Matching Gifts Program

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. Johnson & Johnson relies on many important and innovative partners in carrying out our philanthropic efforts. Together with our employees, retirees and nonprofit organizations, we share a sense of dedication to help make our communities better places.

GENERAL PROVISIONS

Through its Matching Gifts Program, the Johnson & Johnson Family of Companies Contribution Fund matches contributions to qualified nonprofit organizations 2:1 for every one dollar an employee donates up to $10,000 a year, and 1:1 for every one dollar a retiree donates up to $10,000 a year. 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 that are of special interest to employees / retirees

PARTICIPATION

Participation in the Johnson & Johnson Matching Gifts Program is open to all active U.S.-based Johnson & Johnson employees or 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 $10,000 per year for each employee will be matched 2:1 regardless of the number of gifts. A maximum of $10,000 per year for each retiree will be matched 1:1 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 limit for the giving year. All gifts must be confirmed by the recipient organization in order to be matched.

STOCK AND PROPERTY GIFTS

For gifts of securities, forward a copy of the transaction notice from your stockbroker (which must clearly reference your name, date and number of shares transferred). 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 nonprofit institution (no broker involved), provide a copy of the authorization letter and a copy of the front and 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.

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.

EXCLUSIONS

An organization’s mission must not conflict with the values of Johnson & Johnson. Organizations that are ineligible for matching include those that bar interaction, employment or provision of services based on race, gender or gender identity, nationality, sexual orientation, physical disability or religion; as well as:

- Nonprofit political organizations and agencies whose primary objective is advocacy
- Religious organizations (except for non-sectarian charitable programs with separate 501(C)(3) status whose delivery of social services is not discriminatory)
- Service clubs, social groups, fraternal and labor organizations

Additionally, the Johnson & Johnson Family of Companies Contribution Fund will not match:

- Grouped or pooled donations
- Membership or Dues payments
- Payments that primarily cover services, tuition, subscriptions, dinners, tickets, auction items, raffles, etc., which provide benefits to the employee / retiree
- Funds collected from others and submitted by an eligible donor to be gift matched
- Bequests; pledges
- Gifts made to/from an individual or family foundation or charitable trust
- Private foundations; private operating foundations

The Johnson & Johnson Family of Companies Matching Gifts Program reserves the right to refuse requests for matching contributions to organizations whose objectives are deemed to be detrimental to the interests of Johnson & Johnson or its Operating Companies.

MATCHING GIFTS PROCEDURE

Please note that paper forms will not be accepted. To make a gift, or to register a previously-made gift, please use the appropriate website below.

Employee Matching Gifts Website (clicktocare.jnj.com)
Retiree Matching Gifts Website (www.easymatch.com/jnj)

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

All requests for matching must be made within one year of the date that the gift was made. If you are unclear as to whether a nonprofit organization qualifies for matching gift support, or if you have any other questions, please call 1-800-804-4381.

AUDITING AND MONITORING

Please note that all donations that result in a Company match of $2,500.00 or greater will require documentation to substantiate the gift. Additionally, the Johnson & Johnson Matching Gifts Program reserves the right to request documentation for any donation of any amount. Examples of documentation include a front/back copy of the check or money order, a credit/charge card receipt or evidence of securities transfer. Please note that donations made directly on the Johnson & Johnson Matching Gifts Program website are not subject to this request for additional documentation.

CONFLICTS OF INTEREST

Conflicts of Interest occur when an individual is involved in multiple interests, one of which could possibly corrupt the other. All employees submitting gifts through the program will be required to attest that they or their family members will not personally or financially benefit from the donation or the matching gift.