



November 25, 2024

Via Email & Overnight Mail

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Susan Fracasso
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Connecticut Department of Labor
200 Folly Brook Blvd
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Via Overnight Mail

Arunan Arulampalam
Mayor of the City of Hartford
550 Main Street, Room 200
Hartford, CT 06103

Re: CVS Health

On October 1, 2024, we wrote to inform you that CVS Health will be conducting a mass layoff at its facility located at 151 Farmington Avenue, Hartford, Connecticut (the "Facility"). The Company has now determined that additional layoffs will be occurring at this Facility. This action is expected to be permanent.

As a result of this decision, employee terminations will be conducted over the 14-day period beginning on **January 25, 2025 through February 7, 2025**. These terminations will include employees who work at the Facility and employees who are "outstationed" (i.e., remote) employees but for work purposes report into a leader located at the Facility. For WARN purposes, the outstationed/remote employees are treated as "assigned" to the Facility. As noted in the enclosed listing, at the column entitled "Employee's State of Residence (Home Location)," the Company has provided this data so you can clearly view the actual Connecticut employee impacts versus out-of-state impacts.

Based on current information, there were 416 employees selected for termination in December 2024 of which only 93 work at the Facility and the remaining employees impacted in the initial selections are outstationed/remote/work at home employees who report into the Facility. Likewise, this second phase of terminations scheduled for January 2025 will impact a total of 42 employees and only 12 of the selected employees work at the Facility; the remaining 30 are outstationed/remote/work at home employees reporting into the Facility.

All employees who will be terminated as a result of this action have been notified of their specific separation dates and that their separation from employment will be permanent. A listing of job



titles of the position to be affected, the number of employees in each job classification, and the expected date of separation, is attached as **Attachment A**. There are no bumping rights for the affected employees and the employees are not represented by a union.

If you have any questions or want additional information concerning this matter, please contact Erin Ridge, SVP HR, at 401-829-0684.

Sincerely,

A handwritten signature in black ink that reads "Erin Ridge". The signature is written in a cursive, flowing style.

Erin Ridge
SVP, Human Resources

Encls: Exhibit A – List of Impacted Positions



Attachment A

CVS Health

Hartford, Connecticut Facility

Job Title	No. of Employees Impacted	Expected Termination Date	Employee's State of Residence (Home Location)
Analyst, Complaint & Appeals	1	1/25/2025	California
Analyst, Underwriter	1	1/25/2025	Florida
Appeals Nurse Consultant	1	1/25/2025	Ohio
AVP,IT Prog Delivery	1	1/25/2025	Connecticut
AVP, Sales & Bus Dev	1	1/25/2025	Missouri
Customer Service Rep - BH	1	1/25/2025	Mississippi
Data Engineer	1	1/25/2025	Texas
Exec Dir, Software Development Engineering	1	1/25/2025	Connecticut
Exec Dir, Colleague Experience	1	1/25/2025	Connecticut
Exec Dir, Data Engineering	1	1/25/2025	Connecticut
Exec Dir, Strategic Planning	1	1/25/2025	California
Exec Dir, Strategic Programs	1	1/25/2025	Connecticut
Ld Dir, Machine Learning Engineering	1	1/25/2025	Massachusetts
Ld Dir, HR Business Partner	1	1/25/2024	Utah
Ld Dir, Strat & Prdct Mgt (IC)	1	1/25/2025	Connecticut
Ld Dir, Strategic Partnership	1	1/25/2025	Arizona
Mgr, Digital PO	1	1/25/2025	Connecticut
Mgr, Marketing (IC)	1	1/25/2025	Texas
Mgr, Operations (IC)	1	1/25/2025	Connecticut
Pharmacist	1	1/25/2025	Connecticut
Principal Data Engineer	1	1/25/2025	Pennsylvania
Sr Analyst, FP&A	1	1/25/2025	Connecticut
Sr Analyst, Ntwrk Relations	1	1/25/2025	Colorado
Sr Data Engineer	1	1/25/2025	Illinois
Sr Data Engineer	1	1/25/2025	Pennsylvania
Sr Data Scientist	1	1/25/2025	Nevada
Sr Data Scientist	1	1/25/2025	Connecticut
Sr Mgr,Bus Consultant (IC)	1	1/25/2025	Connecticut



Sr Mgr, Digital Product	1	1/25/2025	Connecticut
Sr Mgr, Digital Product	1	1/25/2025	Massachusetts
Sr Mgr, Health Care Qual Mgt	1	1/25/2025	Connecticut
Sr Mgr, Operations (IC)	1	1/25/2025	Arizona
Sr Mgr, Portfolio Mgt 412094	1	2/1/2025	Massachusetts
Staff Cloud Engineer	1	1/25/2025	Arizona
Staff Data Engineer	1	1/25/2025	Texas
Staff Machine Learning Engineer	1	1/25/2025	Virginia
Staff Software Development Engineer	1	1/25/2025	Connecticut
Tech I Clinical Support	1	1/25/2025	Connecticut
Tech I, Compounding	1	1/25/2025	Connecticut
VP & Sr Legal Counsel	1	1/25/2025	Connecticut