



FAMILY OF COMPANIES

MATCHING GIFTS PROGRAM

Johnson & Johnson relies on many important and innovative partners in carrying out our philanthropic efforts. These partners include a number of nonprofit organizations as well as our own employees and retirees. Together we share a sense of dedication to make our communities better places. The Johnson & Johnson Family of Companies Matching Gifts Program is an important way to enhance the Company's commitment to help improve the communities in which we live and work.

GENERAL PROVISIONS

Through its Matching Gifts Program, the Johnson & Johnson Family of Companies Contribution Fund will donate two dollars to qualified nonprofit organizations for every one dollar an employee or retiree contributes within the guidelines. Objectives for the Matching Gifts Program include:

- Advancing the principles of corporate responsibility as outlined in the Johnson & Johnson Credo
- Encouraging greater financial and voluntary support of organizations on the part of employees/retirees
- Helping to strengthen worthwhile nonprofit organizations which are of special interest to employees/retirees

EMPLOYEE/RETIREE PARTICIPATION

Participation in the Johnson & Johnson Matching Gifts Program is open to all active, regular full-time and regular part-time Johnson & Johnson employees and retirees.

TYPES OF GIFTS ELIGIBLE FOR MATCHING

Gifts must be personal contributions (not pledges) made directly to an eligible organization in cash, credit card, securities or property having a quoted market value. **Each gift must be a minimum of \$25 in order to be matched.** A maximum of \$12,500 per year for each employee/retiree will be double matched regardless of the number of gifts. If the employee/retiree makes contributions to several organizations, gifts will be matched in the order received, up to the \$12,500 limit for the giving year.

STOCK AND PROPERTY GIFTS

Send proof of payment (Broker's Advice – which must clearly reference your name, date and number of shares transferred) along with original gift match form to donee institution. Send copy of proof of payment (Broker's Advice) along with copy of gift match form to Johnson & Johnson Family of Companies (address below).

Johnson & Johnson will double match the fair market value of the stock on the date of transfer. If signing over a stock certificate directly to a non-profit institution (no broker involved), provide a copy of the authorization letter and a copy of the front/back of the stock certificate. For gifts of property, two independent appraisals should be sent, with the mean value of the two appraisals used to determine the amount that will be matched.

CONTRIBUTIONS NOT MATCHED

The Johnson & Johnson Family of Companies **will not** match:

- Membership or dues payments
- Payments that primarily cover services, tuition, subscriptions, tickets, raffles, etc. which provide benefits to the individual employee/retiree
- Funds may not be collected from others and submitted by an eligible donor to be gift matched
- Pledges
- Bequests

MATCHING GIFT PROCEDURE

1. Complete Part A of the matching gift application and mail it together with your personal contribution to the eligible recipient organization. If you are unclear as to whether a nonprofit organization qualifies for matching support, or if you have any other questions, please call **1-800-804-4381**.

2. A responsible representative of the recipient organization will provide information required under Part B of the form and will send the completed form to: **Johnson & Johnson Family of Companies, Matching Gifts Program, P.O. Box 8317, Princeton, New Jersey 08543-8317.**

3. Matching gifts will normally be mailed to eligible organizations on a quarterly basis. An acknowledgement notice will be sent to the employee/retiree when the matching gift is processed.

4. All forms must be submitted for matching within one year of the date the gift was made.

ORGANIZATION ELIGIBILITY

Nonprofit organizations eligible for matching gifts must be recognized as tax-exempt by the United States Internal Revenue Service—Section 501(c)(3) of the Internal Revenue Code and must not be a private foundation. Only organizations in the following categories qualify under the Johnson & Johnson Matching Gifts Program:

Colleges

Any college, university or junior college accredited by one of the six major regional accreditation organizations or any alumni fund, foundation or association certified by accredited colleges to receive gifts for use solely by that college or university is eligible. (Note: gifts to pre-college education institutions such as elementary/secondary schools will not be matched.)

Hospitals

Nonprofit, voluntary hospitals accredited by the Joint Commission on Accreditation of Hospitals/Healthcare Organizations are eligible.

Health Care Organizations

Those organizations whose **primary focus** is the delivery of health care (e.g. Visiting Nurses Associations, Community Health Centers, U.S. Committee for UNICEF, etc.) or to undertake medical research (American Diabetes Association, American Heart Association, etc.) qualify for support if they have a 501(c)(3) tax status.

Substance Abuse Organizations

To be eligible, the organizations' primary mission must be the prevention and/or treatment of substance abuse (drug and alcohol dependency).

Cultural Organizations

Eligible groups are tax-exempt public broadcasting stations, performing arts groups, museums, libraries, historical societies, the humanities, symphony orchestras, dance companies, opera companies, zoos, arboretums and planetariums. (Note: music and dance schools are not eligible.)