Be yourself, change the world.

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
2018 Accomplishments

 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.

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

 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.

 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 MVLDIP Program Manager, Talent Acquisition, etc.)
- Seamless transition of MVLDIP program from pilot to full time status to include transitioning to a full time MVLDIP Program Manager
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.

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.

Chapter integration

35 total employees

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

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
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 and are now in their full-time roles.

Veteran hiring initiatives

Expanded partnership with US Chamber of Commerce program

8 military recruiting events supported by VLC

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
Rotation 04: HR Leader, Janssen

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

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**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

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**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

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**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
- **Top 10% to top 5%** improvement for J&J of all companies working with the ACP