

**Well Workplace Award  
Executive Summary**

**Pfizer Global  
Manufacturing**  
*Gold Recertification Award*

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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## General Information

### **WELL WORKPLACE**

*Gold Re-certification Application*

#### Basic Information

Name of Organization Pfizer Global Manufacturing

Address of Organization \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Work Telephone \_\_\_\_\_

Fax Number \_\_\_\_\_

Contact Person Kathleen M. Novacek

Title Occupational Health Nurse

Alternate Contact Tammi Hemje

Parent Organization Pfizer Inc.

Number of Sites Covered by this Application 1

Number of Employees Covered by this Application 868

Nature of Business or Industry Manufacturer of Veterinary Biologicals  
and Pharmaceuticals

Name of CEO Richard A. Saffee

Date of Application November 17, 2003

## **Pfizer Global Manufacturing And Pfizer Wellness Program**

Pfizer Global Manufacturing Lincoln Operations is the largest manufacturing site within the Pfizer Animal Health Group which is a core business of Pfizer Inc., a global, research-based, health care company headquartered in New York City. Pfizer Animal Health is one of the world's leading animal health companies.

Lincoln Operations currently employs 868 colleagues and is ranked among the top five industrial employers in Lincoln in number of employees. The current CEO of Lincoln Operations is Richard Saffee. Lincoln Operations operates three work shifts.

Lincoln Operations is a global manufacturing center for animal health biological products exported to more than 60 countries as well as a manufacturing center for animal health pharmaceutical products. The facility also houses manufacturing support services for both biological and pharmaceutical manufacturing.

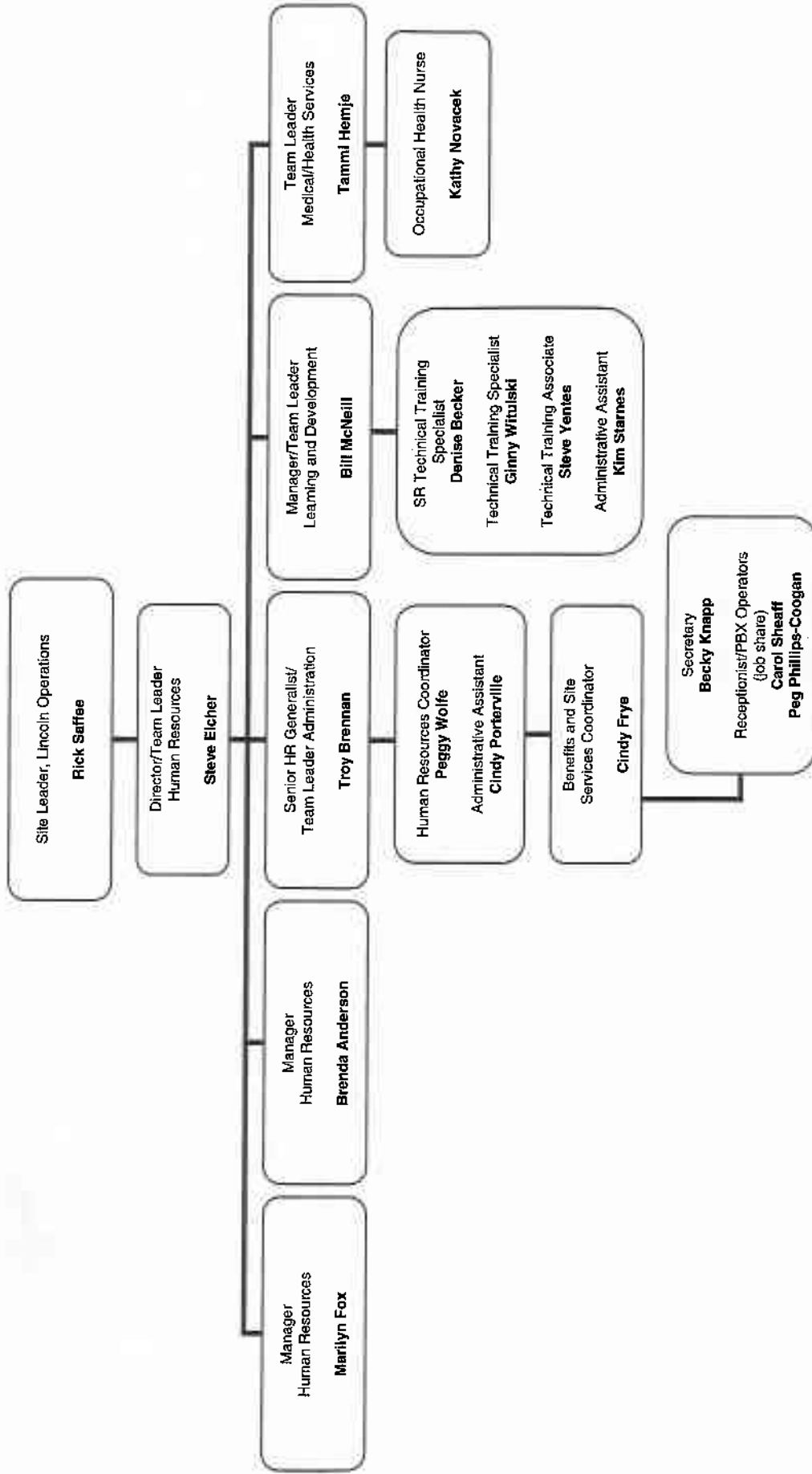
Pfizer Global Manufacturing, Lincoln Operations, has previously received two Well Workplace Awards.

