

## Selection Process

**Please submit the following materials by Friday, January 6, 2012:**

- Application
- Curriculum vitae
- Three letters of recommendation: two from health care professionals related to pharmacy curriculum (i.e. instructor)
- Written statement summarizing why you are pursuing a residency at CVS Caremark and detailing your career objectives
- Official transcripts

**Upon receipt of materials, you may expect:**

- A telephone interview with members of the Residency Committee (end of January)
- An on-site interview, upon invitation
  - You will be required to present a 30-minute PowerPoint presentation on any managed-care related topic of your choice



## Required Residency Activities

- Research project developed and implemented at CVS Caremark
- Presentation of project at a national pharmacy meeting and/or published in a professional journal
- Successful completion of other projects within rotation areas
- Periodic journal clubs and presentations both internally and externally
- Participation in training programs to enhance technical, professional and personal skills

**For additional information, please contact:**

**Northbrook, IL** Vanessa MacGregor, PharmD  
Residency Director,  
Specialty Pharmacy  
(847) 559-4848  
vanessa.macgregor@  
caremark.com



**CVS Caremark  
Specialty Pharmacy  
Residency Program**

**CVS  
CAREMARK**

**CVS  
CAREMARK**

## Program Objectives

### CVS Caremark Specialty Pharmacy Residency Program

The CVS Caremark Specialty Pharmacy Residency Program provides a unique opportunity to work with a premier specialty pharmacy provider, while gaining an understanding of specialty pharmacy practices. The resident will interact with a multitude of internal areas, including clinical development, performance management and training, pharmacy operations, implementations, analytics and outcomes, marketing and sales.

#### Upon residency completion, the resident will be able to:

- Understand specialty pharmacy's role in managing the needs of patients with complex, rare or genetic disorders that require treatment with specialty medications
- Develop, implement and manage specialty clinical programs that optimize clinical outcomes
- Create effective utilization management programs
- Identify, develop and implement pharmacy process improvement and training programs
- Analyze market research to monitor and assess market trends that impact the specialty pharmacy business, including but not limited to, new drugs or drug technology, disease state management, pharmacy, nursing, managed care, patient care and clinical services
- Proactively analyze data to identify opportunities for additional pharmacy management services
- Design outcomes analyses that demonstrate the value of specialty pharmacy
- Understand the impact of the pharmaceutical pipeline on operations, program development, client spend and trend

- Interact directly with clients, consultants and internal sources, and make recommendations that help manage and improve clients' health care costs
- Understand specialty pharmacy operations, including pharmacy care management and dispensing processes

### Program Requirements

- Focused interest in managed care pharmacy
- Excellent communication and presentation skills
- Knowledge of Microsoft Office Suite®
- Travel for client meetings, training programs, and professional meetings and conferences
- Strong analytical skills; ability to evaluate large data sets
- PharmD candidate from a U.S.-accredited program
- Illinois licensure (or eligible)

#### Residency Duration:

**July 9, 2012 to June 28, 2013**

#### Residency Site:

Northbrook, Illinois

### Rotations through CVS Caremark include:

- Specialty Pharmacy Program Management
- Client Consumer Strategy
- Specialty Pharmacy Operations
- Clinical Program Development
- Pharmaceutical Contracting and Trade Relations
- Professional Practice and Clinical Training
- Clinical Operations and Disease Management
- Marketing and Communications
- Clinical Sales Support
- Analytics and Outcomes
- Pharmacy & Therapeutics

### Program Compensation

- Competitive salary
- Comprehensive medical plan
- Life insurance
- Two weeks paid vacation
- Holidays
- No weekends (excluding national meetings)
- Flexible spending account program for health and dependent care expenses





## CVS Caremark Residency Programs

Dear Residency Candidate:

Thank you for your interest in one of our 2012-2013 CVS Caremark Residency Programs. CVS Caremark is the largest pharmacy health care provider in the United States. Through our integrated offerings across the entire spectrum of pharmacy care, we are uniquely positioned to provide greater access, to engage plan members in behaviors that improve their health, and to lower overall health care costs for health plans, plan sponsors and their members. As one of the country's largest pharmacy benefit managers (PBMs), we provide plan sponsors and members access to a retail network of approximately 65,000 pharmacies, including more than 7,200 CVS/pharmacy stores.

