

Corporate Human Resources
Pfizer Inc
235 East 42nd Street
New York, NY 10017
Tel 212 573 2855 Fax 212 309 5225



April 16, 2003

Robert W. Norton
Senior Vice President

RECEIVED
MDCB-OWD

APR 22 2003

VIA FIRST CLASS MAIL

WORKFORCE TRANSITION

Ms. Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Square, 5th floor
Lansing, MI 48913

Dear Ms. Hennessey:

This is to notify you that Pfizer Inc and Pharmacia Corporation (collectively, the "Company") have recently completed a merger transaction. This will result in a mass layoff, involving the permanent termination of employees at the Company's Pharmacia - Portage Road site at 7000 Portage Road, Kalamazoo, MI 49001. The terminations at this site are scheduled to begin on June 16, 2003 and will continue, during successive 14-day periods, through approximately June 16, 2005. The number of affected employees cannot be estimated at this time, but it is anticipated that the number of terminated employees will reach the threshold numbers for mass layoff under the regulations cited. The terminated employees will not have bumping rights and are not represented by a labor union or other employee representative.

This notice is being provided to your office in compliance with the Workers Adjustment Retraining and Notification Act, 20 C.F.R. § 639.7(e), (f). Pursuant to 20 C.F.R. § 639.7(f), additional information concerning the job titles of positions to be affected and the number of affected employees in each job classification is maintained on site. If requested, this information will be provided to your office, as required by law.

We will cooperate with the Michigan Department of Career Development and local government officials in any way that we can. Notice of the layoffs is being simultaneously given to the Mayor of Kalamazoo, MI. Should you have any questions, please contact me at (212) 573-2855.

Very truly yours,

A handwritten signature in cursive script, appearing to read "R. Norton".

Robert W. Norton



July 9, 2003

Robert W. Norton
Senior Vice President

Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Square, 5th floor
Lansing, MI 48913

Dear Ms. Hennessey:

As you are aware, Pfizer and Pharmacia have merged and are in the process of integrating the two companies. As a result, Pfizer anticipates employment separations at the Company's operations in the City of Kalamazoo and the City of Portage. Although we are not yet able to precisely determine the actual number of separations, they may reach the threshold specified by the Worker Adjustment Retraining and Notification Act. Therefore, we are providing you with this notification.

The actual number of employees affected will be driven by various factors including the availability of alternative employment positions and transfers, and the extent to which those employees pursue other opportunities to continue their employment with Pfizer. Colleagues who will be separated from the Company will receive a comprehensive package of support including the extension of medical benefits, outplacement support and counseling.

Pfizer will cooperate with the Michigan Department of Career Development to help ensure that these employees receive timely and effective support from public sources that may offer assistance with their employment transitions. This notification is also being given to the Mayor of Kalamazoo, the Mayor of Portage, and to the Chairperson of the Kalamazoo County Board of Commissioners.

Please call me at (212) 573-2855 if you have any questions.

Very truly yours,

Robert W. Norton

*Ed Hard delinoid
update to WARREN
7/14/03*



September 17,

Mayor Robert B. Jones
City of Kalamazoo
City Hall
241 W. South Street
Kalamazoo, MI 49007

Dear Mayor Jones:

As we indicated in previous correspondence and conversation we would be able to provide you with additional information on Pfizer colleagues affected by the acquisition; with this letter, as information on job classifications and titles, specific to our Kalamazoo.

As we have previously announced, we estimate that 862 Kalamazoo employees will be separated by November 17, 2003; of those, we estimate that 400 will be working in the City of Kalamazoo. (Please see the attached cover letter for affected colleagues in the City of Kalamazoo.) As we have discussed, the process evolves as the integration continues, and we are working hard to create job postings, reassignment and transfers, both locally and elsewhere. In addition, we currently estimate that a total of 248 colleagues will be transferred to new jobs that are being created in the Kalamazoo area.

