

J&J Workforce Vaccine Taskforce Updates and Plans Moving Forward

In November 2020, we introduced the J&J Workforce Vaccine Taskforce with the primary goal to enable our workforce and their families to gain efficient access to COVID-19 vaccines, if and when they become available, through an appropriate, and informed approach.

While many efforts of the taskforce are still being planned and confirmed, we wanted to share a few updates and plans moving forward.

Vaccine Eligibility

Recognizing their critical value as a public health tool, Johnson & Johnson is committed to facilitating access to approved vaccines for our workforce (including employees, contractors and retirees) and their families. Our workforce and their families will not be provided any 'early' access to the Johnson & Johnson vaccine candidate or other vaccines prior to their approval or emergency use authorization by regulatory authorities. **We recommend talking with your healthcare provider about what COVID-19 vaccine is right for you and getting an approved COVID-19 vaccine when you meet eligibility requirements.**

For vaccines authorized for emergency use, and while supply is limited, eligibility criteria for how and when vaccines are distributed will be determined by government agencies. In many countries, front line healthcare workers and at-risk or essential workers will be prioritized first, but eligibility criteria will vary among government bodies.

Our workforce will be eligible for the vaccine based on where they fall into these criteria, and in some cases, portions of our field sales workforce and our onsite superheroes may qualify as prioritized essential workers, though exact prioritization and timing depends on country, state and local guidelines.

Note: In the US, some states have implemented registration sites that can be used to determine eligibility, access and distribution. We recommend registering in your state if available and appropriate for your situation.

Vaccine Access

The J&J Workforce Vaccine Taskforce is working to ensure access to COVID-19 vaccines is as efficient as possible for our workforce. This includes exploring if certain Johnson & Johnson sites may be possible locations to administer COVID-19 vaccines for our workforce and their families in alignment with government prioritization criteria and timing phases. In addition, the taskforce, in partnership with Crisis Management Teams (CMTs), are exploring partnerships with government agencies and private companies who are supporting vaccine distribution as an additional way to facilitate vaccine access for employees, once approved and available.

We will update our workforce as soon as we can confirm authorized locations to administer approved vaccines for our workforce and their families.

Vaccine Education

While social distancing, masks and other measures have mitigated the COVID-19 burden, transmission is ongoing around the world. Safe and effective vaccines will provide a needed boost to public health efforts to end the pandemic and enable a safe workplace.

As the world's largest healthcare company, Johnson & Johnson is deeply rooted in the science of vaccines and we have strong confidence in the regulatory processes around the world to ensure safety and efficacy of approved vaccines.

That said, we recognize that there are individuals that may be hesitant about getting vaccines for a variety of reasons. In the coming weeks, in partnership with experts and organizations around the world, we will launch internal and external education campaigns focused on the public health importance of vaccines. We are committed to providing balanced public health education and information on research and development processes for all vaccines to help in the personal decision process.

Vaccine Mandates

With the information we have today, we are not mandating getting an approved/authorized vaccine as a requirement for entry into a Johnson & Johnson Company facility or as a requirement for employment.

Some workers may need to be vaccinated based on a specific work-related risk of exposure or external requirements (i.e. hospital credentialing requirements). We will continue to monitor this situation as we get more data about the pandemic and the available vaccines.

Important COVID-19 Safety Reminders

As a reminder, even once vaccinated, it is critical to maintain our safety protocols to prevent the spread of COVID-19 as you may still be able to transmit the virus.

We remain committed to reducing the spread of COVID-19 at work through our robust safety protocols and return to the workplace policies. You can help these efforts at work and at home, now and in the future, by continuing to wear a mask, practicing social distancing, and staying home and getting tested if you are experiencing symptoms or think you may have been in contact with someone who has COVID-19—it's the caring thing to do.

Please continue to check back often for the latest updates and resources.

Please send any questions to the [Workforce Vaccine Taskforce](#).