



Johnson & Johnson COVID-19 Vaccinations Resume Following CDC and FDA Decision

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INNOVATION

11 Employee Benefits That Help Make Johnson & Johnson a Great Company

Generous parental leave? Check. Pet insurance? Check. Here are some of the ways the company stands out when it comes to built-in benefits for its 140,000+ employees.

By **Christina Vercelletto**, October 30, 2017

At Johnson & Johnson, superior employee benefits are nothing new. The company has been a **trailblazer for more than a century** when it comes to supporting its workforce both in the office and outside of it.

So it should come as no surprise that Johnson & Johnson secured the top pharmaceutical company ranking on **Fortune's 2017 Most Admired Companies list**, thanks, in part, to the top-notch benefits it provides to its more than 140,000 employees worldwide.

To help kick off the annual enrollment season we've rounded up just a sampling of the great perks Johnson & Johnson employees, well, benefit from. How does your company compare?

Today's Top Reads





Welcoming a little one into your home can be an exciting, but also costly and stressful, process. To help support employees who are eager to expand their families, Johnson & Johnson offers assistance with **fertility treatments, adoption and surrogacy** to both heterosexual and same-sex spouses.



"Johnson & Johnson's Parental Benefits Helped Me Become a Mom": An Employee Shares Her Adoption Journey

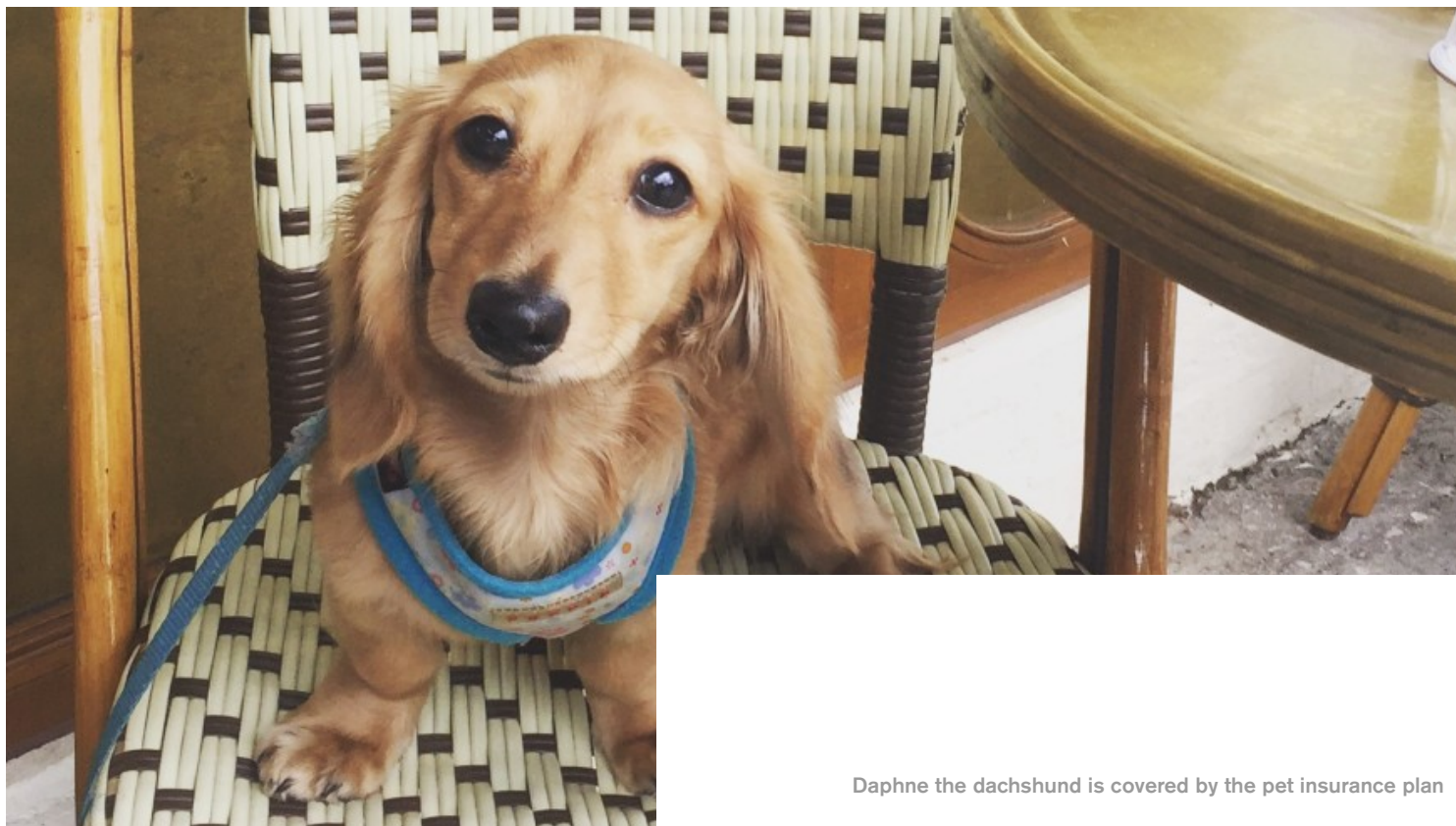
In the U.S., the company offers \$35,000 in financial assistance for fertility treatments. Employees wishing to adopt can receive \$20,000 in reimbursement benefits per child. Surrogacy benefits are also \$20,000 per child.

