

Supporting reproductive health



CVS Health® is committed to making care accessible, equitable and affordable. We offer many benefits, programs and resources to help meet a wide range of reproductive health needs.

✓ Physical wellness

✓ Emotional wellness

✓ Financial wellness



Resources that do not require enrollment in a CVS Health medical plan

Contraceptive consultation, prescriptions and women's health services

- **CVS Pharmacy:** Convenient contraception support, including filling birth control prescriptions and purchasing over-the-counter items. In addition, where permitted by state law, pharmacists provide education and can prescribe birth control without a doctor visit. Find states and locations [here](#).
- **MinuteClinic®:** Nurse practitioners and physician assistants can prescribe birth control. Plus, MinuteClinic locations offer pregnancy evaluation, cervical cancer screening, referrals for mammograms and sexual and reproductive health needs, as well as vaccines. Plus, most CVS HealthHUB® locations conduct pap smears and pelvic exams. Availability and costs vary by service and location; some services also may be covered by your medical plan.

Family Building Benefit

Available to colleagues regularly scheduled to work 30 or more hours per week, with support available for you or your spouse/partner.

Maven provides virtual 24/7 support and resources for navigating fertility, pregnancy, postpartum, adoption, surrogacy and returning to work after parental leave — all at no cost to you.

Through Maven Wallet, you can be reimbursed for eligible expenses related to adoption, acquisition of donor material, surrogacy and doula services, up to a \$25,000 lifetime maximum. 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.

Colleague Family Planning and Essentials Discount

As part of your Employee Discount Card benefit, you can purchase the following items for \$5 each per quarter: condoms (3-pack Trojan™, myONE® or Durex®), pregnancy test kit (2-pack non-digital CVS Health brand), emergency contraception (1 tablet Aftera® Levonorgestrel), and prenatal vitamins (100-count tablets CVS Health brand). You do not need a prescription to purchase any of these items under this discount program. These offers are automatically loaded quarterly to your ExtraCare card under Deals & Rewards and are valid at a CVS Pharmacy store or at cvs.com.

Paid Parental Leave

If you add a child to your family due to birth, adoption or fostering, you can take up to four weeks Paid Parental Leave. This leave is 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.

Disability and other leaves

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, illness or childbirth. CVS Health also offers federal leaves, including under the Family Medical Leave Act (FMLA), as well as state and other company leaves.

Emotional wellness support

Get **no-cost and confidential** support from **Resources For Living®**, our Employee Assistance Program (EAP), including unlimited use of online resources and phone counseling. Support ranges from sexual and reproductive topics such as intimate relationships, pregnancy and childbirth to broader concerns like stress and depression.

Colleagues and household members 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 through the online therapy platform, **Talkspace**.

Contact **Resources For Living** at **1-800-789-8990 (TTY: 711)** or visit resourcesforliving.com/CVSHealth to see a broad range of resources to support your emotional well-being. Care Partners can help you find resources that match your specific needs.



Medical plan coverage/ programs

Additional programs and services for colleagues covered by a CVS Health medical plan include:

- No-cost preventive care visits and gender-related preventive screenings
- Contraceptive coverage
- Maternity/pregnancy coverage, along with resources and support for your journey
- Fertility services
- Sterilization
- Gender-affirming care
- HIV Pre-Exposure Prophylaxis (PrEP) coverage
- Pregnancy termination, where allowed by state law
- Travel benefits for employees who must travel more than 100 miles from their home to receive abortion services from an in-network provider in a location where the services are permitted by law
- For colleagues enrolled in a CVS Health medical plan by Aetna, Hey Jane, a virtual-only reproductive health provider for services including pregnancy termination and contraception consulting and prescriptions. Hey Jane is offered in CA, CO, CT, DE, DC, IL, ME, MD, MA, MN, NV, NH, NJ, NM, NY, OR, RI, VT, VA and WA.

For questions about reproductive health coverage in your medical plan, call your health plan at the number on your ID card. If you are enrolled in a CVS Health medical plan by Aetna, Aetna One® Advocate provides concierge-level support on almost any health need; call **1-800-558-0860**.



To learn more about our company commitment to women's health and how we support the communities we serve, visit CVSHealth.com.

Know and use your resources



Visit BenefitMoments.com for information on your benefits, including physical and emotional wellness resources. For related information, see these Learning Library fact sheets: Supporting LGBTQ+ colleagues, Supporting mental and emotional health, and Welcoming a child.



For help with benefits, call the HR Service Center at **1-888-694-7287**

If you are enrolled in a CVS Health medical plan by Aetna, for concierge-level help on almost any health need, call Aetna One® Advocate at **1-800-558-0860**.

This summary provides a brief overview 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.