CVS Caremark is the number one provider of prescriptions in the country, filling or managing more than 1 billion prescriptions annually. The company's vision is to strive to improve the quality of human life. Its mission is to provide expert care and innovative solutions in pharmacy and health care that are effective and easy for our customers.

Caremark Pharmacy Services, a division of CVS Caremark, provides comprehensive PBM services to more than 2,000 health plan sponsors and their members throughout the United States and Puerto Rico. CVS Caremark clients include corporate health plans, managed care organizations, insurance companies, unions, government agencies and other funded benefit plans. The company strives to manage pharmacy costs and improve clinical outcomes, resulting in better control of health care costs for its clients. The PBM includes state-of-the-art mail service pharmacies and specialty pharmacies that dispense high-cost, biologic medications approved for chronic complex disease states that require more frequent monitoring, counseling and training.

CVS/pharmacy is the country's leading retail pharmacy chain with more than 7,200 stores in 44 states, the District of Columbia, and Puerto Rico, as well as an online pharmacy – CVS.com. More than 4 million consumers shop at a CVS/pharmacy each day, and the pharmacy manages the country's largest retail loyalty program with more than 67 million ExtraCare<sup>®</sup> cardholders. The CVS Caremark subsidiary, MinuteClinic<sup>®</sup>, is the fastest-growing and largest provider of retail-based medical centers in 26 states.

Consistent with the CVS Caremark commitment to the profession of pharmacy, we are offering several pharmacy residency programs during the upcoming residency year. Our programs are located throughout the country and focus on developing the knowledge and skills necessary for a successful career in managed care or community pharmacy. Our residency programs for 2012-2013 are:

Analytics and Outcomes

- Northbrook, IL (1 position)

Community Pharmacy

- Woonsocket, RI (1 position)

Managed Care

- Irving, TX (2 positions)
- Pittsburgh, PA (1 position)

Specialty

- Northbrook, IL (1 position)



## CVS Caremark Residency Program Application Instructions

Thank you for considering a residency program at CVS Caremark! To apply to a program, you must prepare and submit an application packet. The application packet should include the following:

- Residency program application
- Letter of intent (written statement, no more than 500 words, describing why you are pursuing a CVS Caremark residency and what you expect to gain from this specific program)
- Current curriculum vitae
- Official college transcript(s)
- Professional writing sample (such as a previous publication)
- Three letters of recommendation (two from health professionals related to pharmacy curriculum) – Each recommendation should be provided in a sealed envelope from the person providing the reference and should include 1) Disclosure 2) Letter of recommendation 3) Candidate characteristics form

Please send complete application packet to:

Analytics and Outcomes Program	Sam Engmann, PharmD, MBA CVS Caremark 2211 Sanders Road Northbrook, IL 60062
Community Pharmacy Program	Deborah M. Johns, PharmD CVS Caremark 1 CVS Drive Woonsocket, RI 02895
Managed Care Program	Giang Ho, RPh CVS Caremark 750 West John Carpenter Freeway Irving, TX 75039
Specialty Pharmacy Program	Vanessa MacGregor, PharmD CVS Caremark 2211 Sanders Road Northbrook, IL 60062

**All application packets must be postmarked by Friday, January 6, 2012.**



# CVS Caremark Residency Program Application

Please check the appropriate box for the residency program to which you are applying:

Analytics and Outcomes Program  
(Northbrook, IL)

Managed Care Program  
[Please check location(s) of interest]  
 Irving, TX     Pittsburgh, PA

Specialty Pharmacy Program  
(Northbrook, IL)

Community Pharmacy Program  
(Woonsocket, RI)

