

Welcoming a child



Congratulations on a new addition to your family! Whether you are delivering a newborn, adopting or becoming a foster parent for a child of any age, CVS Health® offers many benefits and resources to support you and your family.

- ✓ Physical wellness
- ✓ Emotional wellness
- ✓ Financial wellness

Benefit/resource	What it is	How to use it
Aetna One® Advocate (A1A)	Personalized help with benefit or claim questions, selecting providers, or support for complex health issues or big life changes.	Available to colleagues and spouses/partners enrolled in a CVS Health medical plan through Aetna. Call 1-800-558-0860 .
Family Building Benefit	Virtual support for navigating fertility treatments, pregnancy, postpartum, adoption, surrogacy, and returning to work after parental leave. 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 and their spouses/partners. If hired June 1, 2024, or later, there is a one-year waiting period to receive reimbursement for eligible expenses. Enroll at mavenclinic.com/join/CVSHealth or download the Maven Clinic app.
Aetna Enhanced Maternity Program™	Help from the time you start planning a family, through your pregnancy and well after your baby is born.	Available to colleagues and spouses/partners enrolled in a CVS Health medical plan through Aetna. Call 1-800-272-3531 .
Basic benefit coverages	Enroll your newly eligible child in medical , dental and vision plans, change your supplemental health coverage, enroll in other available benefits, and make flexible spending account (FSA) changes.	Within 60 days after birth or adoption, enroll in, change or drop your coverage; otherwise, you must wait for the next annual enrollment. Visit Colleague Zone for details on eligible dependents and to make changes to your benefit elections.
Caregiver resources	<ul style="list-style-type: none"> • Tips for evaluating day care centers, paying for care and more from Resources For Living®. • Center-based and in-home back-up child care at low copays through Bright Horizons®. 	Visit resourcesforliving.com/CVSHealth or backup.brighthouse.com (Employer Username: CVSHealth; Password: Benefits4You)
Income protection benefits	Company-paid and optional life insurance , spouse life insurance , child life insurance , company-paid short-term disability (STD) and company-paid and optional long-term disability (LTD) coverage help protect your family.	Enroll in or change your optional life insurance and/or LTD buy-up coverage at any time; evidence of insurability may be required. Within 60 days after birth or adoption, enroll in or change your universal life with living benefits coverage. Don't forget to update your beneficiaries for life insurance and/or your 401(k).
Health Savings Account (HSA)	If enrolled in an HSP option, this tax-advantaged account helps you pay for covered family-related health expenses.	Learn more at CVSHealth.inspirafinancial.com or call 1-888-678-7646 . Change your contributions anytime.

Benefit/resource	What it is	How to use it
Benefit Extras	Find coverage options for auto and home/renters insurance , plus a discount marketplace to save on items for baby.	Visit the Benefit Extras website at CVSHealthBenefitExtras.com or from the links on Colleague Zone .
Purchasing Power	While not a discount program, pay for things you need, including furniture and baby gear, over time in installments from your paycheck.	Access through Benefit Extras or at CVSHealth.PurchasingPower.com . Note: Not available in Puerto Rico.
No-cost confidential counseling	Get unlimited online and phone support. Plus, you and household members can each get up to 20 no-cost confidential counseling sessions (in-person, phone, video or chat therapy) per issue, per plan year. Or connect with a licensed behavioral therapist online with Talkspace. One week of unlimited text or one tele-video session with Talkspace equals one counseling session.	Visit resourcesforliving.com/CVSHealth or call 1-800-789-8990 anytime 24/7. Care Partners can help direct you to resources and find an available appointment with a provider who meets your needs.
Financial Finesse	Get information and one-on-one support from a financial coach on budgeting, life insurance needs, saving for college and more.	Visit the Financial Finesse Hub via Colleague Zone or call 1-866-291-7134 .
Family and Caregivers (FC) CRG	Connect with other parents/caregivers to provide mutual support and to support the growth and development of healthy families.	See Colleague Zone for more information on all of the CVS Health Colleague Resource Groups (CRGs).

Paid Parental Leave highlights

- Eligibility: Regularly scheduled to work 30 or more hours per week with 12 continuous months of service
- Available to parents regardless of gender for bonding with a newborn, adopted or foster child
- Take up to four weeks at 100% of base salary
- Leave can be taken all at once or in one-week increments and must be taken within 12 months of welcoming a child to your family
- If your spouse/partner also works at CVS Health, you can use this leave at the same time or separately
- Runs concurrent with existing Family and Medical Leave Act (FMLA), state and company leave plans

For assistance with time off/leaves of absence:



Visit [ColleagueZone.CVS.com](https://www.colleaguezone.cvs.com)



Call the HR Service Center at 1-888-694-7287

Time off tips

Short-term disability (STD) For moms birthing a child, **80%** of eligible pay for up to six weeks and **60%** for up to 19 weeks; STD period subject to carrier approval.

For the first 7 days (also called the elimination/waiting period) of your STD, the myLeave team will automatically pay up to 5 days of accrued unused time unless prohibited by state regulations. Be sure to discuss with your myLeave Case Manager.

Paid time off You also may use accrued, available company-paid time off at **100%** of base pay.

FMLA, state and company leaves

- **FMLA:** This federal law allows you to take up to 12 unpaid weeks in a year, inclusive of STD and paid parental leave.
- **State and company leaves:** You also may be eligible for state and company leaves.

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. 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.