment. Pfizer retains the sole discretion to offer you a full-time position at the end of the Internship Program. Additionally, employment with Pfizer is at-will. That means that you are free to resign at any time, with or without cause, just as Pfizer is free to terminate your employment at any time, with or without notice and with or without cause.

Prior Employment Obligations:

As a condition to accepting this offer, you hereby agree that you will honor all obligations that you may have to any prior employer to protect, withhold and not disclose to Pfizer any confidential or proprietary information in any form (paper, electronic or otherwise) of any prior employer. Accordingly, in the event you commence employment with Pfizer, you understand that you are not permitted to use disclose or introduce to Pfizer, including any of Pfizer's personnel or electronic systems, any such confidential or proprietary information. You also understand that you will be expected to timely and fully comply with any postemployment obligations to a prior employer, including obligations of non-solicitation of employees, contractors or customers, and any obligations regarding non-competition. If you have any questions about satisfying these obligations to Pfizer, please let us know.

Mutual Arbitration and Class Waiver Agreement; Confidentiality, Non-Solicitation and Assignment of Inventions Agreement:

As a new hire in the U.S. or Puerto Rico, you are required to sign the Mutual Arbitration and Class Waiver Agreement and the Confidentiality, Non-Solicitation and Assignment of Inventions Agreement when you begin employment with Pfizer. These documents will be provided to you in a separate e-mail so that you may review them before responding to this contingent offer of employment. All required documentation and information will be provided to you later in the onboarding process.

Offer Contingencies:

In accordance with Pfizer policy, and as set forth above, this employment offer is contingent upon successful completion of all aspects of Pfizer's pre-employment screening process as outlined below.

Background Verification Process (BVP) – This program will verify the information you have provided concerning your prior employment and education. Also, as a responsible employer concerned with the security of our customers, employees, business partners and the general public, we will perform a criminal history check to determine whether there are criminal convictions of record and verify your identity. Once you have notified us of that you have accepted this offer of employment, you will receive an e-mail prompt from our background verification vendor, HireRight, who will coordinate the investigation.

COVID-19 – All U.S. new hires must be fully vaccinated for COVID-19 as a condition of employment and present proof of vaccination as part of the onboarding process. Pfizer is requiring colleagues be vaccinated because of its commitment to do all that it can to fight against the pandemic and promote the safety and wellness for colleagues, their families and the communities that we serve and live in. If you require a medical or religious accommodation from vaccination, you must request an accommodation as soon as possible after receiving this contingent offer. Please contact your recruiter for further information about requesting an accommodation.

Post-Offer Medical Assessment – Depending on the position you have been hired to fill, you may be required to undergo a post-hire risk based medical evaluation within 30 days of your start date. Please note that these medical assessments apply to all persons who occupy particular classes of jobs and are based on business necessity. This evaluation will include your completion of a risk based health questionnaire which will be reviewed by a Pfizer Occupational Health and Wellness (OHW) healthcare professional. This OHW healthcare professional will determine if any additional evaluation is required. All medical information will be confidentially maintained by OHW, and will not be shared with Pfizer management, or disclosed to other parties without your written authorization.

Employment Eligibility Verification:

As required by current United States immigration law, this offer is contingent upon your ability to satisfy the Form I-9 requirements at the time that you commence work in the U.S or within 3 business days of the date your employment begins. This requires you to establish your identity and to prove that you have legal authorization to work for Pfizer in the U.S. In the event that you do not have legal authorization to work for Pfizer in the U.S., and that you are unable to secure such employment authorization by the time that you are scheduled to commence work, Pfizer will not be able to hire you and this offer of employment will therefore be revoked. If you have started work but fail to provide acceptable I-9 documentation your employment will be immediately terminated.

Also in considering this offer, if you are accepting employment as a nonimmigrant who is authorized to work in the U.S., it will be your responsibility to work with Pfizer's Immigration Group to ensure that your work authorization remains current and that when you travel you secure proper travel documents to avoid problems re-entering the U.S. Your failure to manage these important matters could result in Pfizer's inability to continue your employment. Moreover, Pfizer makes no promise or representation in this offer of employment to support extensions of your nonimmigrant work authorization or to support your application for permanent residency in the United States. These decisions are made by your management, human resources and Pfizer's Immigration Group on an individual basis. You should consider this carefully before deciding to accept this offer.



This letter, and its accompanying documents, set out the complete terms of our offer of employment but are not intended as and should not be considered a contract of employment for a fixed period of time. If you accept this offer of employment with the Company you accept that your employment is at-will, which means that you or Pfizer are free to end the employment relationship at any time, with or without cause.

Please note this offer expires at the close of business on January 12, 2022.

Please print a copy of this letter for your records and indicate your decision with regard to this offer by selecting the checkbox indicating that you've received and read the terms of the offer. Indicate your response in the comments box provided. If you have any questions about this offer, please contact me. The offer details that have been presented to you in this official online offer letter have been saved electronically in our internal database. Only the official offer letter contains the complete terms of the Company's offer of employment. Any amendments to printed or onscreen copies must be pre-approved for inclusion. If you would like to request a duplicate of the official offer letter, please contact Human Resources.

Eric, we look forward to you joining us and wish you a successful and rewarding career with Pfizer.

Best regards,

Luis Benavides Amores
SrAssociat Staff/Recruiting