

Caring for a loved one



Whether you are nurturing your growing children, watching over your elderly parents or caring for a spouse or child with a serious condition, you have resources to help.

✓ Physical wellness

✓ Emotional wellness

✓ Financial wellness

Finding care providers



Parenting and caregiver support



Counseling and guidance



Time off for caregiving



Finding care providers

Ease the stress of finding caregivers with no-cost help from **Resources For Living**[®], our Employee Assistance Program (EAP). Visit resourcesforliving.com/CVSHealth, and then go to **Life & Relationships** and click **Parenting > Childcare**. Find tips on evaluating day care centers, paying for care and more, and use the childcare finder tool to locate nannies, summer camps, and full-time and back-up care providers.

For savings on care providers, also check the **Discount Center** on CVSHealthBenefitExtras.com.

To help address gaps in family care, all colleagues are eligible for **back-up care** for a child or elder through Bright Horizons. You can access up to five days of center-based or in-home back-up care each plan year at low copays. Back-up care can help when school is closed or a regular caregiver is unavailable, you or your spouse/partner needs in-home care while recovering from surgery, your parent or loved one needs care in their home, or a school-age child needs personalized academic support or is home on a weekday and needs an engaging virtual activity. Learn more on BenefitMoments.com > **My Work/Life**.



Parenting and caregiver support

Visit **Resources For Living** for no-cost webinars, videos and downloadable materials — to get started, look under **Life & Relationships** and then **Parenting > Raising Children** or **Aging Adults**.

Plus, get help with specific needs, such as the **Aetna Autism Program**, if you're enrolled in an Aetna medical plan through CVS Health. Connect with an advocate to navigate caring for someone with an autism spectrum disorder. Call **1-866-724-0604** (TTY: 711), option 5.

Consider joining the **Family and Caregivers Colleague Resource Group (CRG)**, which meets regularly to provide mutual support through shared concerns and experiences. For information on all CRGs, visit [Colleague Zone](https://ColleagueZone.com).



No-cost confidential counseling

Resources For Living offers no-cost support for you as a caregiver to deal with anxiety, depression, grief and other issues. Counseling support is also available at no cost to your household members, including children up to age 26 who live outside your home. A Care Partner can help you learn more about your benefits, locate local resources or find a counselor. Visit resourcesforliving.com/CVSHealth or call **1-800-789-8990** (TTY: 711) anytime, 24/7.

In addition to unlimited use of phone and online resources, you and your 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 through Resources For Living providers. Or, connect with a licensed behavioral therapist through the online therapy platform, **Talkspace** (for ages 13 and up). One week of unlimited text or one tele-video session equals one confidential counseling session.

You also have several no-cost, self-guided resources, including:

- **Mind Companion Self-care** through [Resources For Living](#) to help you build resilience and healthy behaviors in just a few minutes a day.
- Mindfulness resources on the **Discover Mindfulness** site at aetnao365.sharepoint.com/sites/DiscoverMindfulness — requires company network/Office 365 access.

See the **Supporting mental and emotional health** fact sheet in the Learning Library on BenefitMoments.com for information on all the resources CVS Health provides to support your mental wellness.



Time off for caregiving

CVS Health offers options to help you balance caregiving and work responsibilities, including:

Family and Medical Leave Act (FMLA) or other leave

Whether for birth and care of your newborn, care for an immediate family member (spouse, child under age 18 or parent) with a serious health condition, or due to your own serious condition, FMLA allows eligible colleagues to take up to 12 weeks of unpaid, job-protected leave in a rolling 12-month period. This leave is inclusive of short-term disability (STD) and paid parental leave. You can use paid time off to offset unpaid time. You also may be eligible for state and/or company leaves.

Paid parental leave

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 are eligible for up to four weeks' leave at 100% of pay. You can use this time within 12 months of adding a newborn, newly adopted child or newly placed foster child to your family.

Birth moms may qualify for STD, which typically provides 80% of eligible pay for up to six weeks; and 60% of eligible pay for up to 19 weeks. The approved STD period depends on the type of delivery.

More benefit support for families

If you are regularly scheduled to work 30 hours per week or more, many benefits can help. Visit [BenefitMoments.com](https://www.benefitmoments.com) for highlights. Examples include:

- **Aetna One® Advocate (A1A):** Available if you're enrolled in an Aetna medical plan through CVS Health. Get benefit answers, save money, set appointments with providers, choose a doctor, locate nearby labs and urgent care centers, and more. Call **1-800-558-0860**.
- **Health Savings Account (HSA):** Available if you are enrolled in a Health Savings Plan and eligible for an HSA. Use your tax-free HSA to cover medical, dental and vision costs for benefit-eligible family members, even if they are not enrolled in the CVS Health medical plan. Visit [CVSHealth.inspirafinancial.com](https://www.cvshealth.inspirafinancial.com).
- **Dependent Care Flexible Spending Account:** Get pretax savings on eligible child care expenses. Elect during annual enrollment or within 60 days of a related change in family status. Visit [CVSHealth.inspirafinancial.com](https://www.cvshealth.inspirafinancial.com).
- **Legal services plan:** Enroll during annual enrollment or within 60 days of a related change in family status. Save on family law needs related to adoption, guardianship, estate planning and more, plus estate planning and other elder-care needs for your parents and parents-in-law.
- **Life insurance and disability protection:** During annual enrollment, choose coverage to sustain your family through an unexpected illness or death.
- **Funeral concierge:** Available if you have life insurance through The Hartford (including company-provided basic and/or supplemental coverage). Use for yourself and any dependents you enrolled in coverage. Use online planning tools and get family advocacy/professional negotiation of funeral fees. The Hartford pays life insurance benefits directly to the funeral home and/or the beneficiary in as little as 48 hours. Call **1-866-854-5429** or visit [everestfuneral.com/hartford](https://www.everestfuneral.com/hartford) (code: HFEVLC).
- **Universal life with living benefits:** Enroll during annual enrollment. Get the flexibility of universal life insurance that builds cash value, allowing you the option to support your needs while living, like long-term care. Your caregiver, such as a family member, doesn't have to be licensed. Visit [ulife-livingbenefits.com](https://www.ulife-livingbenefits.com) for more information.
- **Aetna Compassionate Care Program:** Available if you're enrolled in an Aetna medical plan through CVS Health. Get help navigating a serious illness. A nurse case manager can arrange care, manage benefits including hospice coordination and connect you to helpful community resources for yourself or a family member. Call the member services number on your Aetna ID card.

Key contacts



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



Benefits help: [ColleagueZone.CVS.com](https://www.colleaguezone.cvs.com)
or call the HR Service Center at
1-888-694-7287



Resources For Living
[resourcesforliving.com/CVSHealth](https://www.resourcesforliving.com/CVSHealth)
1-800-789-8990, TTY: 711
Around-the-clock support and guidance

This summary provides a brief overview of 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. 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.