



---

## Global Research & Development

June 26, 2006

Matthew Sebolt  
116 Longman Ln  
Ann Arbor, MI 48103

Dear Matthew:

On behalf of Pfizer Global Research and Development, we are delighted to confirm our offer of employment to join Pfizer as a Student Assistant in the Discovery Administration Department. You will be based in Ann Arbor and report to Ruth Biersdsley.

We are pleased you have taken the time to consider our employment offer and are confident you will make a contribution to Pfizer. We believe you will find a stimulating work environment at Pfizer with challenges and developmental opportunities.

The specifics of your offer are as follows:

**Compensation (salary)**

You will receive a hourly salary of \$18.25 payable weekly.

**Offer Contingencies**

In accordance with Pfizer policy, this employment offer is contingent upon successful completion of a Controlled Substance Abuse Screening test, verification of your background and references, and your ability to document authorization to work in the United States – as required by U.S. Immigration and Naturalization Services.

Please contact our Occupational Health Nurses at (734) 622-7419 to make the necessary arrangements for your Controlled Substance Abuse Screening test and PGRD Medical Screen. If you are living in another state and will not be coming to Michigan prior to your date of employment, you will need to call Allied Medical Services at (888) 747-7548. You will **not** be able to begin your employment until the Controlled Substance test results are received.

The Company considers it absolutely essential for our colleagues to maintain the highest ethical standards while engaging in any business activity inside or outside Pfizer, which might affect the reputation of the Company. On your first day of employment, you will be required to sign our *Business Conduct Agreement* after reviewing the *Summary of Pfizer Policies on Business Conduct Booklet* in the *New Colleague Welcome Packet*. The *Kit* will also contain our *Substance-Abuse-Prevention Policy*. Pfizer is committed to protecting the safety, health and well-being of our colleagues, customers and workplaces. Therefore, you will be required to review and comply with the policy, which includes reasonable-suspicion and random testing.

This offer shall not be construed as a contract of employment for a fixed period of time. Your employment is at-will, which means you or Pfizer are free to end your employment at any time.

Feel free to contact me at (734)622-3052 with any questions you may have.

Sincerely,

A handwritten signature in black ink that reads "Cristina Cazan". The signature is written in a cursive, flowing style.

Cristina Cazan  
Recruiting Manager, Human Resources

# Offer Acknowledgement Form

Matthew Sebolt  
116 Longman Ln  
Ann Arbor, MI 48103

I have received Pfizer's employment offer. Based on the terms and conditions outlined in the offer letter dated June 26, 2006 I have decided to accept the employment offer.

Signature: Matthew Sebolt

Date: 6-28-2006

Social Security #: 305-92-5722

Date of Birth: 4-14-1979

**Please return the signed acknowledgement to:**

Cristina Cazan  
Human Resources  
2800 Plymouth Road  
Ann Arbor, MI 48105  
(734)622-3052  
(734)622-3310 fax