

Double Your Impact in the Community Through Giving

Johnson & Johnson continues to be deeply committed to serving local communities and non-profit organizations, as demonstrated in the third paragraph of Our Credo. For several years J&J employees and retirees have expressed a desire to support many causes and organizations important to their personal interests and concerns that were not covered under existing matching gifts program. It was time to take a closer look at how J&J was supporting communities & employee and retiree needs.

Recognizing our employees and retirees know best how to enrich the communities where they live and work, we have widened the scope of the potential beneficiaries to include any federally designed 501(c)(3) organizations as eligible, that align with our values. Therefore, you can now designate an expanded array of agencies that align with our values for the 1 to 1 match that Johnson & Johnson offers for qualified organizations. This updated policy is retroactive to January 1, 2017.

These recent changes allow our employees and retirees to support a wider variety of organizations eligible for the Matching Gifts Program. These changes will:

- Allow more flexibility for employees and retirees to choose how to support their communities.
- Allow operating companies greater flexibility in supporting local organizations.

In short, the changes to the Matching Gifts Program are intended to empower our employees and retirees to have an even greater impact in their communities.

The changes to the Matching Gifts Program are directly related to a new approach to our partnership with the United Way. We have decided to move away from an annual campaign and will instead promote United Way agencies and efforts as one choice for gift match designation. This will also allow you to give to the specific United Way agencies of your choosing at any time during the year.

Our new Matching Gifts Program will now have a maximum cumulative match of \$10,000 per year for each retiree for all programs including gifts to the United Way. These gifts will continue to have double the impact on community organizations such as those serving veterans.

For questions or comments, please contact [Don Leib](#) (732-524-3683) or [Michael Bzdak](#) (732-524-3698) in the Office of Global Community Impact.