

CVS Health / Aetna Health Career Tuesday

November 16, 2021

- **Fortune 4 company**; one of the largest and most admired companies
- **Purpose**: Bringing our heart to every moment of your health; takes on most prevalent and pressing healthcare needs
- Caremark (Pharmacy Benefits Manager), Pharmacy (Retail), Aetna (Healthcare Benefits)
 - New areas like Minute Clinic, Health Hubs in Retail spaces
- **CVS/Aetna Partnership**: in 2018, CVS and Aetna merged to create CVS Health
- **CEO Karen Lynch, Fortune 2021 #1 Most Powerful Women**
 - **Main goals**: healthy people, healthy business, healthy community, healthy planet
- **Recent CVS Health news**
 - August 2021: company wide minimum wage increase to \$15/hr
 - July 2021: launch \$100M in venture capital fund to make healthcare more accessible
 - January 2021: \$5M scholarship program for underrepresented groups
 - July 2020: \$600M to go towards racial inequality
- **Finance Leadership Programs Overview**
 - **Finance Internship Program (FIP)**: 10 week summer program, open to students graduating between Sept 2022 and Aug 2023 studying finance, accounting, or any quantitative major; application opened in August and is on a rolling basis
 - Location is in person in **Hartford, CT, Cumberland, RI, Northbrook, IL, or Phoenix, AZ**; *relocation assistance provided**
 - Placed somewhere in the business in a finance role; dynamic program that builds your fundamental skills
 - Segway into full time FLDP if you perform well; **exposure and experience with manager and senior leaders/market leads**
 - **Finance Leadership Development Program (FLDP)**
 - **Rotational program** - 3 year, 3 rotations
 - Graduates from December 2020-August 2022 studying finance, accounting, or any quantitative major
 - Ability to network, assigned a mentor; formal training and curriculum on business acumen, soft skills, etc
 - **Provided financial assistance for relevant education (CFA, CPA, graduate degree)**
 - Ultimately, FIP → FLDP → individual career progression 2-5 years → Executive Finance Leadership Program
- **Requirements for FIP**: pursuing Bachelors or consecutive Masters degree and anticipated graduation of 9/22-8/23, and relevant major or minor
- **Next steps to apply**

- **Apply on jobs.cvshealth.com**
- HireVue Screening/virtual interview
 - Tips: be confident in self, know your resume, know “Why CVS Health?”
“Why Healthcare?” - want students who are interested in Healthcare for the long run
- Behavioral Interview 1 - member of FLDP or ELFP
- Behavioral Interview 2 - senior level CVS Health Finance Team
- Offers
 - Spots left, but apply soon!
- **What sets CVS apart?** Openness among senior leadership who take a genuine interest in you as a young professional, want to help you through this journey and your career, sit down with leaders to hear about their role, and had warm welcomes across the board
- **What do you look for in candidates?** Intellectual curiosity about industry as a whole; asking what does this do and how can we do it better? -- helps drive results

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