



October 18, 2022

Nishchay Misra
330 Gran Via
APT 2049
Irving, Texas 75039

Dear Nishchay,

We are pleased to offer you the position of Data Scientist - Cost and Ops Analytics (Internal Title - 411050 : Data Scientist) reporting to Himanshu Jain effective December 19, 2022.

This letter highlights the basic components of your employment offer and sets forth the conditions to your acceptance of this offer. It is not intended to be a comprehensive description of all benefits available to you or to provide the details of the plans that govern the administration of compensation or benefits programs as our offerings change periodically. In the event of any conflict between this offer letter and a plan document, the plan document will govern. As an employee, you will be able to access information about your benefits at any time through our employee portal. In the meantime, if you have questions about your compensation or benefit offerings, please contact me.

The following are components of your offer:

Rate of Pay - Your initial rate of pay will be \$130000.00 a year, payable on a Semi-Monthly basis.

Benefits - CVS Health offers a comprehensive benefits package to all eligible colleagues. Benefits will be available to you starting the first of the month following your date of hire. You'll receive an e-mail reminder to access myHR online to make elections for your health and welfare benefits. Once you are hired, you can access myHR to review benefits information and you will have 30 days to make enrollment elections. If you have questions about your new hire benefits, you can visit myHR or call the myHR Service Center, and they'll direct you further on how to make your new hire enrollment choices. You can reach myHR by calling 888-694-7287, Monday - Friday 8:00 a.m. to 8:00 p.m EST. If you're a colleague rehired within a 13-week window of your termination date, you only have a 30-day window to re-enroll in your newly eligible benefits.

Annual Cash Incentive - You will be eligible to participate in a CVS Health incentive plan for the current year. Under this plan your target award will be 10% of your annual eligible earnings. Your actual award amount, if any, is determined based on company and individual performance from January 1 to December 31 of the current year and is paid by March 15 of the following year, and, in all cases, is subject to the terms of the applicable incentive plan. Any award will be subject to proration based on when you became an eligible participant

MyTime - You will be eligible for 16 days of MyTime annually which will be prorated in your first year of service based on your service date.

CVS Discount Card - You can now download the CVS App to your smart phone and start using the CVS Discount card a few days after you are hired. Simply download the CVS app to your smart phone, tap on the Deals & Rewards tile near the upper left and then follow the instructions on how to add your discount card. To get your CVS Discount card number: visit myHR.cvs.com and under highlights for you, see the tile for the Discount Card. Please allow 48 hours after you start working for your card number to display. (If you do not have a smart phone or would like a physical card please request out in myHR same path where your card number is displayed. Also if you work in a Store you will automatically be sent a physical card and please allow 3-4 weeks to receive.)



Additional Compensation - CVS Health is pleased to offer you a sign-on cash bonus of \$15000, less applicable withholdings and taxes, which will be payable within the first two pay periods after your 30 days of active employment. In order to remain eligible for the Sign-On Bonus, you must be actively employed and be performing at a satisfactory or better level of performance, as determined by the Company in its sole discretion. If you voluntarily terminate your employment or are terminated for Cause within 12 months after your start date, you will be responsible for repaying the full amount of your Sign-On Bonus. For purposes of this offer letter, "Cause" shall mean that CVS Health, in its sole discretion, has determined that you have (a) violated the CVS Health Code of Conduct or any of CVS Health's other policies; (b) engaged in dishonest or fraudulent conduct; or (c) engaged in conduct that is detrimental to CVS Health's business or reputation.

Conditions of Offer - Your offer of employment is contingent upon CVS Health receiving successful results of our pre-screening process which may include confirmation that your name does not appear on any state or federal health care excluded parties list and receipt of "approved" criminal background check and "passed" drug test results if applicable.

COVID-19 Vaccination Requirement – COVID-19 Vaccination Requirement – Your position of employment requires you to be fully vaccinated against COVID-19 where allowable by law (including booster shots if required), unless a Colleague has been approved for a reasonable accommodation based on disability, medical condition, religious belief, or other legally recognized reasons that prevents you from being vaccinated. Your continued employment with CVS Health is contingent upon your compliance with the company's vaccine policy.

If you are vaccinated, you are required to have received one shot prior to your first day of employment and to provide proof of your first shot within the first 10 days of hire and to provide proof of full vaccination against COVID-19 within 45 days of hire. In some states and roles, you may be required to provide proof of full vaccination before you can begin to actively work. You will be provided with further information regarding vaccination verification requirements and how to upload your COVID-19 vaccination into the system, where it will be protected as a confidential medical record, separate from all other records.

If you are unable to be fully vaccinated due to disability, medical condition, religious belief, or other legally recognized reasons, you will be required to apply for a reasonable accommodation within 10 days of hire and in some states and roles, you may be required to have an approved reasonable accommodation before you can begin to actively work. Once employed you must immediately contact the Advice & Counsel Reasonable Accommodations team in order to request an accommodation (888-694-7287). As a part of this process, you will be required to provide information or documentation about the reason you cannot be vaccinated.

Americans with Disabilities Act (ADA): CVS Health is fully committed in its compliance with the Americans with Disabilities Act. If you have a disability and need a reasonable accommodation to perform essential functions of your job, please contact Advice & Counsel, Reasonable Accommodations (1-877-805-9511, option 1 for Reasonable Accommodations).

It is important to understand CVS Health does not want you to violate any agreement you may have with any other entity by accepting this offer of employment. Further, know that CVS Health does not want you to use confidential or proprietary information from other employers in your work for us. In fact, we prohibit such conduct.

By accepting the terms of this offer, you confirm that your employment with CVS Health will not violate the terms of any agreement you may have with any other entity, and that you will not provide CVS Health with any trade secrets or any other confidential information from any prior employer. If you have not done so



already, you must provide a copy of any non-competition, non-solicitation, and/or any non-disclosure agreement, which may still apply to you.

This offer of employment is contingent upon execution of a Restrictive Covenant Agreement (RCA) which is associated with your role. Where applicable the RCA associated with your role will be presented electronically via our e-Onboarding portal. You will not be permitted to start work unless and until this RCA is executed and returned to CVS Health.

While we hope that you have a long, successful, and rewarding career with CVS Health, this offer is for "at will" employment and is not a contract, such that either you or the Company may terminate the employment relationship at any time.

If you have any questions, please feel free to contact me. Congratulations on your new opportunity!

Sincerely,

Monte W Thrash



Welcome to the CVS Health team! We look forward to you joining our organization. Your Recruiter or Hiring Manager will provide details and instructions about your first day. If you have not heard from a member of the hiring team to provide you with these instructions, please reach out to your Recruiter. CVS Health has a variable dress code based on your location and job duties but we ask that you dress business casual for your first day.

It is important that the Company comply with Government regulations for verifying your employment authorization related to your I-9 form. This verification by an authorized CVS Health colleague is required within the first three days of employment and must be completed in person. Once this verification is complete, your status will proceed to be uploaded into our payroll system. In order to verify your identity, please bring the physical documents used to complete your I-9 as part of your new hire paperwork. In addition, please bring your license or credential documentation that are applicable for your position.

- For on-site colleagues: Upon arrival to a CVS Health facility, check in at the front desk and advise it is your first day. Your manager or another CVS Health colleague will verify your I-9 paperwork.
- For remote or field based colleagues: It is important to make arrangements with your Talent Acquisition representative to have your I-9 completed. You may need to go to a physical CVS Health facility to complete.

After you accept your offer, you will receive a link to our enterprise orientation tool, *Building Connections*, that showcases our company's purpose and business strategies, culture, and benefits of working at CVS Health. It is optional if you choose to visit the site, but we hope it assists you with your transition into the organization. If you have any questions about *Building Connections*, please reach out to your manager or colleaguedevelopment@cvshealth.com.

When you start in your new position, you'll have access to the Colleague Onboarding page on our intranet site, Heartbeat. This site provides you with helpful tools and information to assist with onboarding into the organization and your new role. You will be able to find information regarding the following topics:

- Colleague Benefits
- New Hire 90+ Day Checklists
- Desktop training and resources

Again, congratulations on joining the CVS Health family! Should you have any questions, please don't hesitate to contact your recruiter, Monte W Thrash, or hiring manager, Himanshu Jain.