Tuition Assistance Program Highlights

CVS Health® encourages colleagues to grow their careers through ongoing learning. The Tuition Assistance Program offers tools and reimbursements to reach your educational goals.

- **Get a degree for free:** CVS Health partners with SEI (Capella University & Strayer University) and Colorado Technical University (CTU) to offer many degree programs with no out-of-pocket cost to you when using tuition reimbursement.

- **Tuition reimbursement:** Up to $3,000 annually for job-related degree programs and up to $1,500 for approved job-related non-degree programs, including the career online high school program.

- **Eligibility:** If regularly scheduled to work 30 or more hours per week, eligible first day of the month following hire date. If regularly scheduled to work less than 30 hours per week, eligible after 90 days of service.

- **Bright Horizons EdAssist Solutions®:** Helps CVS Health administer the program, with the following support services:
  - **Online platform** for submitting your applications, grades and receipts. Also provides access to webinars and other resources for adult learners.
  - **Education coaches** help discuss program and school considerations and assist with finding career-relevant educational options. You are strongly encouraged to reach out before submitting your first application for a new education program.
  - **Education network** includes over 230 schools that cater to adult learners by offering more flexible learning options, cost savings through tuition reductions, waived fees and custom programs of study. Many colleges also extend benefits to immediate family members.

Learn more by going to Colleague Zone > My Applications > Tuition Assistance Program.

Five Smart Steps to Success:

1: Schedule a free session with EdAssist to find the degree program and college that best meet your needs. This step is optional, but highly recommended. Link to the EdAssist website from Colleague Zone or call 1-877-410-6919.

2: Carefully review your school options, including the CVS Health partner schools. Contact your desired college, discuss your educational goals and complete admission application forms.

3: Apply for tuition reimbursement on the EdAssist site prior to taking each course.

4: Successfully complete your course(s).

5: Apply for reimbursement on the EdAssist site; submit required documentation.

That’s it; once EdAssist approves your application for reimbursement, see your payment in your next one to two paychecks. You’re on your way to your degree!
# Tuition Assistance Program Partnerships

CVS Health partners with select educational institutions to provide affordable and accessible education options.

<table>
<thead>
<tr>
<th>Strategic Education Inc. includes Capella University and Strayer University</th>
<th>Colorado Technical University (CTU)</th>
<th>Bright Horizons EdAssist Education Network*</th>
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<td>$0 out of pocket annually for colleagues after $3,000 CVS Health reimbursement. • Direct billing is available.</td>
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<td>Stretch your $3,000 annual contribution from CVS Health even further by taking advantage of available discounts.</td>
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<td>Access many degree programs in Business, Psychology, IT, Nursing, and Health Care at the Associate, Bachelor’s and Master’s degree levels aligned to the $3,000 annual CVS Health reimbursement.</td>
<td>Access undergraduate degree programs under the Commitment Grant including concentrations in Business, Computer Science, IT, Project Management, Psychology, Healthcare Management and Criminal Justice for a flat $3,000 annually.</td>
<td>Tuition discounts and other special benefits at 230+ colleges and universities. Many allow deferring tuition payments until after your CVS Health tuition reimbursement. Scholarships and grants available.</td>
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<td>For programs not covered under the Pathways program and for immediate family members, receive a 10% discount on tuition and take advantage of scholarships typically ranging from $3,000 to $10,000.</td>
<td>CTU offers a 20% grant toward all other CTU degree programs for colleagues who opt not to pursue the Commitment Grant. CTU also offers a 10% grant for immediate family members of all colleagues.</td>
<td>* Some network providers may not be eligible under CVS Health program guidelines. For details, schedule a free coaching session with EdAssist. Link to the EdAssist website from Colleague Zone or call 1-877-410-6919.</td>
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