We appreciate your concern and efforts to help these affected colleagues find opportunities in the Kalamazoo area, and to receive transition assistance available from the community. In that regard, you should know that affected employees will receive at least 60 days advance notice during which Pfizer will provide severance benefits, and during which they may continue to apply for internal positions. All separating colleagues are eligible for comprehensive severance pay and benefit continuation, extensive career counseling, and outreach. We have been coordinating our efforts in this regard with the Michigan

Pfizer Inc
235 East 42nd Street
New York, NY 10017-5755

Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Sq., 5th fl.
Lansing, MI 48913



Development. We also continue to be willing to provide information on how colleagues might take advantage of your efforts to present other opportunities in the Kalamazoo area, as offered earlier by Phil Carra.

We greatly appreciate your understanding as we work through this transition and look to move forward with you as a proud member of the community

Sincerely,



Robert W. Norton

cc: Deb Buchholtz-Hiemstra, Chair, Kalamazoo County Board of Commissioners
Don Gilmer, Kalamazoo County Administrator
Deborah Hennessey, Michigan Department of Career Development

Res Sci Chemistry
Res Sci Chemistry, PCD
Res Sci Genomics
Res Sci Pharmacy
Res Sci Toxicology
Research Biochemist III
Research Scientist
Research Specialist
Sales Consultant-US Animal Hlt
Scientific Staff Sec
Scientist Analytical Chem
Scientist Analytical Chemistry
Scientist Bioanalytical Chem
Scientist Biology
Scientist Chemistry
Scientist Genomics
Scientist Medical Technology
Scientist Pharmacokinetics
Scientist Pharmacy
Scientist Toxicology
Senior Fellow Biology
Senior Fellow Chemistry
Senior Fellow Genomics
Senior Fellow Pharmacokinetics
Senior Fellow Toxicology
Senior Project Planner
Senior Research Manager
SeniorFellow Biology
Sr Dir Bioinformactics
Sr Dir Biostatistics
Sr Dir Genomics and Biobanking
Sr Dir Genomics Biotech
Sr Dir, Proj Ldr, ID/CNS
Sr Dir,Glbl Discovery Res Site
Sr Director, Site Coordination
Sr Global Bridging Advisor
Sr Patent Liaison Scientist
Sr Res Advisor Analytical Chem
Sr Res Advisor Biology
Sr Res Advisor Biology, Fellow
Sr Res Advisor Biology,Fellow
Sr Res Advisor Chem, Fellow
Sr Res Advisor Chemistry
Sr Res Advisor Genomics
Sr Res Advisor Pathology
Sr Res Advisor Pharm Sciences
Sr Res Advisor Toxicology
Sr Res Advr Biology, Fellow
Sr Res Pharmacokinetics
Sr Res Sci Analytical Chem
Sr Res Sci Bioanalytical Chem
Sr Res Sci Biology

Director-SRA, Comp Intelligenc
Distinguished Fellow Biology
Distinguished Fellow Chemistry
Ex Sec Biopolymer Chemistry
Ex Sec Drug Metabol Research
Ex Secty Anim Supp & Lab Svcs
Ex Secty Discovery Research
Exec Sec Chem & Bio Screening
Exec Secretary
Exec Secretary, CNS Genomics
Executive Secretary
External Opportunities Dir
Info Scientist Pharmacogenomic
Info Technology Consult
Information Coordinator
Information Scientist II
Lab Animal Support Tech
Laboratory Animal Support Tech
Lead Investigator - Clin Pharm
Library Info Assistant I
Library Info Scientist IV
Mgr - Investigative Toxicology
Mgr Research Compound Coll
Mgr Research Operations
Mgr Resrch&Develop Tech Svcs
Operations Consultant V
Part Time Secretary
Prin Res Sci Bioinformatics
Prin Res Sci Biology
Prin Res Sci Chemistry
Prin Res Sci Chemistry, PCD
Prin Res Sci Drug Metabolism
Prin Res Sci Genomics
Prin Res Sci Pharm Sciences
Pro Mail Gen Processing Clk
Project Planner
Radiation Monitor III
Res Advisor Biology
Res Advisor Chem, Assoc Fellow
Res Advisor Chem, Assoc Fellow
Res Advisor Chemistry
Res Advisor Drug Metabolism
Res Advisor Genomics
Res Advisor Pathology
Res Advisor Pharm Sciences
Res Advr Biology, Assoc Fellow
Res Compound Collectns Tech I
Res Sci Analytical Chemistry
Res Sci Bioanalytical Chem
Res Sci Biochemistry
Res Sci Bioinformatics
Res Sci Biology

