



A Notice and Invitation to All Colleagues and Applicants
Karen S. Lynch, President & CEO, CVS Health
Equal Employment Opportunity Policy Statement

CVS Health has been and will continue to be an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to ensure that:

- a. We recruit, hire, assign and promote without regard to race, ethnicity, ancestry, color, creed, religion, national origin, sex/gender (including pregnancy), sexual orientation, gender identity or expression, disability, medical condition, age, marital status, familial status, military status, genetic information, citizenship status, unemployment status, political affiliation, membership or activity in a local human rights commission, status with regard to public assistance, protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b. All other personnel actions, including, but not limited to, compensation, benefits, transfers, layoffs and recall from layoffs, demotions, terminations, disciplinary action, access to training, apprenticeship, education, tuition assistance and social recreation programs are administered without regard to race, ethnicity, ancestry, color, creed, religion, national origin, sex/gender (including pregnancy), sexual orientation, gender identity or expression, disability, medical condition, age, marital status, familial status, military status, genetic information, citizenship status, unemployment status, political affiliation, membership or activity in a local human rights commission, status with regard to public assistance, protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. Colleagues and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

CVS Health will evaluate the performance of its management and supervisory personnel, as applicable, on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all colleagues are expected to perform their job responsibilities in a manner that supports equal employment opportunities.

I have appointed Ivy Latimer to take on the responsibilities of EEO Coordinator for CVS Health. The EEO Coordinator will be responsible for the day-to-day implementation and monitoring of the Company's Affirmative Action Programs. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy and administer the audit and reporting system. I will receive and review reports on the progress of the program.

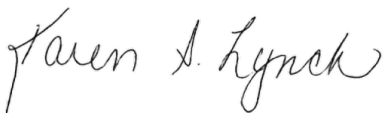
If you, as one of our colleagues or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Programs, please contact Ivy Latimer at One CVS Drive, Office No. 13085D, Woonsocket, Rhode Island 02895 (401-770-9136 / ivy.latimer@cvshealth.com) during regular business hours.

We will endeavor to make reasonable accommodations to applicants and colleagues with disabilities unless doing so would create an undue hardship on the conduct of our business. This is also a reminder that colleagues may update their disability status at any time, **voluntarily and confidentially**, by following the instructions outlined at this [link](#).

Any colleague or applicant for employment who believes he or she has been treated in a way that violates this policy should contact Colleague Relations (myac.cvshealth.com / 888-694-7287) or any other management representative. Responsible parties will investigate allegations of discrimination or harassment and will take appropriate action in response to these allegations.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. In closing, I ask the continued assistance and support of all of the Company's personnel to attain our objective of equal employment opportunity for all.

Sincerely,



Karen S. Lynch
President & CEO, CVS Health