

Wellness & Prevention

Wellness & Prevention Platform Keeps Employees Healthy and Engaged

Judy Herlich tried many diets over the years, but the weight always crept back on. Then in 2005, Herlich received an e-mail from her company's Health & Benefits group, inviting employees to try HealthMedia®, a web-based program that helps people improve their behaviors in areas such as weight and stress management, sleep quality, smoking cessation and medication adherence. Herlich lost the 36 pounds HealthMedia® recommended through its online plan tailored just for her. Four years later, she has kept off the weight.

"I definitely have more energy, and I rarely call in sick," say Herlich, Associate Scientist, Johnson & Johnson Pharmaceutical Research & Development, LLC (J&JPRD), Raritan, N.J.

In 2008 Johnson & Johnson established a Wellness & Prevention business platform to deliver new growth for the Company through a portfolio of products and services focused on preventing chronic disease, keeping people well and restoring faculties lost to aging. Global health care systems, including governments, employers and individuals, are seeking new solutions to spiraling health care costs. The Wellness & Prevention platform recognizes that a comprehensive solution must begin long before the onset of illness and that investing in wellness and prevention now can avoid more costly health care expenses later.

Also in 2008, we concluded two strategic acquisitions as initial steps in building the Wellness & