

CVS Pharmacy

EEO-1 Component 1 Report

ADDITIONAL DETAILS

- This representation data is collected from all US employees of CVS Pharmacy, Inc. and their respective subsidiaries and does not include international employee information.
- CVS Pharmacy, Inc. is a wholly owned subsidiary of CVS Health Corporation and is referred to below using the enterprise brand name CVS Health.
- The job categories in the EEO-1 submissions are not reflective of our workforce or compensation system.
- EEO-1 categories encompass a broad range of grade levels, job titles, technical and non-technical jobs at CVS Health. For example:
 1. Executive/Senior Officials & Managers generally align with CVS Health’s definition of “Senior Executives and Vice Presidents;”
 2. First/Mid Officials & Managers generally align with CVS Health’s directors/managers and supervisors;
 3. Professionals generally align with individual contributors/non-managers at CVS Health;
 4. Technicians generally align with pharmacy technicians (hourly workers);
 5. Sales workers align with CVS Health’s sales employees;
 6. Administrative Support generally align with administration business support;
 7. Craft workers generally align with CVS Health’s highly skilled distribution center workers;
 8. Operatives generally align with CVS Health’s semi-skilled distribution center workers;
 9. Laborers and Helpers generally align with all remaining distribution center workers at CVS Health; and
 10. Service Workers generally align with front store retail workers at CVS Health.

As outlined in our EEO statement, CVS Health is committed to the principles of equal employment opportunity, affirmative action, pay equity, and strategic diversity management. Link: <https://www.cvshealth.com/impact/esg-reports/resource-library/employee-and-consumer-rights.html>

EEO-1 Component 1 Report	Dates of Payroll Period	Date Submitted to the Joint Reporting Committee of the EEOC
CVS 2023	12/01/2023 THRU 12/31/2023	June 4, 2024

2023 Employer Information Report EEO-1 Consolidated Report

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
T582863

EMPLOYER NAME
OF001 CVS PHARMACY INC

ADDRESS
1 CVS DRIVE

CITY/TOWN
WOONSOCKET

STATE
RI

ZIP CODE
02895

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
422424924

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): TXNJU9N2PHJ7

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

456110 - Pharmacies and Drug Retailers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	22	12	321	12	39	2	1	5	261	25	18	0	1	4	723
First/Mid-Level Officials and Managers	1875	2988	7997	1433	1433	57	58	393	12589	3709	1169	117	94	629	34541
Professionals	1632	3571	14342	2641	6339	144	68	658	30458	7000	8922	255	170	1217	77417
Technicians	2642	9886	6075	1885	2574	87	76	829	24508	10562	7186	389	302	2483	69484
Sales Workers	5689	10304	9780	4808	2222	140	147	1548	19627	8594	3391	396	280	2244	69170
Administrative Support Workers	1242	5564	2873	1295	399	33	37	300	13895	9818	1344	177	210	1552	38739
Craft Workers	50	24	205	31	13	3	5	11	49	26	6	0	0	2	425
Operatives	345	111	981	426	128	6	5	79	287	197	14	4	7	30	2620
Laborers and Helpers	1193	1199	1509	929	241	34	22	153	1014	726	189	35	15	99	7358
Service Workers	20	254	20	5	3	1	0	2	211	74	44	9	1	39	683
CURRENT 2023 REPORTING YEAR TOTAL	14710	33913	44103	13465	13391	507	419	3978	102899	40731	22283	1382	1080	8299	301160
PRIOR 2022 REPORTING YEAR TOTAL	15732	36504	47428	14627	14002	545	406	3800	109626	43625	23928	1482	1122	8246	321073

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/1/2023 - 12/31/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
T582863

EMPLOYER NAME
OF001 CVS PHARMACY INC

ADDRESS
1 CVS DRIVE

CITY/TOWN
WOONSOCKET

STATE
RI

ZIP CODE
02895

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

6/4/2024 10:44 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official
Ivy Latimer

Title of Certifying Official
Senior Director, EEO/AAP and SDM

Email Address of Certifying Official
Ivy.Latimer@CVSHealth.com

Telephone Number of Certifying Official
401-709-9136

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC
Ivy Latimer

Title and Employer of Primary POC
Senior Director, EEO/AAP and SDM
CVS Pharmacy Inc

Email Address of Primary POC
Ivy.Latimer@CVSHealth.com

Telephone Number of Primary POC
401-709-9136