

Nomination: 8863

CVS Health Achievement in Workplace Health & Wellbeing

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

CVS Health

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

CVS Health Achievement in Workplace Health & Wellbeing

Category

B01 - B67 Achievement > B38 - Achievement in Workplace Health & Wellbeing

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

The CVS Health® Benefits and Wellness team, comprising 10 members and 11 onsite gym staff, supports 300,000+ colleagues plus retirees across 50 states and international, including CVS Pharmacy®, CVS Caremark®, Aetna®, MinuteClinic® and more. Responsibilities include strategy, design, administration oversight, financial analysis, vendor management, and onsite fitness center management.

Our purpose, [REDACTED] includes our colleagues' total wellness — so they can enhance the health of those we serve. We rely on data-driven strategy, continuous improvement and innovation, addressing barriers such as cost and convenience, pursuing operational excellence, and capitalizing on resources via internal assets and partners.

We pilot new ideas, and starting in 2023, stepped up "secret shopping" of vendor services. We increased targeted communications and in 2024, increased Spanish translation of resources. We added or enhanced benefit programs and/or streamlined point solutions. We emphasized marketing-quality graphics and messaging to drive action, for desired outcomes.

We consult our clinical experts for guidance, oversee ~200 HR Business Partners, and continuously train ~700 Well-being Champions for culture building. At annual vendor summits, we gather new ideas and strengthen collaboration between our partners.

b. Outline the team's or organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

CVS Health® is proud of national awards recognizing our benefits, anchored in physical, emotional and financial wellness (see addendum).

We continue to focus on access to affordable coverage including two hybrid (copay-based) medical plan options alongside our three high-deductible health plans. We base medical premiums on income tiers. In 2024 and 2025, we enhanced navigation support to inform selection decisions and increased resource promotion.

In 2024, we streamlined and simplified key offerings, increasing our focus and investment in foundational resources for all colleagues regardless of hours worked or medical plan enrollment, and aggressively increased promotions for:

- No-cost preventive care through MinuteClinic® wellness screenings (or colleagues' medical plan)
- No-cost confidential counseling for emotional and family needs – and doubling free visits from 10 to 20 per person in the household, per issue, per year
- No-cost financial coaching supporting action plans for budgeting, credit management, emergency savings, and saving and investing

Now in 2025 through 2026, prevention is our top wellness initiative because early action can prevent more serious and costly health issues. In early 2025 we began an ongoing campaign called "Small checkup, BIG IMPACT" (see addendum).

campaign called "Smart checkup: BIG IMPACT." (see addendum). We're encouraging all colleagues to have an annual preventive care visit. A surcharge will apply for those medical-enrolled colleagues or spouses/partners who do not get their visit. We offer many no-cost screening options: MinuteClinic, CVS Virtual Care®, primary care providers, and onsite clinic events at our two headquarters and many distribution centers. It's early, but screenings are surging above benchmarks.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

We have many less common offerings, such as:

Valued-based hybrid plans with 100% coverage for many services.

Cover GLP-1s for obesity; most employers offer for diabetes or not at all.

Increased family-building benefit to \$25,000 lifetime; removed \$1,600 doula limit; goal to reduce maternal health disparities.

Enhanced inclusivity of fertility coverage for nontraditional families by removing medical necessity.

Launched CVS Virtual Care® for physical and mental health to enhance access; virtual visits nearly doubled and mental health counseling rose.

No-cost onsite fitness center participation rose; in 2024, ~42K class attendees and ~3K personal training sessions. 73% improved fitness; 67% reduced stress. New onsite center at RI headquarters opened June 2025.

Expanded mental health benefits in 2024 to 20 no-cost counseling visits; in 2025, new custom Energy Mindset Series, Building Resilience sessions and mental health in the workplace training.

In 2024, PharmD tuition assistance increased to an industry-leading \$20,000/school year for each of the last two academic years; 700+ colleagues using. Plus, ~12K using general tuition benefits with 35% using partner universities for no-cost degrees.

Among 2024's ~20K participants using no-cost financial coaching, saw a 79% increase in colleagues "planning" and/or "optimizing" their financial wellness.

Expanded resource guides to address life stage needs including menopause and midlife care (with our services recognized in 2025 as the first company earning menopause-friendly accreditation), expectant parents, cancer, LGBTQ+ wellness, plus more underway.

Since 2024, new meeting-in-a-box communication toolkit significantly increased small group briefings and the ability to expand benefit presentations.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Our addendum includes examples of communications promoting our great benefits for great people; support for physical, emotional and financial wellness; and selected key initiatives and activities.

In addition, we attach a recent sample of supportive communications, our Menopause and midlife care support guide.

[REDACTED FOR PUBLICATION]

Would you like to add an additional webpage link?

Yes

[REDACTED FOR PUBLICATION]

[REDACTED]

[REDACTED]

Would you like to add an additional supporting document?

No

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