WARN Status Report

City of Kalamazoo, Michigan

8/28/03

Animal Health		5	5			10
Corporate Affairs	1			1		2
Corporate Finance				2		2
Corporate Information Tech			2			2
Corporate Services	3					3
Human Resources	1					1
Legal				1		1
Global Manufacturing	1		1			2
Global Research & Development	43	141	160	89	3	436
Grand Total	49	146	168	93	3	459

Band A - non-exempt

Band B - technician, entry level professional

Band C - mid-level professional

Band D - management, senior professional

Band E - executive

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Pfizer Inc
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DEC 19 2003

WORKFORCE TRANSITION

Robert W. Norton
Senior Vice President

December 18, 2003

Mayor James Graham
City of Portage
7900 South Westnedge Avenue
Portage, MI 49002

Dear Mayor Graham:

Consistent with our previous correspondence with you in which we indicated the likelihood of reaching the notification threshold under the Workers Adjustment Retraining and Notification Act, please be advised that as of December 4, 2003, 541 colleagues will be separated from employment with Pfizer in the City of Portage. Additional information with respect to job classifications and titles is provided on the attached charts. As we have discussed, the job situation evolves as the integration continues, and we are working hard to retain colleagues through job postings, reassignment and transfers, both locally and elsewhere within Pfizer. In addition, we currently estimate that a total of 248 colleagues from other locations will be transferred to new jobs that are being created in the Kalamazoo area.

We appreciate your concern and efforts to help these affected colleagues explore other opportunities, and to receive transitional assistance that may be available from the City of Portage, Kalamazoo County, or the State of Michigan. In this regard, you should know that all separating colleagues receive at least 60 days advanced notice during which Pfizer continues to pay their salary and benefits, and during which they may continue to apply for internal positions. Additionally, all separating colleagues are eligible for comprehensive severance packages, including salary and benefit continuation, extensive career counseling, and outplacement services. We have been coordinating our efforts in this regard with the Michigan Department of Career Development.

We greatly appreciate your understanding as we work through this transition and look to move forward with you as a proud member of this community.

Sincerely,

A handwritten signature in cursive script that reads "R. Norton".

Robert W. Norton

cc: Deb Buchholtz-Hiemstra, Chair, Kalamazoo County Board of Commissioners
Don Gilmer, Kalamazoo County Administrator
Deborah Hennessey, Michigan Department of Career Development

WARN Status Report

City of Portage, Michigan

12/04/03

Animal Health	42
Consumer Health Care	11
Corporate Affairs	3
Corporate Finance	136
Legal	7
Global Manufacturing	65
Global Research & Development	219
Pharmaceutical Group (Sales)	58
Grand Total	541

