



Johnson & Johnson
 Supports Our
 Military Spouse
 Employees
 ★★★★★

Johnson & Johnson is honored to be a member of the U.S. Department of Defense's *Military Spouse Employment Partnership (MSEP)*, a Department of Defense (DoD) led initiative that connects military spouses with hundreds of partner employers who have committed to recruit, hire, promote and retain military spouses.

Johnson & Johnson is proud to lead in support to & engagement with Veterans, Service Members and Military Families & Spouses and is a 2020 Military Times "Best for Vets: Employer", a 2021 *Military Friendly*® Employer, a 2021 VETS Indexes "5 Star Employer", a 2021 DiversityInc "Top Company for Veterans" and a 2021 U.S. Veterans Magazine "Top Veteran-Friendly Company" recipient.



Johnson & Johnson Military Spouse Employee Benefits

We offer all employees leading, comprehensive pay & benefits packages, including benefits that meet the unique Military Spouse⁽¹⁾ & family needs, in particular during military deployments, military moves and National Guard & Reserve Component activations:



Up to 10 days **additional paid time off** to meet military specific personal & family obligations – including military deployments, moves & activations⁽²⁾



Opportunities for short & long-term **work schedule & arrangement flexibility** (e.g., flextime, telecommuting, etc.)⁽³⁾



Ability to formally **self-identify as a Military Spouse** & engage with a **best-in-class military-connected Employee Resource Group**⁽⁴⁾



Company commitment to **support during military moves**, (incl. opportunities for flexible work arrangements)^(3,5)



Access to industry-leading benefits (incl. healthcare, childcare & Employee Assistance Program). Addl. leave opp. to care for injured Service Member family members⁽⁶⁾

(1) "Military Spouses" – employees with legal partners in the United States Armed Forces, including those on Active Duty or in the National Guard or a Reserve Component
 (2) Johnson & Johnson "Military Spouse Time Off Policy – US/PR" & "Work, Personal and Family Time Off Policy – US"
 (3) "Flexibility and Flexible Work Arrangements Policy – North America"
 (4) Diversity Best Practices' 2018 "Best-in-Class" Employee Resource Group "Above & Beyond Award" for the Johnson & Johnson Veterans Leadership Council (VLC)
 (5) Johnson & Johnson is a member of the U.S. Department of Defense's Military Spouse Employment Partnership (MSEP)
 (6) In addition to Service Member Family Leave as required under the Family Medical Leave Act, Johnson & Johnson Family Leave includes additional unpaid leave for up to 52 weeks to care for a family member

