

Exhibit 2 (Page 15)
Contingent Worker and Consulting Master Services Agreement

CVS CONTINGENT WORKERS BACKGROUND CHECK AND DRUG TESTING REQUIREMENTS AND STANDARDS
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WHEN APPLICABLE:

The Contingent Worker Background Check and Drug Testing Requirements and Standards must be applied and adhered to by Staffing Agency (as defined in the Contingent Worker Services Agreement) as a condition of eligibility for ALL United States-based contingent workers on Assignment for CVS that are either working on-site at a CVS facility or working off-site but with access to CVS systems or confidential and/or proprietary information. Only Contingent Workers that meet the eligibility standards set forth are allowed to start their Assignment with CVS. "Contingent Worker" (individually or collectively) shall mean any employee or subcontractor of Staffing Agency who provides services on a temporary work Assignment to CVS or its subsidiaries and affiliates.

WHEN TO PERFORM:

Staffing Agency must complete the entire background and drug screening process and submit the results to CVS before the Contingent Worker can begin his or her Assignment, but such background and drug prescreening may not be conducted more than thirty (30) calendar days prior to the Assignment start date. Notwithstanding the foregoing, CVS, may from time to time and at its own discretion, based on factors such as project duration, waive the requirement of having the results available prior to a start; in such case, however, CVS will notify SUPPLIER in writing of such waiver.

If a Staffing Agency's Contingent Worker is returning to CVS within thirty (30) days of successfully completing another CVS Assignment through the same Staffing Agency and the Background Check and Drug Testing Standards were applied and met, Staffing Agency is not required to complete the Background Check and Drug Testing standards on the Contingent Worker again. However, in the case where the drug and background check results are greater than twelve (12) months old then CVS will require new testing for subsequent assignments, no matter the duration between assignments.

WHO TO PERFORM:

Staffing Agency shall use a third party background CVS, which has been authorized and approved by CVS, to execute and report on the background criteria. Additionally, the Staffing Agency is responsible for all costs associated with the execution and management of the drug and background screening process.

INFORMATION TO COLLECT:

Staffing Agency should ensure their background form collects, at a minimum, all names (including maiden and aliases), the last seven (7) years of work and residential address history, social security number, date of birth, and the highest level of education when the standard background criteria is being checked..

AUDIT PROCESS:

It is the Staffing Agency's responsibility to review all background check and drug test results for each Contingent Worker against CVS's approved standards. CVS, at its discretion, will request proof that background check and drug test results of Contingent Workers has been completed in accordance with CVS's standards prior to their Assignment start date, and any time up to 3 years following the conclusion of the Contingent Worker's Assignment. Proof is defined as a copy of the actual background and/or drug test results that clearly identifies the Contingent Worker by name and/or social security number, the date of execution, search criteria and results.

Staffing Agency shall promptly notify CVS if, subsequent to any initial background check or drug testing performed by Staffing Agency of a Contingent Worker, Staffing Agency has knowledge of facts or circumstances that a Contingent Worker would otherwise be ineligible for placement at CVS under the guidelines set forth herein.