Job Titles of Separated Employees**-Portage**

Administrative Assistant
Analyst - AIS CoE
Analyst - AIS CoE
Analyst - K-zoo
Analyst/Application Developer
Analyst/Developer
Analyst/Developer
Analyst/Developer
Application Systems Anly/Prog
Application Systems Anly/Prog
Area Mgr - CHC Sales
Area Mgr - CHC Sales
Area Mgr - CHC Sales
Assc Dir 1, Oncology & CNS Prd
Assc Dir, GRA, Hosp & Spec
Assoc Dir Global Onc & GTII
Assoc Dir, Clin Research
Assoc Director, Gbl Records Mg
Assoc Sci Chemistry, PCD
Assoc Sci Pharmacy
Assoc. Dir., GRA Ophthalmology
Associate Analyst/Developer
Associate Director
Associate Director
Associate Director Clinical Op
Associate Director I
Associate Director Level II
Associate Director, Labeling
Associate Dir-Mtrls Mgt & Logs
Associate QA Specialist
Associate QA Specialist
Associate Scientist
Associate Scientist
Associate System Engineer

Job Titles of Separated Employees**-Portage**

Associate System Engineer
Associate System Engineer
Associate System Engineer
Auditing & Remediation Profesi
Auditor
Av Equipment Tech II
AV Equipment Tech III
Business Analyst
Case Manager
Category Devp Mgr CHC Sales
Category Devp Mgr CHC Sales
CFS Administrative Assistant
CFS Deduction Specialist I
CFS Deduction Specialist II
Chem Mktg Mgr Us
Chemist II
Clin Forms Specialist II
Clin Forms Specialist II
Clin Info Scientist I
Clin Info Scientist I
Clin Info Scientist I
Clin Info Scientist II
Clin Info Scientist III
Clin Systems Analyst I
Clin Systems Analyst III
Clinical Document Assoc
Clinical Document Assoc
Clinical Education Manager
Clinical Outsourcing Manager
Clinical Outsourcing Spec
Clinical Research Liaison - On
Clinical Research Liaison - On
Clinical Research Manager
Clinical Research Manager
Clinical Research Manager
Clinical Research Manager
Clinical Standards Specialist
Clinical Standards Specialist
Clinical Systems Technician

Job Titles of Separated Employees -Portage
Clinical Systems Technician
Collection Specialist
Comp Systems Support/Design
Conference Services Specialist
Consultant-Global Strategy/Pro
Contracts & Grant Manager
Contracts & Grants Specialist
Contracts Manager
Coordination Specialist III
Corporate Account Manager
Cost Controller
Customer Svc/Telemktg Rep I
Customer Svc/telemktg Rep li
Data Manager I
Data Manager II
Data Manager III
Data Manager III
Data Manager III
Data Manager Team Ldr
Diagnostics Sales Consultant
Diagnostics Sales Consultant
Dir - Environment
Dir - SAP COE
Dir - Strtgc Bus Unit (sbu)
Dir Clin Research
Dir Clin Research
Dir Clin Research

Job Titles of Separated Employees**-Portage**

Dir Elctro Doc Mgmt
Dir Freeze Dry Business Unit
Dir Global Medical Writing
Dir Global Promo/Label
Dir Global Regulatory Affairs
Dir of Performance Mgmt
Dir Quality Systems & QA
Dir R&D Quality Assurance
Dir Statistics & Programming
Dir Statistics & Programming
Dir Tax
Dir, GMP Computer Compliance
Dir, Regulatory Documentation
Dir., Trade Channel Op
Director - AP, LA Production Su
Director - AP/LA Prod Supp
Director - AP/LA Technical Sup
Director - Supply Procurement
Director Outcomes Research
Director, Database Ops
Disbursements Cust Support Cnt
Disbursements Cust Suppt Assoc
Disbursements Proc Contl Spec
Disbursements ProcCntrlTeam LD
Disbursements Treasury Assoc
Distr Mgr Us An Hlth Opns
Distr Mgr Us An Hlth Opns
Distribution Planning Director
Distribution Services Prof
District Sls Mgr - Diagnostics
Document Specialist
DS Administrative Assistant
DS Regional Cust Svc Rep
DS Regional Cust Svc Rep
DS Regional Cust Svc Rep
EHW Fin. & Worker's Comp Coord
Enterprise Procard Lead-EDI
Environmental & Safety Prof II
Environmental & Safety Prof II
ESH Generalist
Exec Dir, Gbl Reg Aff, Pro/Lbl
Fed.Gov Pricing & Doc.Specst
Financial Analyst
Gbl Proc IT Mgr-Consultants
GPA Administrator
GRA Dir. Glb Policy & Intellig
GVP - Gbl Supply - API
GVP - Gbl Supply - EUROPE
GVP - Gbl Supply - QA
Industrial Hygiene Specilist

