

# Supporting our LGBTQ+ colleagues



CVS Health® is committed to providing a safe, judgment-free work environment in which all colleagues are respected, including those in the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) community. We offer flexible benefit resources, a supportive culture and opportunities for career growth for all.

✓ Physical wellness

✓ Emotional wellness

✓ Financial wellness

## Senior leadership support of diversity, inclusion and belonging

We provide a best-in-class workplace by focusing on attracting and retaining talented colleagues representative of the communities we serve. Our Diversity Management Leadership Council, a cross-functional group of senior leaders, works with our Strategic Diversity Management leadership team to embed diversity across all facets of our business.

**Did you know?** We offer internal training to our customer- and patient-facing colleagues to help them meet health care needs of the LGBTQ+ community with respect, kindness and dignity.

## PRIDE+ Colleague Resource Group

PRIDE+, one of our national Colleague Resource Groups (CRGs), facilitates inclusion for members of the LGBTQ+ community and their allies. Learn more about PRIDE+ and other CRGs on [Colleague Zone](#).



**Did you know?** You can:

- Add gender pronouns to your email signature. See the email signature generator in the CVS Health Brand Center.
- Update your personal profile information in Workday on [Colleague Zone](#) to cite your preferred name and pronoun.



## Counseling, guidance and support

Research shows members of the LGBTQ+ community may experience higher rates of mental and emotional health challenges. Get **no-cost, confidential** support from **Resources For Living®**, our Employee Assistance Program (EAP), including unlimited use of online resources. Support can range from LGBTQ+ topics to broader concerns such as stress, anxiety and depression, relationship issues and substance use and addiction.

Colleagues and household members each get up to 20 no-cost counseling sessions (in-person, phone, video or chat therapy) per person, per issue, per plan year. Contact **Resources For Living** at **1-800-789-8990** (TTY: 711) or visit [resourcesforliving.com/CVSHealth](https://resourcesforliving.com/CVSHealth). Care Partners can help you find resources that match your specific needs.



The LGBT National Help Center, [GLNH.org](https://www.glnh.org), provides youth, adult and senior hotlines offering no-cost, confidential peer-support and local resources, including instant messaging.

**Did you know?** Through the Colleague Family Planning and Essentials Discount, you can purchase select products for \$5 each per quarter. Offers are automatically loaded quarterly to your ExtraCare card.

## Medical benefits

Colleagues and spouses/partners enrolled in CVS Health medical coverage through Aetna have access to benefits that support the LGBTQ+ community, including:

- **Fertility coverage:** You do not need a diagnosis of infertility to access care. Other coverage limitations and exclusions may apply.
- **HIV Pre-Exposure Prophylaxis (PrEP):** While HIV can impact anyone, it continues to disproportionately impact the LGBTQ+ community. Virtual PrEP Care provides convenient, stigma-free care along with savings on your medications, labs and virtual visits with providers experienced in HIV and HIV prevention.
- **Hormone treatment:** Under our prescription drug plan, prescription costs are subject to applicable deductible/coinsurance or copay, up to the annual out-of-pocket maximum.
- **Gender affirmation surgery:** Coverage is provided with no lifetime maximum, and also may include facial reconstruction, hair removal procedures deemed medically necessary and voice modification therapy. Surgery is subject to medical necessity guidelines and criteria.

Travel benefits are provided if you must travel more than 100 miles from your home to receive gender affirming care from an in-network provider in a location where the services are permitted by law.

Aetna One® Advocate can provide personalized assistance to help you get the most from your benefits, obtain support during difficult times or set up appointments with providers or other resources. Call **1-800-558-0860**.

Families come together in diverse ways. We extend benefit coverage to civil union or domestic partners (without regard to sex or gender) and their dependent children, provided they meet eligibility requirements. Keep in mind: You can only elect or make changes to your medical coverage during annual enrollment, unless you have a qualifying life event.



## Other support to consider

- **Health Savings Account (HSA):** Use your HSA to help pay qualified medical expenses. If enrolled in an Health Savings Plan, CVS Health contributes to your HSA, or to a Health Reimbursement Account if not HSA-eligible. You also can make additional tax-free contributions.
- **Supplemental hospital insurance:** Hospital indemnity insurance provides cash benefits to help pay expenses not covered by your medical insurance.
- **Disability benefits:** For colleagues regularly scheduled to work 30 or more hours per week, short-term disability (STD) and long-term disability (LTD) provide income protection while you recover from surgery or illness.
- **Family and Medical Leave:** The Family and Medical Leave Act (FMLA) allows eligible colleagues to take up to 12 weeks of unpaid, job-protected leave in a rolling 12-month period to care for a newborn, immediate family member with a serious health condition, or your own serious condition. You also may be eligible for state and/or company leaves.

In addition to financial protection for medical care costs, CVS Health offers other financial support:

- **Financial coaching:** Use online Financial Finesse resources and connect with a Certified Financial Planner — at no cost to you. Visit the Financial Finesse Hub via [Colleague Zone](#).
- **Family Building Benefit:** No-cost virtual 24/7 support from Maven for navigating fertility, pregnancy, postpartum, adoption, surrogacy, and returning to work. With Maven Wallet, get reimbursed for eligible expenses related to adoption, acquisition of donor material, surrogacy and doula services (\$25,000 lifetime max). Available to colleagues regularly scheduled to work 30 or more hours per week. If hired June 1, 2024, or later, there is a one-year waiting period to receive reimbursement for eligible expenses.
- **Paid Parental Leave:** Take up to four weeks' leave at 100% of pay within 12 months of adding a newborn, foster child or adopted child to your family. Available to all colleagues, regardless of gender, with at least 12 months of service and who are regularly scheduled to work 30 or more hours per week.

### Know and use your resources



**Aetna One® Advocate:** 1-800-558-0860  
**Other health plans:** See back of ID card  
**CVS Caremark (Rx):** 1-866-284-9226



[BenefitMoments.com](#)



**Benefits help:** [ColleagueZone.CVS.com](#) or call the HR Service Center at 1-888-694-7287

*This summary provides a brief overview, primarily for colleagues regularly scheduled to work 30 or more hours per week, and is for informational purposes only. Note that Hawaii and Puerto Rico medical plans differ. 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.*