

Johnson & Johnson

Healthy People

Better Health, Better Future



William C. Weldon
Chairman, Board of Directors,
and CEO, Johnson & Johnson

Program Overview

- Number of employees: Approximately 109,900 men and women in 57 countries.

Program Goals

- Have the healthiest and safest workforce in the most environmentally responsible corporation in the world.
- Integrate and coordinate services (Disability Management, Employee Assistance, Occupational Health, Wellness & Fitness, Work Life, Safety & Benefits) to improve health and productivity and control health care costs.
- Fulfill our Credo responsibility and help employees adapt to rapidly changing business environments.

Program Components

- Online Health Profile (health risk assessment).
- Lifestyle/disease management counseling.
- Health Risk Intervention programs.
- Environmental/cultural support.
- Financial Incentives for participation.
- Integration of health promotion strategy with health care benefit plan design.

Key Findings (US BASED PROGRAM)

- Savings of about \$9-10 million per year from reduced medical utilization and lower administrative expenses.
- Health Profile results for 44,000 employees (September 2001 to December 2004) indicate that *Healthy People* goals are surpassed in three of the four target areas.
 - Smoking/tobacco use 6 percent—the target 9 percent.
 - High blood pressure 9 percent—the target 10 percent.
 - High cholesterol 9 percent—the target 15 percent.
 - Physical activity 38 percent (of the population is inactive)—the target 20 percent.

“An important part of our Credo responsibility to our employees is providing them with resources to lead healthier lives. Good health is important to all of us. Good health is also good business.

“For more than 20 years, Johnson & Johnson has helped employees recognize and change behaviors that threaten their health. Our next generation health and wellness program strategy is the *Healthy People* program that sets numerical targets to measure our success in helping our employees improve and maintain their health. Our current targets focus on tobacco use, cholesterol and blood pressure reduction, and increasing physical activity. The Health Profile results will provide baseline data for each operating company and will be used to measure our progress against these targets.

“*Healthy People* is all about our employees—our greatest asset. Their actions can improve their own health and serve as an example to their colleagues. Their efforts will result in the success of this program and its ability to achieve long-term health improvements and to create a motivated and productive workforce.”

THE BOTTOM LINE

"Achieving our *Healthy People* targets can have many significant benefits, including increased productivity. Most importantly, our employees will enjoy improved health, both on and off the job."