Job Titles of Separated Employees**-Portage**

Inf Tech Sr Cons/Funct Mgr
Inf Tech Sr Cons/Funct Mgr
Inf Tech Sr Cons/Funct Mgr
Inf Tech Sr Cons/Funct Prof
Inf Tech Sr Cons/Funct Prof
Inf Tech Sr Cons/Funct Prof
Info Processing Specst
Info Technology Consult
Information Manager
Information Mgmt Sr Specialist
Information Technology Analyst
Information Technology Analyst
IT Architect
IT Architect/Planner
IT Architect/Planner
IT Education Professional
IT Project Leader
IT Project Manager
IT QA Project/Service Lead
IT Systems Analyst - SAP
Jr. Project Analyst
Jr. Project Analyst
Kzoo Lead Conference Svcs Tech
Labeling & Promotion Tech
Laboratory Technician I
Lead Business Analysis Manager
Lead Outsourcing Manager
Lead -Process Integrity US SFS
Life Safety Engineer
Mail Clerk
Manager
Manager R&D Financial Svcs
Manager, EMU/LA
Manager, GRA, GTI
Manager, GRA, GTIIA
Manager, GRA, GTIIA
Manager, International Tax
Manager, Lease Administration

Job Titles of Separated Employees**-Portage**

Manager, Travel & Expense

Manager-Fed Gov't Compliance

Manufacturing Associate VI

Manufacturing Support

MDMC Specialist I

MDMC Specialist I

MDMC Specialist I

MDMC Specialist II

Medical Information Scientist

Medical Writer

Meeting Planning Assistant

Meeting Planning Specialist

Meeting Planning Specialist

Mgr Accounts Payable

Mgr Bus Support Svcs

Mgr Data Management

Mgr Data Management

Mgr Financial Analysis

Mgr Financial Analysis

Mgr Financial Analysis

Mgr Financial Consolidation

Mgr G&A Procurement

Mgr Medical Writing

Mgr Mfg Process Dev

Mgr Quality Assurance

Mgr Quality Assurance

Mgr Tax

National Acct Mgr CHC

National Acct Mgr CHC

Office Co-op

Office Specialist

Outcomes Research Program Dir

Outcomes Research Program Dir

Pharm Technical Specialist II

Pilot Plant Specialist

Plant Dir - GS-Amer-Kalamazoo

Principal Research Scientist

Procard Agent

Process Dev Lab Tech 4

Procurement Buyer

Procurement Buyer

Procurement Consultant

Procurement Coordinator

Programmer

Programmer

Project Lead

Job Titles of Separated Employees

-Portage

Project Manager
Project Manager
Project Mgr Corp Matls Mgmt
QA Documentation IV
QA Specialist
QA Specialist
QA Specialist
QA Specialist
QA/QC Lab Technician 3
Quality Control Assoc Dir
Records Management Analyst
Records Management Specialist
Reg Mgr, Prof Aff (Northeast)
Reg Mgr, Prof Aff (Southwest)
Regional Acct Mgr-East Zone
Regional Procurement Manager
Regional Sales Manager
Regional Sales Manager
Regional Sales Manager
Regional Sales Manager
Regulatory Associate
Regulatory Specialist
Regulatory Specialist
Regulatory Specialist
Regulatory Specialist
Regulatory Specialist
Regulatory Technician
Res Advisor Chemistry - Temp
Res Sci Chemistry, PCD
Res Sci Pharmacy
Research Scientist Chemistry
Retail District Mgr-CHC Sales
Sales Consultant
Sales Consultant
Sales Consultant-US Animal Hlt
Sales Consultant-US Animal Hlt
Sales Consultant-US Animal Hlt
Sales Consultant-US Animal Hlt
Sales Consultant-US Animal Hlt