The first wellness activity began in 1974 when colleagues who joined the YMCA were reimbursed for their memberships. In 1988 a full-time registered nurse was hired to head the Health and Safety Department. She first expanded the wellness program by offering bi-monthly informational brown bagger sessions. Next she began a Wellness Incentive Program using an indoor walking trail. In 1990 the Feeling Great Wellness Committee was formed. The Wellness Committee is chaired by the Team Leader, Medical/Health Services Department, and membership on the committee includes colleagues from all main areas within the plant.

Pfizer recognizes that the health, well being, and positive outlook of their colleagues are crucial to the company's ongoing success. That is why Pfizer is committed to improve the quality of life of all their colleagues by offering accessible, innovative, and educational health and wellness programs.

The vision and mission of our Wellness Program is: "Life is Our Life's Work". In addition, "We will promote the health, safety and well-being of our Pfizer colleagues and their families through quality education, incentives and Pfizer-sponsored activities".

# HUMAN RESOURCES



The management of Lincoln Operations firmly believes that colleague wellness is a major component for health and safety in the workplace. A well-balanced colleague is a more alert and safety conscious colleague. The Pfizer Wellness Committee has had management support since its development in 1990. Allocation of company time for meetings, event planning, conducting events, and a generous wellness budget are evidence of Pfizer's commitment to wellness. To ensure colleagues embrace this wellness effort, Pfizer has added a benefit that addresses just work life transition and balance through a program called "Working Solutions". It is a free service to all colleagues to address any work life situation and direct them to resources to resolve any challenges.

Senior management's commitment is evident in their participation on the Site Safety Committee and their ongoing support of wellness programs and committees. All committees deal with the health, safety and wellness of all our colleagues, their families and the community. Pfizer's commitment to colleague health and safety is also evident by providing monthly safety training, medical surveillance, education and certification for the First Response Medical Team and the Maintenance Breakdown Team.

The Pfizer Wellness Committee activities are varied and intended to reach all colleagues at one time or another. Senior management participation is evident in the company-sponsored leagues, as well as the various runs and walks sponsored by the committee. Many senior management colleagues participate in the Pfizer Fitness Center Reimbursement Program and the Wellness Incentive Program.

The Medical/Health Services Department works closely with other departments at Pfizer, such as the Environmental Health and Safety Department, Human Resources, and

Manufacturing Department. These close working relationships keep our colleagues' health, wellness and safety a priority. Our liaison with each of these departments helps us determine and understand the needs of our colleagues plus influence and direct what programs should be offered by the Wellness Committee to best meet their needs and expectations.

