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Veterans Leadership Council ➤

This interactive document provides an overview of VLC's accomplishments for 2018 and goals for 2019+.

The document begins with a summary page that serves as a high level overview, followed by a page for each of the four focus areas:

- Culture of Inclusion
- Talent Acquisition, Onboarding & Development
- Insights/Marketplace
- Community Impact

Click on the ➤ to navigate throughout the document.

Click on the ⊕ to view information that resides outside of the document (e.g. websites, videos, etc.).

2018 Accomplishments

③ Culture of Inclusion

Accelerated J&J's culture of inclusion by extending the J&J Military Leave Policy to first responders and creating new VLC chapters for acquired businesses.

③ Talent Acquisition, Onboarding & Development

Partnered with HR to create and hire a full time MVLDP Program Manager for our Military Veteran Leadership Development Program (MVLDP); while developing comprehensive strategy to recruit, attract, and retain military talent at J&J.

③ Insights/Marketplace

Supported Veteran and Service Member market initiatives in ways that were closely tied to the business. Worked closely with Strategic Customer Groups to communicate J&J's commitment to the Veteran community and our on-going partnerships and program.

③ Community Impact

Established strong partnership with Veteran Service Organizations to address the health and wellness needs of Service Members. Led public/private partnership with VA to address the issue of Veteran suicide within the Veteran Community.

Vision

To be the model of excellence for Fortune 500 companies in developing our Veterans and service members to reach their full potential while meeting the health and wellness needs of military service members, Veterans, and military families.

Mission

Enabling Johnson & Johnson to be the best company for Veterans, service members, and their respective families.

2019+ Goals

- Expand the work with the VA and the Strategic Customer Group to help J&J lead in the Veteran healthcare sector
- Submit J&J for external recognitions that would elevate J&J's position as a best in class destination for Veterans
- Create a Veterans Affairs organization at J&J (full time Veterans Affairs role, full time MVLDP Program Manager, Talent Acquisition, etc.)
- Seamless transition of MVLDP program from pilot to full time status to include transitioning to a full time MVLDP Program Manager

VETERANS LEADERSHIP COUNCIL

Culture of Inclusion

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Recognizing our Veteran community



Awarded Diversity Best Practices “Best In Class” Award and recognized as a benchmark ERG for any company.

Continued to innovate and drive active member participation and recognition to the broader employee population through J&J/VLC social media and external channels.

12 Veterans of the month

Nominated and recognized for their contributions to both the VLC and J&J.



Marcus
Crawley



Jason
Derstler



W. Barry
Drusedum



Ryan
Hill



Bert H.
Zumi



Chris
Kearns



George
Owen



Jason
Motes



Dave
Uhrlass



Atley
Wagner



Andrew
Williams



George
Wilson

Chapter integration



Streamlined accessibility to the VLC’s membership by pioneering use of the O365 Sway app as our quarterly newsletter platform.

Integrated newly acquired businesses by driving VLC engagement early and setting up chapters at new sites.

Newly integrated Vogue International honored our Veterans with a POW/MIA table.

29+
chapters

70+
leaders

1,500
members

Shaping policy

Partnered with HR and Corporate Communications on J&J’s First Responder Policy, which allows up to 40 hours of additional leave during emergency situations, natural disasters or training.

First Responder Policy



“I have used this policy for a three day training class for re-certification for my National Registry for EMT.” — Donna, Exec. Asst. to VP, GCDO, Janssen R&D

8 employees

in 2018 since program inception (Nov 2018), six in first two months of 2019

Military Leave Policy



“Being called to Active Duty can be stressful. Knowing that J&J commits to pay 100% of my salary and offers extended paid leave to reconnect with my family takes a lot of worry off my plate.” — Chris, Principal Project Mgr., Advanced Therapies, Janssen Supply Chain

35 total employees

(average) for every half-year period through the end of 2018

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Talent Acquisition, Onboarding & Development

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Creating a pathway of success for our Veterans

Developed 18-month Military Veterans Leadership Development Program (MVLDP) pilot to rotate Veterans through different functions and sectors, to expose them to our organization and accelerate their development.

The VLC welcomed Leigh Lau to the role of Sr. Program Manager, who will manage future cohorts.

8 Veterans

to date have participated in this program

First cohort

graduated in December and are now in their full-time roles



Lindsey Champion

Rotation 01:
Consumer Transportation



Molly Hope

Rotation 01:
Ethicon Marketing
Rotation 02:
Janssen Sales



David Stevens

Rotation 01:
Ethicon Marketing
Rotation 02:
MD Supply Chain
Rotation 03:
Consumer Marketing



Colin Creech

Rotation 01:
Consumer Transportation
Rotation 02:
Enterprise Human Resources
Rotation 03:
Janssen Marketing
Rotation 04:
HR Leader, Janssen

Veteran hiring initiatives

Expanded partnership with US Chamber of Commerce program

HIRING OUR HEROES

8 military recruiting events supported by VLC



Insights/Marketplace

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Connecting with key Veteran organizations in the marketplace to highlight Johnson & Johnson's support of the Veteran community.



VA Healthcare Summit

Joined the Janssen SCG team to discuss our partnership with the VA and speak to the work J&J is doing to help Veterans who may be at risk for suicide.



Society of Military Orthopedic Surgeons

Highlighted our ongoing projects with organizations like TMF, ACP, and the USO.



Association of VA Hematology & Oncology

Spoke to customers about the great work J&J is doing with HPI to help Veterans find new meaning after their combat related injuries.



Association of VA Surgeons

Shared J&J's new policy to support our activated guard and reserve employees.

Outcomes

Growth

in VA/Federal channel has outpaced all other strategic channels for MD and Janssen Federal Channel

Why partner?

78%

of HCPs at VA have an affiliation with another major healthcare system

70%

of residents in the US complete a portion of their medical training at the VA

16%

of our infectious disease business comes from VA

#1

VA account rank for Janssen Oncology

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Community Impact

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Travis Manion Foundation

Partnered with the foundation to build character in future generations.

22

J&J CDM ambassadors trained and employed

\$22k

raised via golf fundraiser



American Corporate Partners mentorship

Mentored service members to support their transition out of the military.

\$1MM

committed by J&J towards expansion of spouses/women's mentoring

Top 10% to top 5%

improvement for J&J of all companies working with the ACP



United Service Organization

Supported actively deployed military service members through USO events and fundraisers across all VLC chapters.

\$200k

of wishbook donations paired with \$254,074 in donations

49,093

photos donated through Donate a Photo



Public/Private Partnership with VA

Developed program aimed at reducing Veteran suicide, focused on raising awareness through creation of PSA, improving access to clinical research and studies and collaborating on precision medicine capabilities for at-risk individuals.

Nielson Top 10

ranking for Tom Hanks PSA on Veteran Suicide

