

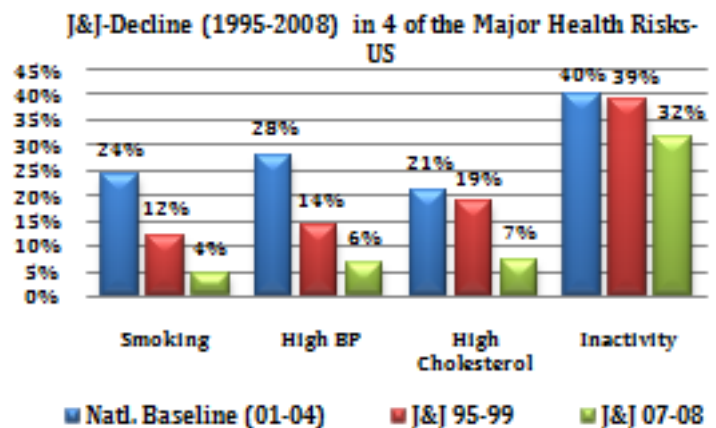
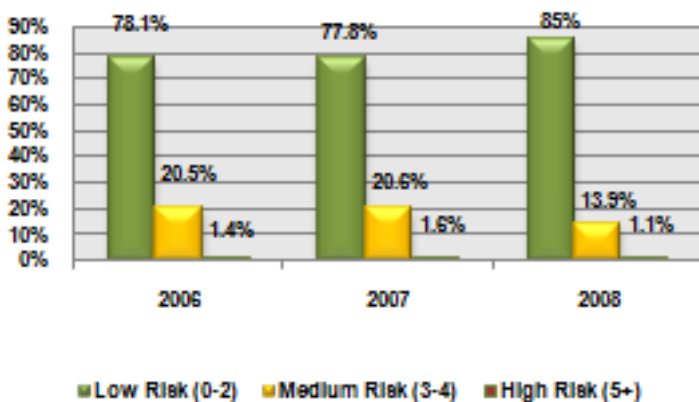
# Healthy People

Promoting employee health and wellness makes good business sense and provides personal benefits to our workforce.

As a health care company, enhancing health and wellness wherever we can is simply a logical extension of our corporate mission. Johnson & Johnson has a long-standing commitment to improve and sustain the health of its workforce. Our Healthy People program provides employee assistance, occupational health and health promotion, and wellness services. Our efforts in these areas have expanded globally over the past several years with the goal of creating a “Global Culture of Health” for our employees.

## Health Goals and Performance

For many years, we have used a voluntary employee health profile to give us an indication of employee health and the impact of our health programs. The profile is a confidential questionnaire that identifies health and lifestyle risks including tobacco use, blood pressure, cholesterol and inactivity. At the end of 2008, for our U.S. population, we continued to make health improvement progress and avoided an estimated \$15.9 million in health care costs. During 2008, additional health targets were successfully achieved:



New Global Health 2012 goals have been created for health and wellness service offerings, voluntary health profiles, employee health risk level, and on-time completion of medical surveillance.

Goal	2008 target	2008 Result	2012 Goal
Create and Sustain Culture of Health	75% of companies have at least 5 Health Program Offerings (3 core)	85% of companies	All 13 Program Offerings
Reduce Employee Health Risk Factors	66% of participants defined as "Low Health Risk"	US - 85% OUS - 63%	≥70% Employees have "Low Health Risk" Globally
Manage Occupational Health Risks Identified via Medical Surveillance	87% completion of planned surveillance program	100% of surveillance programs completed	≥ 90% on-target

### Move and Make It Matter

Participating in physical activity at least four days per week is a key component of good cardiovascular, respiratory and emotional health. Johnson & Johnson employees are not alone in the challenge of balancing their busy lives with time for traditional exercise. To help employees handle this dilemma, we used the expertise of mental health counselors, wellness professionals, occupational physicians and nurses to create the Move and Make It Matter campaign, which provides information, publicity and tools from which employees can tailor solutions.

Employees are given pedometers to help them track the number of steps they take each day and to encourage them to take 10,000 steps daily – a recognized standard for improving health. Since 2004, over 36,000 pedometers have been distributed to Johnson & Johnson employees. In addition:

- Since the summer of 2005, more than 20,000 employees have participated in the Million Step Challenge (MSC) initiative.
- 6,265 employees participated in the Million Step Challenge (MSC) in 2008 with 1,028 (16%) employees reaching one million steps by year-end.

### Eat Complete

Johnson & Johnson strives to provide an optimal environment for employee health, which includes high quality nutrition. Research supports eating nutritionally dense whole foods, which provide general health benefits, weight management and disease prevention. Providing healthy food choices at our facilities requires a close partnership with our food service professionals to ensure that employees can access and enjoy nutritionally sound, whole foods at every cafeteria, food station, vending machine and catered event, and whenever food is served at a company function.

Our Eat Complete program is being offered at more than 85% of our U.S. operating companies with results such as: “I have lost 15 pounds since the cafeteria started to serve healthier food; that’s about 1-2 pounds/week,” and “Prior to Eat Complete, we sold 18 cups of fresh cut fruit per day. Now, we are selling 42 cups per day.”

### Working to Eliminate Cancer

Johnson & Johnson Chairman William C. Weldon serves as chair of the CEO Roundtable on Cancer, a group formed to provide new hope to cancer patients and those who love them by making continual progress toward the elimination of cancer. The roundtable works to develop and implement initiatives that reduce the risk of cancer, enable early diagnosis, provide better access to best-available treatments and hasten the discovery of novel and more effective diagnostic tools and anti-cancer therapies.

The U.S.-based *CEO Cancer Gold Standard™* was developed to assist organizations in reducing the burden of cancer. Organizations that earn the *CEO Cancer Gold Standard™*

accreditation maintain a culture that encourages healthy lifestyles and offer benefits and programs that lower the risk of cancer, detect it earlier and provide access to high quality treatment, including clinical trials. Organizations that adopt the *CEO Cancer Gold Standard™* measure their progress with the intent of annual improvement against established baselines in five areas:

- tobacco use;
- diet and nutrition;
- physical activity;
- screening and early detection; and
- access to quality treatment and clinical trials.

Johnson & Johnson has earned the *CEO Cancer Gold Standard™* accreditation for 2006, 2007, 2008, and 2009 in recognition of our efforts in building a culture of health and wellness, particularly in the area of cancer prevention and risk reduction.

### Tobacco-Free Workplace Policy

When we implemented the *Worldwide Tobacco-Free Workplace Policy* in 2007, we reinforced our commitment to establishing a global culture of health and well being and for leading the industry as a gold standard company in cancer prevention efforts around the globe. During the past 12 months, over 98 percent of Johnson & Johnson workplaces worldwide have implemented the *Tobacco-Free Workplace Policy* prohibiting tobacco at all company locations, including property, buildings, leased buildings, company vehicles and company-sponsored meetings. Certain locations have extended the effective date of the policy in accordance with applicable local laws, rules and or regulations (i.e., prohibiting an employer from excluding the use of tobacco products on company property). For approximately 18 months prior to this change, we offered employees and their dependents a variety of smoking cessation programs, including counseling, medications, online programs, group meetings and individual coaching – all at no cost (in the U.S.).

Our policy is getting noticed outside of our operating companies. For example, in Japan and Brazil, government officials have acknowledged Johnson & Johnson for our tobacco-free workplace policy and for programs that support our employees' efforts to be tobacco-free.