In the fall of 2002, during our annual Medical Surveillance screening, we conducted a site-wide colleague wellness survey to help us determine the wants and needs of our colleagues. From the information gathered, we determined that most of our colleagues come to work well rested and take on only as much responsibility as they can handle plus achieve a balance between work, rest and play. Also, that programs offered by the Wellness Committee has had an impact on their health/wellness and they prefer lunch-time events.

The Lincoln Operations Wellness Program has evolved into an extra benefit to all Pfizer colleagues and their families. The Committee offers onsite educational lunch and learn sessions several times a year and these sessions are open to all colleagues and their families.

Pfizer Wellness is colleague driven. The Committee receives suggestions from colleagues through direct contact, e-mail, or by their submitting suggestions in the "Wellness Suggestion Box". The Committee works hard to accommodate all requests that are received. The Committee welcomes colleague ideas on new and different programs that are offered within the community. Most of our programs are offered onsite for colleague's convenience. Because the Wellness Committee is innovative, they have been given the freedom to bring in new programs independently. This evolved since the

Wellness Committee has established its own integrity and therefore, it can initiate new programs without prior management approval. When a new program or idea is brought to the Committee's attention and sounds worthwhile and is something our colleagues will benefit from, we move forward by adding new innovative options.

When one thinks of Pfizer Wellness, one person is recognized immediately as key to the operation and ongoing improvement – Tammi Hemje, Team Leader, Medical/Health Services Department. Tammi has been the leading force behind the Wellness Committee for the past eleven years. Teaming with the Wellness Committee members, Tammi works very hard to provide new and exciting wellness programs for all Pfizer colleagues. Tammi is known as an excellent recruiter – no one can say “no” when she asks them to support various wellness programs. Tammi says, “It is in everyone's best interest and ability to improve themselves and their well being. Everyone should get involved to help promote wellness to one's self, co-workers, family and community. If we can get others thinking of wellness activities and participate in those activities, it is more likely they will follow through. Bringing this to the forefront reminds one to take charge and make those differences in your every day life”.

Lincoln Operations achieves compliance and often goes above and beyond what is required in several ways. Examples include: a highly visible Site Safety Committee; highly active department safety teams; safety hotlines; a Near Miss Program where incidents are discussed with departmental safety teams and then with the Site Safety Committee; Total Safety Culture, a behavior-based safety program called ACES was implemented in 2002 at our site (the ACES creates safety awareness in a non-threatening behavioral-based observation program); networking with other Pfizer sites to

communicate safety and environmental incidents in an effort to improve performance; an internal communication, "Shared Best Practices"; a very aggressive ergonomics program that addresses office areas as well as manufacturing and laboratory areas; very extensive post-hire physicals for employees to ensure suitable job placement and collect baseline data for the individual's health maintenance program; an Annual Medical Surveillance program for employees who are exposed or potentially exposed to on-the-job health hazards (every five years all colleagues onsite participate in this program); and a highly-active Wellness Committee.

We have several popular activities that our colleagues participate in. Our colleagues like the Pfizer sponsored runs/walks. The Wellness Committee pays all entry fees for the colleagues. The Corporate Run held annually in June was attended by 119 of our colleagues in 2003. Another popular program offered by the Wellness Committee is "The Wellness Incentive Program", this program runs annually January through December. Colleagues earn points for healthy activities (spiritual, mental, social, community and physical) that they incorporate daily into their lives. This program focus on all aspects of wellness and teaches colleagues that wellness is more than just physical activities. At the end of the year their points are tallied and for all colleagues that reach their goal, they can receive up to a \$55.00 gift certificate. Our onsite Lunch and Learn sessions are another well-attended program. We offer a variety of different learning opportunities, i.e., preventative health, child-rearing and financial management, during the lunch hour to accommodate our colleagues' busy schedules.

Another strong, important area of wellness is the Pfizer Smoking Cessation Program. Colleagues and their covered dependents are eligible for up to two smoking

cessation programs, such as "I Can Quit", or over-the-counter treatments featuring nicotine gum and patches, prescription medication, acupuncture or hypno-therapy.