1. Full Name: \_\_\_\_\_

2. Mailing Address (Current; where you may be contacted):  
\_\_\_\_\_  
\_\_\_\_\_

3. Telephone Number: \_\_\_\_\_

4. Email Address: \_\_\_\_\_

5. Education (Pre-Pharmacy):  
\_\_\_\_\_  
\_\_\_\_\_

6. College of Pharmacy:  
\_\_\_\_\_  
\_\_\_\_\_

7. Expected Graduation Date: \_\_\_\_\_

8. Grade Point Average: \_\_\_\_\_

9. Electives, Rotations and/or Work Experience Relevant to Residency of Interest (i.e., Managed Care, Specialty Pharmacy, Analytics and Outcomes or Community Pharmacy): \_\_\_\_\_  
\_\_\_\_\_

**10. Work Experience (Pharmacy Related):**

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**11. Work Experience (Non-Pharmacy Related):**

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**12. Student Organizations/Memberships: (Please include leadership positions held.)**

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**13. Have you been dismissed, suspended or requested to discontinue education at any college?**

**If yes, please explain:** \_\_\_\_\_

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**I hereby apply to CVS Caremark for a residency position and certify that the above statements are true to the best of my knowledge. If accepted, I agree to comply with and be governed by all rules and regulations of CVS Caremark and the affiliated training site(s).**

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## CVS Caremark Residency Program Disclosure

### Disclosure (Candidate to Complete this Section)

Recommendations in support of your materials for admission must be submitted with this form. You must complete either section A or B below prior to giving the form to the person asked to submit the recommendation. Please duplicate this form as needed for multiple use.

- A. I authorize the release of a candid evaluation to assist in the candidate evaluation process for the residency at CVS Caremark. I understand that the material will be kept confidential both from the public and me, and I waive any right of access that I might have by law. I further understand that CVS Caremark does not require me to execute this waiver and is willing to review my application without such waiver.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

- B. I authorize the release of a candid evaluation, but I choose not to waive my right to examine this letter of recommendation should I accept a residency position at CVS Caremark.

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

**Please Print Your Name:** \_\_\_\_\_

### Instructions for Completing Recommendations (Reference to Complete this Section)

- 1) Write a letter of recommendation for the candidate. Please address specific leadership, communication, organizational, professional and academic skills which may assist in the review of this candidate. Include any additional comments as needed.
- 2) Complete the attached Candidate Characteristics Form.
- 3) Provide both the letter of recommendation and Candidate Characteristics Form to the candidate in a sealed envelope. The candidate will include the sealed envelope in his/her application packet.

**All application packets must be postmarked by Friday, January 6, 2012.**

# CVS Caremark Residency Program Candidate Characteristics Form

Please indicate your assessment of the candidate's capabilities and potential by placing an X in the appropriate box.

Characteristic	Upper 10%	Upper 25%	Upper 50%	Lower 50%	N/A
Academic Ability					
Analytic Capabilities					
Problem-Solving Abilities					
Quality of Work					
Written Communication Skills					
Oral Communication Skills					
Leadership Skills					
Industriousness					
Initiative/Motivation					
Assertiveness					
Ability to Organize/Manage Time					
Ability to Work with Supervisors					
Ability to Work with Peers					
Dependability					
Willingness to Accept Constructive Criticism					
Professional Demeanor					
Emotional Stability and Maturity					
Integrity					

## Summary Evaluation

In comparison with a representative group of students in the same field who have had approximately the same amount of clinical and practical experience and training, how do you rate the candidate's scholarly ability?

- Outstanding
- Very Good
- Good
- Average
- Below Average

From your experience, how would you rate the candidate's analytic and problem-solving abilities?

- Outstanding
- Very Good
- Good
- Average
- Below Average

## Please comment on recommendation for the residency at CVS Caremark.

- I strongly recommend
- I recommend
- I recommend with reservation
- I do not recommend

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name and Title (please print): \_\_\_\_\_

Institution: \_\_\_\_\_