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Criteria	Definition	Standard
STANDARD DRUG TEST CRITERIA – APPLICABLE FOR EVERYONE		
9- Panel Drug Test	Contingent Workers' drug tests must be executed within 24 to 72 hours of their assignment offer at CVS. The drug test must be a 9-Panel Test, which tests for the following: - Amphetamines - Cannabinoids (marijuana) - Cocaine - Opiates (heroin, morphine) - Phencyclidine (PCP) - Barbiturates - Benzodiazepines - Methadone - Propoxyphene	Results that support a Contingent Worker being ELIGIBLE for placement at CVS: • NEGATIVE • NEGATIVE – DILUTE, but only after Agency can provide proof of 2nd retest showing same results. Results that support a Contingent Worker NOT ELIGIBLE for placement at CVS: • POSITIVE. CVS does not approve of retests on POSITIVE results. • SUBSTITUTED (not human specimen) • ADULTERATED (tampered with)
STANDARD BACKGROUND CRITERIA – APPLICABLE FOR EVERYONE		
Education	It is CVS's expectation that as a part of the Staffing Agency's due diligence Contingent Worker's highest level of education attained will be validated, including institution name and degree earned, including high school diplomas or GEDs. For assignments that require a High School Diploma or GED this MUST be validated by Staffing Agency, but does not have to be reported by the background company.	NOT ELIGIBLE for placement at CVS: The reported degree cannot be confirmed.
Employment History	It is CVS's expectation that as a part of the Staffing Agency's due diligence employment history will be validated, including an explanation for notable gaps in work history.	This information does not have to be validated by background company, but should be conducted by the Staffing Agency.
Social Security Number (SSN) Verification	A social security number verification is required as part of all background checks. Purpose is twofold: • The SSN is validated to ensure that it has been issued and to the corresponding party. • Additionally, it is used to identify additional addresses that may not have been disclosed by worker and must be used when conducting the Criminal Search.	NOT ELIGIBLE for placement at CVS: If a SSN cannot be validated.
FACIS III	FACIS® "Fraud and Abuse Control Information System" is a Web-based information service that allows subscribers to look up the sanction history of both individuals and entities associated with the healthcare field. Possible types of sanctions include exclusions, termination of license, suspension, revocation, probation and debarments, etc. FACIS® reports from approximately 800 state and Federal sources. Information reported by FACIS® is public, published information only. Many state	NOT ELIGIBLE for placement at CVS: Contingent Workers that are IDENTIFIED through this search

	and Federal agencies publish disciplinary-action listings available for public information and use. Level One contains Federally reported data such as the OIG, GSA, FDA, OFAC SDN List and TriCare and others. Level Two contains all available, publically reported data from the licensing and certification agencies from one state of your choosing and all of Level One sources. Level Three contains all available, publically reported data from the licensing and certification agencies in all 50 states plus all of Level One sources. All 3 levels check the following lists: OIG Exclusions, GSA Excluded Parties List System, FDA Debarment List, OFAC SDN List, Tri-Care (Military related), DEA Registrant Actions List. The "OFAC" search as FACIS refers to it, also checks against these lists: OFAC List Specially Designated Nationals (SDN), OFAC List Sanctioned Programs, OFAC List Sanctioned Countries, OFAC Palestinian Legislative Council (PLC) List, FinCEN - Financial Crimes Enforcement Network Section 314a Compliance, Bureau of Industry and Security Denied Persons List (DPL), FBI Most Wanted Terrorists, FBI Hijack Suspects, Bureau of Industry and Security Unverified List, The Entity List subject to Export Administration Regulations (EAR), Dept of State, Directorate of Defense Trade Controls List of Debarred Parties, OSFI List of Names Subject to Terrorist Suppression Regulations, OSFI List of Organizations Subject to Terrorist Suppression Regulations, Bank of England's Consolidated List, European Union Consolidated List, United Nations Consolidated List, FATF List of Non-Cooperative Countries, OIG Exclusions, GSA Excluded Parties List System, FDA Debarment List, Tri-Care (Military related), DEA Registrant Actions List, OFAC List Specially Designated Nationals (SDN), OFAC List Sanctioned Programs, OFAC List Sanctioned Countries, OFAC Palestinian Legislative Council (PLC) List, FinCEN - Financial Crimes Enforcement Network Section 314a Compliance, Bureau of Industry and Security Denied Persons List (DPL), FBI Most Wanted Terrorists, FBI Hijack Suspects, Bureau of Industry and Security Unverified List, The Entity List subject to Export Administration Regulations (EAR), Dept of State, Directorate of Defense Trade Controls List of Debarred Parties, OSFI List of Names	
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	Subject to Terrorist Suppression Regulations, OSFI List of Organizations Subject to Terrorist Suppression Regulations, Bank of England's Consolidated List, European Union Consolidated List, United Nations Consolidated List, FATF List of Non-Cooperative Countries The Maryland Medicaid EPLS is covered in the FACIS level 3 search. State Level: (State Agency Issued Sanctions; State Board Issued Sanctions; State Division Issued Sanctions; State Department Issued Sanctions; State (Entity) Sanctions; State Contractors Disqualifications Lists; State Registry; Medicaid Exclusions; Medicare/Medicaid Opt Out Lists	

