

CVS Health screens over a million job applicants a year. To be fair and objective in making hiring decisions, we consider experience, job related skills, and interview performance. One way we evaluate job skills is by having applicants take the Virtual Job Tryout (VJT). Some important things to remember as you take the VJT:

- This is an online assessment that you must successfully complete to move forward in the hiring process, but it **does not guarantee a job offer**
- During the VJT experience, you will learn about the job and decide if it's the right fit for you
- CVS Health will learn about your job-related skills, work practices, and what motivates you at work
- You do not need previous experience to perform well on the VJT
- For the best experience, read/listen through an entire question/scenario and all possible responses before selecting a response
- Set aside at least 30 minutes in a quiet location to complete the VJT. While the VJT is **untimed** (it will not time out or cut you off), we encourage you to work as quickly as you can. On average, it takes 30 minutes, but some people take 15 minutes and others take an hour.
- The VJT is offered in English and Spanish

APPLICATION INSTRUCTIONS

1. Navigate to <http://jobs.cvshealth.com/>
2. Search for a job by keyword or location.
3. Select a job from the list by clicking on it
4. Select the Apply Now link
5. Complete the online application questionnaire
6. The VJT is presented at the end of the questionnaire.
8. If you do not finish in one sitting, you can exit out and return later to access the VJT where you left off.

ACCOMMODATIONS REQUESTS

Call the Shaker Help Desk

Phone: 1-866-722-5264

M-F 8:00 a.m. - 8:00 p.m. ET

If you feel you need an accommodation, **DO NOT** take the VJT until you call the Help Desk. Once you submit the VJT, **you cannot retake it for six months.**

SYSTEM REQUIREMENTS

The VJT works on your smartphone, tablet, or computer. Use a current internet browser with pop-ups enabled and **strong** internet connectivity. The VJT contains audio, which will require speakers or headphones or you may choose the "Text Only" option provided on the welcome page.

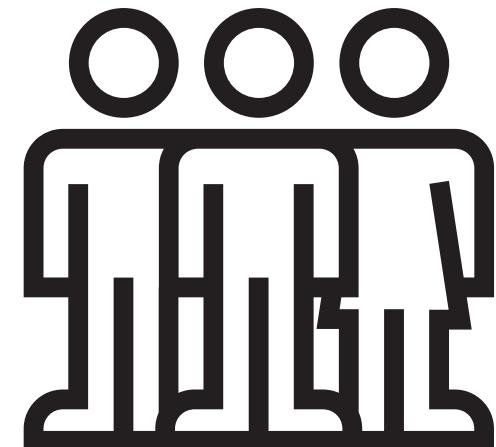
TECHNICAL ISSUES?

Click on the tech support link or call the Shaker Help Desk at

Phone: 1-866-722-5264

M-F 8:00 a.m. - 8:00 p.m. ET

VIRTUAL JOB TRYOUT SUPPORT DOCUMENT FOR CVS HEALTH DISTRIBUTION CENTER COLLEAGUE ROLES



The Virtual Job Tryout provides a realistic job preview and a variety of exercises that simulate the work experience. Here are some highlights of key experiences in the VJT.

REALISTIC JOB PREVIEW

You will learn about the day-to-day work and the opportunities, challenges, and rewards associated with Distribution Center work. Use this information to evaluate and decide if the job and the working environment are right for you!



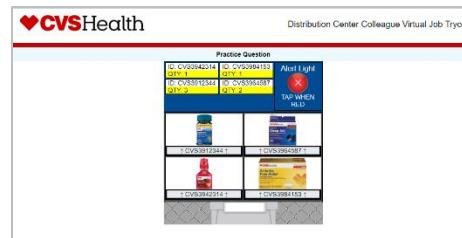
WORKS WITH COLLEAGUES AND CUSTOMERS

Simulates situations DC colleagues encounter on the job; you will choose two options – what you would *most likely* do and *least likely* do in response to the situation.

This screenshot shows a 'Practice Question' section titled 'Item Information'. It displays 'Items to Ship' as 58 and 'Items per Case' as 6. Below this, there's a heading 'Enter Quantities to Ship' with two input fields, each currently set to 0. To the left of these fields are buttons labeled '+', '-' and 'Reset'.

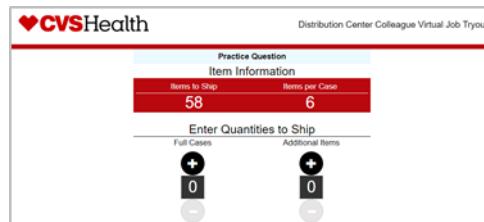
FILL STORE ORDERS

In this exercise, you will practice selecting products to fill an order. You will “pick” (click on) the right product the appropriate number of times. At the same time, you have to click on the “alert light” when it turns red.



CHECK YOUR ORDER

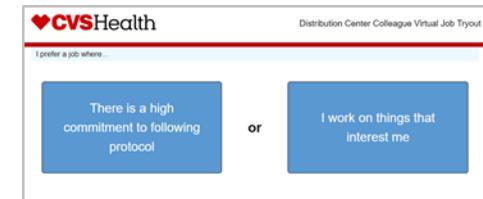
In this exercise, you will calculate the number of packages and individual items to ship. It measures math. **You are welcome to use a calculator, a pencil, and scratch paper.**



WHAT DRIVES YOU?

You are presented with a series of two statements describing a work environment. Each statement may be positive, but select the one you would *most* prefer in a working environment.

WHAT DRIVES YOU? (SCREENSHOT)



TELL US YOUR STORY

This exercise presents questions about your work history and experience. You may use school or other activities to answer – or indicate that this would be your first job.



DESCRIBE YOUR APPROACH

You will be presented with two statements related to your preferred approach to work. Even if both (or neither) apply to you, pick which statement applies to you *more* and then select *how closely* it applies to you.

