

Tuition Assistance Program Highlights

CVS Health® encourages colleagues to grow their careers through ongoing learning. The Tuition Assistance Program offers tools and reimbursements to reach your educational goals.

- **Get a degree at no cost to you:** CVS Health partners with SEI (Capella University & Strayer University), Colorado Technical University (CTU), and University of Phoenix (UOP) to offer many degree programs with **no out-of-pocket cost to you** when using tuition reimbursement.
- **Tuition reimbursement:** Up to **\$3,000** annually for job-related degree programs and up to **\$1,500** for approved job-related non-degree programs, including the career online high school program.
- **Eligibility:** If regularly scheduled to work 30 or more hours per week, eligible first day of the month following hire date. If regularly scheduled to work less than 30 hours per week, eligible after 90 days of service.
- **Bright Horizons EdAssist Solutions®:** Helps CVS Health administer the program, with the following support services:
 - **Online platform** to submit applications, grades and receipts; plus, access to webinars and other resources for adult learners.
 - **Education coaches** available at no cost to discuss program, school and financial considerations. You are strongly encouraged to reach out before submitting your first application for a new education program.
 - **Education network** includes 230+ schools that cater to adult learners and offer discounts; many also extend discounts to immediate family members.

Learn more by going to **Colleague Zone > My applications > View all > Tuition Assistance Program.**

Five Smart Steps to Success:

- 1:** Schedule a no-cost session with EdAssist to find the degree program and college that best meet your needs. This step is optional, but highly recommended. Link to the EdAssist website from **Colleague Zone** or call **1-877-410-6919**.
- 2:** Carefully review your school options, including the CVS Health partner schools. Contact your desired college, discuss your educational goals and complete admission application forms.
- 3:** Apply for tuition reimbursement on the EdAssist site *prior to* taking each course.
- 4:** Successfully complete your course(s) with a grade of B or higher (or “Pass” when graded on a pass/fail basis).
- 5:** Apply for reimbursement on the EdAssist site; submit required documentation.

That’s it; once EdAssist approves your application for reimbursement, see your payment in your next one to two paychecks. **You’re on your way to your degree!**



Tuition Assistance Program Partnerships

CVS Health partners with select educational institutions to provide affordable and accessible education options.

Strategic Education Inc. includes Capella University and Strayer University	Colorado Technical University (CTU)	University of Phoenix
<p>\$0 out of pocket annually for colleagues after \$3,000 CVS Health reimbursement.</p> <ul style="list-style-type: none"> • Direct billing is available. 	<p>\$0 out of pocket annually for colleagues after \$3,000 CVS Health reimbursement.</p> <ul style="list-style-type: none"> • Direct billing is available. 	<p>\$0 out of pocket annually for colleagues after \$3,000 CVS Health reimbursement.</p> <ul style="list-style-type: none"> • Direct billing is available.
<p>Access many degree programs in Business, Psychology, IT, Nursing, and Health Care at the Associate, Bachelor's, Master's and Doctoral degree levels aligned to the \$3,000 annual CVS Health reimbursement.</p>	<p>Access undergraduate degree programs under the Commitment Grant including concentrations in Business, Computer Science, IT, Project Management, Psychology, Healthcare Management and Criminal Justice for a flat \$3,000 annually.</p>	<p>Access many degree programs* in Business, Psychology, IT, Nursing, and Health Care at the Associate, Bachelor's, Master's and Doctoral degree levels aligned to the \$3,000 annual CVS Health reimbursement.</p>
<p>For programs not covered under the Pathways program and for immediate family members, receive a 10% discount on tuition and take advantage of scholarships typically ranging from \$3,000 to \$10,000.</p>	<p>CTU offers a 20% grant toward all other CTU degree programs for colleagues who opt not to pursue the Commitment Grant. CTU also offers a 10% grant for immediate family members of all colleagues.</p>	<p>*Some programs are only available in certain states.</p>

This summary provides a brief overview of company benefits and is for informational purposes only. If there's any difference between this and plan documents, official plan documents govern. CVS Health reserves the right to amend, modify or terminate all or part of its benefit plans at any time. This description isn't an employment contract or guarantee. Colleagues may need to meet certain eligibility requirements to participate. Union colleagues aren't covered unless their collective bargaining agreement specifically provides for a benefit.