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Criteria	Definition	Standard
STANDARD BACKGROUND CRITERIA – APPLICABLE FOR EVERYONE		
Criminal History	The seven (7) year address history and address information generated from the SSN trace and related county information must be referenced in the County and Federal searches. County Criminal Search A search against all names and counties referenced in the application and generated from the SSN trace. This is a search of all county courthouses (indexes) in the referenced counties (primary and additional) indexes (county courts) looking for felony or misdemeanor convictions that are reportable under local and state law. Federal Criminal Search A search against all names and counties and states referenced in the application and generated from the SSN trace. This is a search of all federal/district courthouses (indexes) in the referenced counties or states looking for felony or misdemeanor convictions that are reportable under federal, state, and local law. National Criminal File Industry leading background firms develop a compilation of court cases from national perspective. Search against this proprietary database referencing name(s) and date of birth referenced on Contingent Worker's application. The search may identify criminal activity that	NOT ELIGIBLE for placement at CVS: - Any Reportable FELONY conviction – as governed by applicable federal, state and local law. - Any Reportable MISDEMEANOR conviction, subject to recentness and relatedness as governed by applicable local, state and federal law, i.e.: ➤ <i>Fraud</i> (misrepresentation of any kind, including, but not limited to, forgery.) ➤ <i>Theft</i> (in any amount including, but not limited to, theft by check, petty theft, bad check, shop lifting, credit card abuse); ➤ <i>Assault</i> (any violent crime including, but not limited to, domestic abuse, criminal mischief); ➤ <i>Drugs</i> (including, but not limited to possession, use, transportation and/or solicitation of an illegal drug, drug paraphernalia, or a legal drug not prescribed for person). If a FELONY or MISDEMEANOR charge is referenced as "Case Dismissed", then that particular charge should not be considered in the evaluation process.

	may have occurred outside of the counties referenced on the Contingent Worker's application or from the SSN search.	
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Criteria	Definition	Standard
ADDITIONAL BACKGROUND CRITERIA – ROLE SPECIFIC		
Credentialing / Licensures	Identify additional addresses that will be used in the Criminal Search for Contingent Workers who will provide services in the roles of Physician, Physician Assistant, Nurse, Nurse Practitioner, Pharmacist (RPh), Pharmacist Technician (CPht), Certified Public Accountant (CPA), Insurance Agents or Attorney. These Contingent Workers must, in all cases, have both: • His or her license verified/validated; AND • Confirmation that his or her license(s) is/are in good standing with the applicable state board (i.e., medical, nursing, and pharmacy boards, state bar) for all practicing locations. Licenses should be verified for ALL STATES where Contingent Worker is or has been licensed for the relative assignment criteria.	ELIGIBLE for placement at CVS: Licenses that have been successfully validated by a 3rd party background company and are in good standing (per the practicing state's medical, nursing, and pharmacy boards, and state bar, etc.). Contingent Workers in medical-related positions [Physician, Physician Assistant, Nurse, Nurse Practitioner, Pharmacist (RPh), Pharmacist Technician (CPht), Licensed Insurance Agents] must have credentialing / licensures verified / validated before he or she can begin an assignment at CVS. If there is an action on the Contingent Worker's license, including, but not limited to, sanction, suspension, reprimand and/or termination of his or her license, this MUST BE DISCLOSED upon presentation to CVS. The CVS Background Review Committee will review and determine ELIGIBILITY FOR PLACEMENT.
Motor Vehicle Reports / Driver's License Verification	This report is used to verify that a Contingent Worker has a valid driver's license in the operating state and also provides a driving history report. This is ONLY USED for CVS assignments that will require operating a vehicle on company time (CVS company car, personal vehicle, or rental car) as a part of the job function 50% of the time or more in order to provide services and/or complete the assignment. The following types of assignments require this verification: Physical Security, Facilities, Shipping and Receiving, and Sales.	NOT ELIGIBLE for placement at CVS: • If there are 3 or more reported driving violations (i.e. speeding, driving under influence, etc) within a 3-year period. • If there is more than 1 conviction for a DUI or DWI within a 3 year period.