2.

Pet Insurance

Today's Top Reads





Daphne the dachshund is covered by the pet insurance plan

Pet health insurance **offered through Farmers Insurance** covers dogs, cats, birds, rabbits—even lizards and ferrets!

There are two levels of coverage offered: Employees can enroll their pets in a preventative care plan, which covers check-ups, vaccines and preventative medications. Or they can opt for a higher-level plan that also covers illnesses and injuries.

In both cases, the rates are generally lower than what an employee would obtain independently, says Richard McDonald, Director of Global Benefits, Absence & Disability Management, Johnson & Johnson.

"One of the first things I did when I got my new puppy, Daphne, was sign up for the pet insurance plan," says Liz Ozaist, Global Content Lab Editor-in-Chief, Johnson & Johnson. "And good thing I did! Just a few months later, I had to rush her to the emergency vet when she swallowed a sock. It's a valuable benefit for those of us who have cherished pets in our families."

3.

Military Benefits

Today's Top Reads





Employees enlisted in any branch of the U.S. Military Reserve or National Guard who are called for training or active duty, as well as to help **in the case of a natural disaster**, receive their full salary for up to 24 months and a continuation of benefits—in addition to what the U.S. military pays them.



How Johnson & Johnson Is Leading When It Comes to Military Leave Benefits for Employees

The company also offers another notable benefit for service members: The ability to take time off once they return from duty before going back to work.

As McDonald explains, “How can someone come back from a war zone on a Friday, and return to work on Monday? So we said, ‘We’ll give you additional time off, paid at full salary, to help you adjust back to civilian life.’”

4.

Global Parental Leave

Today's Top Reads





At its operating companies across the globe, Johnson & Johnson offers all employees—maternal, paternal, adoptive, surrogacy-assisted or foster parents—eight weeks of paid leave that can be taken during the first year of a new child's arrival into their family.

**6 Johnson &
Johnson Employees
Share How Parental
Leave Helped Them
Embrace
Parenthood**

"Johnson & Johnson leads its peer community with its generous global parental leave policy," McDonald says.

5.

Energy for Performance® Courses

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Johnson & Johnson is **dedicated to having the healthiest workforce**, and this program teaches employees how to manage and expand their energy capacity to perform at their personal best in all areas of their lives.



“Our goal is to train 100,000 employees globally in energy management,” says Jennifer Bruno, Vice President, Global Health Services, Johnson & Johnson.

**Microbursts: 4 Ways
This Simple Concept
Could Reboot Your
Life**

Employees can take the course either virtually from their remote office or in the classroom at company locations worldwide, in 17 languages. The cost to deliver the course is not charged to the employee or their department.

