

# Preventive Care Surcharge

For the **2025-2026 plan year**, we are focused on the importance of preventive visits, encouraging all colleagues and spouses/partners enrolled in an Aetna medical plan to have an **annual preventive care visit**.

## Effective Nov. 1, 2025:

Aetna medical plan-enrolled **colleagues and covered spouses/partners** who do not complete a preventive care visit between **June 1, 2024 and Aug. 31, 2025**, will pay a pretax preventive care surcharge assessed per individual, per paycheck, at \$35.71 semimonthly or \$33.33 biweekly (\$500 annual charge over seven months).

## How it works



Applies to both **colleagues and spouses/partners** enrolled in an Aetna medical plan for the 2025-2026 plan year



Get your annual preventive care visit **by Aug. 31, 2025\*** to **avoid the surcharge**



**Per pay period surcharge** begins **Nov. 1, 2025\*** and continues through **May 31, 2026**, or until record of a preventive visit is processed



You have flexible **options for completing your annual preventive care visit**, including a virtual option (see below)

\* If you enroll in an Aetna medical plan after July 1, 2025, your deadline and surcharge start date are different. See the Preventive Care Surcharge Guide on **BenefitMoments.com** for details. The surcharge does not apply to Oak Street Health and Signify Health colleagues on a Jan. 1 benefits plan year.

## Choose one of these options for your preventive care visit



### MinuteClinic® preventive care screening

**[CVS.com/minuteclinic](https://www.cvs.com/minuteclinic)** > under **Select the care you need**, enter “**Preventive Care Screening – CVS Health Colleagues Only**” (both the colleague and spouse/partner should select this visit option) **OR** **<https://ddl.cvs.com/ul/mc-employee-scheduling>**

Watch for details about onsite events at select office and distribution center locations May - July 2025.



### Preventive care screening with CVS Health Virtual Primary Care™

**[CVS.com/virtual-care](https://www.cvs.com/virtual-care)** > under **Select the care you need**, enter “**Preventive Care Screening – CVS Health Colleagues Only**” (both the colleague and spouse/partner should select this visit option)



### Annual preventive exam with a primary care provider (PCP)

Find a PCP: **<https://www.aetnadocfind.com/cvshealth2025/>**

Appointment can be with a doctor, physician assistant or nurse practitioner at your PCP office.



### Annual well-woman exam by your women's health care provider or at a MinuteClinic, where available

Find a provider: **<https://www.aetnadocfind.com/cvshealth2025/>** **OR**

**[CVS.com/minuteclinic/services/mens-and-womens-health](https://www.cvs.com/minuteclinic/services/mens-and-womens-health)** > Women's Health > Annual Well Woman Exam

If enrolled in a **CVS Health Aetna medical plan** at the time of the visit, record of the visit will be based on Aetna medical plan claims data. If not enrolled in a CVS Health Aetna medical plan and the visit occurred after June 1, 2024, you must submit a Preventive Care Surcharge Physician Attestation form by Aug. 31, 2025, as record of the visit. Beginning in June, you can check the completion status of your preventive care visit (look for details soon).

## Questions?

- Search **Preventive Care Surcharge Guide** on **[BenefitMoments.com](https://www.benefitmoments.com)** for full program details.
- Call the **HR Service Center (1-888-694-7287)** for questions about the surcharge.
- Call **Aetna One® Advocate (1-800-558-0860)** for help finding a provider or questions on covered services.

**Notes:**

1. Lab tests are not needed to satisfy the Preventive Care Surcharge requirements. It is up to your provider to determine if they advise ordering lab tests (e.g., blood draws), including those covered under preventive benefits or additional tests. If you choose MinuteClinic for your preventive health screening, it includes lab tests.
2. If an additional exam or tests are given to diagnose or treat a suspected or identified injury or disease, it is not considered preventive, and costs may apply. Costs also may apply if you see an out-of-network provider. For MinuteClinic and CVS Health Virtual Primary Care, failure to adhere to the instructions above may result in services outside of a preventive care screening, potentially incurring additional costs.

*This document 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 or your employer 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 are not covered unless their collective bargaining agreement specifically provides for a benefit therein.*

04/01/2025