Job Titles of Separated Employees

-Portage

Sales Consultant-US Animal Hlt
Sales Representative
Sales Representative
Sales Rep-US Animal Health
Sales Rep-US Animal Health
Sales Rep-US Animal Health
SAP Consultant
SAP Consultant - Accts Receiv
SAP Master Data Technician
Scientist Chemistry, PCD
Senior Admin Assistant
Senior Analyst/Developer
Senior Analyst/Developer
Senior Analyst/Developer
Senior Analyst/Developer
Senior Analyst/Developer
Senior Analyst/Developer
Senior Director
Senior Regulatory Manager
Senior Regulatory Manager
Senior Research Manager
Senior Research Manager
Senior Research Scientist
Service Manager
Service Manager
Site Lead - Kalamazoo
Specialist, Clinical Research
Sr Analyst Developer
Sr Analyst/Developer
Sr Business Analyst

Job Titles of Separated Employees**-Portage**

Sr Clin Info Scientist
Sr Clin Info Scientist
Sr Clinical Outsourcing Mgr
Sr Clinical Planner II
Sr Contract Manager
SR Dir - US Shared Fin Svcs
Sr Dir Clin Research
Sr Dir -Strategic Tax Entities
Sr Dir-Emp Health & Wellness
Sr Ex Sec WW Clin Dev&Med Affr
Sr Executive Sec WW Tech Opns
Sr Financial Analyst
SR Gbl Project Manager
Sr IT Analyst
Sr Manager US Accounting
Sr Manager, Financial Svcs
Sr Manager, GRA, Spec/Hosp
Sr Mgr Prop & Inventory Acctn
Sr Mgr, Travel North America
Sr Outcomes Resch Scientist I
Sr Reg Mgr Gbl Reg Afr
Sr Reg Mgr Glb Reg Afr-GTIIB
Sr Regulatory Manager
Sr Res Sci Chemistry
Sr Res Sci Chemistry, PCD
Sr Spec Clinical Research
Sr Statistical Scientist I
Sr Statistical Scientist I
Sr Training Specialist
Sr. Executive Secretary
SrDir Information Management
SrDir Proj/SCM DevGbl SupSp
SrDir Tax
SrMgr Disbursements
St & Loc Audit & Prop Tax Mgr
Statistical Scientist II
Statistical Specialist I
Strategic Sourcing Manager
Strategy & Process Gbl Conslt
Supp Chain Mgt Prof 3
Syst & Prog Analyst I

Job Titles of Separated Employees
-Portage
Syst & Prog Analyst II
Syst & Prog Analyst II
Syst & Prog Analyst II
System Engineer
System Engineer
Systems & Prog Analyst I
Systems & Prog Analyst I
Systems & Prog Analyst I
Systems & Prog Analyst III
Systems Analyst
Systems Analyst/Developer
Tax Accountant
Tax Accountant
Tax Analyst
Tech Support Specialist
Technical Services Consultant
Technical Services Consultant
Technical Services Specialist
Technician
Technician
Telephone Operator
Telephone Operator
Therapeutic Area Clin Ops Dir
Training Manager
Training Manager
Travel & Expense Reporting
Travel Expense Report Assoc
Travel Expense Report Assoc
Travel Expense Report Assoc II
Travel Expense Report Assoc II
Travel Expense Reporting Assoc
US General Accounting Assoc II
Us General Accounting Tech II
Us General Accounting Tech II
US Property Acctg Admin
VP - GS - EHS & EMU
VP - Pharma Sciences
VP - Tax
VP Manufacturing Operations
VP/Plant Dir - KAPI
WW Tech Oper Office Spec V