Learning how to align your focus with a personal mission, and thrive in demanding and stressful circumstances are key pillars of the curriculum. “It encompasses physical, mental, emotional and spiritual well-being,” Bruno adds.

6.

Breast Milk Shipping

Today's Top Reads





Traveling for business can be particularly challenging for moms who are breastfeeding, so in 2016, Johnson & Johnson instituted a unique delivery service that lets mothers ship breast milk home for free.

“When a mom knows she’ll be traveling, she can get breast milk packaging, prepared for shipping, in advance,” Bruno explains. “It’s a temperature-controlled box that’s pre-cleared for customs.”

7.

Extended Volunteer Leave Policy

Today's Top Reads





Juraschek on one of his trips to Guatemala

Johnson & Johnson prides itself on caring for the world, one person at a time—and that philosophy also translates into enabling employees to give back outside of the office. To help encourage employees to take time to benefit from the rewards of volunteerism, eligible individuals can take up to two weeks off—one of them fully paid—to volunteer for a nonprofit of their choice.



**This Unique Johnson
& Johnson Program
Lets Employees
Take Paid Time Off
Work to Do Good**

Reinhard Juraschek, Ph.D., Associate Director of Research & Development, Ethicon, uses this benefit to travel to Guatemala each year as a volunteer with Rotary International's Iowa MOST (Miles of Smiles Team), which performs cleft lip and palate surgeries on children.

"It's so rewarding," Juraschek says of the experience. "This was a way to do something with my skills and background that was completely, undoubtedly good."

8.

Child Care Benefits

Today's Top Reads





The first **Johnson & Johnson Child Development Center** catering to employees opened its doors in 1990. Today, there are five child care centers across company campuses in the U.S., offering programs from infancy through kindergarten at a subsidized cost for employees, making work-life balance a little bit easier for moms and dads.

For employees who work remotely or in offices where on-site centers are not yet available, the company provides an additional way to help offset the costs of child care by providing a discount with **KinderCare**, a national child care provider, as well as various local providers. Employees in the U.S. also have access to temporary, back-up dependent care, for when regular care arrangements fall through.

9.

LGBTQIA+ Benefits

Today's Top Reads





Johnson & Johnson offers transgender-inclusive health insurance coverage and provides same-sex partner benefits aligned with the [Human Rights Campaign's Corporate Equality Index](#).

The company also provides medical and surgical coverage and support for employees diagnosed with gender dysphoria.

"Johnson & Johnson is an industry leader when it comes to inclusive policies," says Rosa Sexton, Director of Planning and Operations, Johnson & Johnson. "We're proud of our diverse workforce, and we strive to offer benefits that reflect our employees' unique needs."

10.

Special Needs Assistance

Today's Top Reads





In the U.S., Johnson & Johnson provides coverage for speech, occupational and physical therapy for employees' children with pervasive developmental disorders and developmental delays. In the case of a child diagnosed with Autism Spectrum Disorder, coverage for Applied Behavior Analysis, an intervention-based education service, is also provided.



5 Things We Now Know About Autism

Families can also take advantage of the **Bright Horizons Special Needs Program**, a resource that helps parents successfully maneuver the educational landscape, at no cost.

The online platform assists parents in understanding, advocating for and supporting their children through personalized guidance and resources. It also offers webinars with top special needs experts, along with individual advising with experienced professionals who can address a child's unique needs.

11.

College Coaching

Today's Top Reads





Any parent who's helped prepare a child to get into college knows it can be a trying process. At Johnson & Johnson, employees can get guidance on navigating applications, student loans and more from former college admissions and finance officers free of charge through the company's partnership with College Coach.

"It makes me feel like my employer cares about what is going on outside of the workplace," says Melanie Hazell, Medicaid Analyst, Johnson & Johnson, who has utilized the program. "Many people are struggling with paying for school, so it makes me happy to know that Johnson & Johnson is willing to invest money to help with these types of programs."



Hazell says

Learn more about Johnson & Johnson's support of parents about one employee's paternity leave experience in

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