

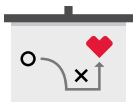
# Saluting our veterans and military families

Members of the military-connected community possess unique skills and leadership experience. CVS Health® actively supports veterans, military spouses, and members of the National Guard and reserves, providing recruitment and training programs as well as many wellness resources.

✓ Physical wellness

✓ Emotional wellness

✓ Financial wellness



## Developing meaningful career paths for our military community

We support veterans and military families through several initiatives.

- Our work with the **Department of Defense SkillBridge** and **Military Spouse Fellowship** programs. These programs provide transitioning service members and military spouses at bases across the U.S. with opportunities to train at CVS Health locations or via virtual programs and learn how their skills can translate to a career after service. Learn more at: [CVSHealth.com/military](https://CVSHealth.com/military).
- As the company expands our **health care initiatives that directly support the well-being of those who serve and the families who support them**, we create roles for veterans and military spouses to support those patients, customers, and members.
- **Education of our management teams** on the benefits of recruiting and hiring veterans.

### Did you know?

CVS Health has won numerous awards for supporting those who have served: VETS Indexes Recognized Employer; Military Friendly® designations for Military Friendly® Employer, Military Friendly® Spouse Employer, Military Friendly® Supplier Diversity Program and Military Friendly® Brand; *Veterans Magazine's* Best of the Best Employer; and *Military Times* Best for Vets.



## BRAVE Colleague Resource Group

Boldly Representing American Veterans Everywhere (BRAVE), one of our national Colleague Resource Groups (CRGs), supports programs that honor veterans and their families, while leading the way in making CVS Health an industry-recognized employer of veterans and active members of the National Guard and Reserve. For information on all CRGs, see [Colleague Zone](#).



Learn more about support available to our military-connected colleagues and families on the [BRAVE Heartbeat page](#).

## Comprehensive benefits and wellness resources

Depending on your regularly scheduled work hours, you may be eligible for health insurance, disability coverage, life insurance and other benefits. We also offer all colleagues a wide range of personalized, holistic programs and resources to help you and your family achieve your wellness goals. Many programs do not require enrollment in a CVS Health medical plan. For information on your benefits and resources, see [Benefit Moments](#).

Under IRS rules for our Health Savings Plan (HSP), you are not eligible to make or receive company Health Savings Account (HSA) contributions if also enrolled in a “nonqualifying” health plan, such as TRICARE. You must wait three months after TRICARE coverage ends for HSA eligibility; this wait is waived if you have a service-connected disability. However, if at the time you enroll in the HSP you indicate you also have TRICARE, CVS Health will deposit your company contributions in a Health Reimbursement Account (HRA) for you.

## Emotional support for colleagues and household members

Resources For Living®, our Employee Assistance Program (EAP) provides no-cost confidential help to all colleagues and their household members. Care Partners can help you learn more about your benefits, locate local resources or find a counselor.

- Unlimited phone counseling with licensed professionals — 24 hours a day, 365 days a year
- Up to 20 no-cost confidential counseling sessions (in-person, phone, video or chat therapy) per issue, per person, per plan year.\* Or connect with a licensed behavioral therapist through the online therapy platform, Talkspace. One week of unlimited text or one tele-video session equals one confidential counseling session.
- Help with a broad range of matters: post-traumatic and everyday stress, anxiety and depression; relationship issues; workplace challenges; substance use and addiction; relocation; financial; legal and much more
- Information about local support groups; dining and entertainment; household and home services repair; child and elder care; pet services and more

Additional, no-cost self-guided resources can help you and your family members:

- Build resilience and healthy behaviors in just a few minutes a day with **Mind Companion Self-care** (from Resources For Living).
- Manage stress, improve focus, strengthen connections and improve overall wellness with tools and small, science-backed microsteps from **Thrive**.

\* Subsequent sessions are treated as office visits under your medical plan, subject to applicable copayments or deductibles and coinsurance.

*This summary provides a brief overview, and is for informational purposes only. Some programs are primarily for colleagues regularly scheduled to work 30 or more hours per week. 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. Colleague contributions are not used to pay plan expenses for vendors or other service providers that are subsidiaries of CVS Health, except as may be permitted by ERISA. Union colleagues aren't covered unless their collective bargaining agreement specifically provides for a benefit.*

## If you go on military leave

CVS Health provides military leave in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). If you need to take military leave, let your manager know as soon as possible and open a leave request by contacting the HR Service Center at **1-888-694-7287**.

While on an approved military leave, you will receive supplemental pay to bring you to 100% of your salary for up to five years, and your position is protected for up to five years if you qualify for reemployment.

Benefit protections while on approved leave include:

- **Health plans:** You may have TRICARE coverage, but if you or family members wish to continue CVS Health medical, dental or vision coverage, you may do so for up to one year at active employee rates (unless your collective bargaining agreement indicates otherwise). Thereafter, you may be eligible to continue coverage under COBRA at the full cost plus a 2% administrative charge.
- **Optional coverages:** If you wish to continue various benefits, you can do so through direct bill:
  - Optional life, accident and disability insurance
  - Supplemental health plans
  - Other voluntary benefits through Benefit Extras ([CVSHealthBenefitExtras.com](https://www.cvshealthbenefitextras.com))
- **401(k) savings plan:** You can make up contributions you could have made if not on leave and receive CVS Health matching contributions.

### Know and use your resources



[BenefitMoments.com](https://www.benefitmoments.com)



**Resources For Living:**  
[resourcesforliving.com/CVSHealth](https://resourcesforliving.com/CVSHealth);  
1-800-789-8990 (TTY: 711)



**Benefits help, including continued coverage while on military leave:**  
[ColleagueZone.CVS.com](https://www.colleaguezone.cvs.com) or call the HR Service Center at 1-888-694-7287

If you or someone you know needs crisis support, connect with a Veterans Crisis Line responder, anytime day or night: Call **988** (select 1), text **838255** or **start a confidential chat**. If you have hearing loss, call TTY: 1-800-799-4889.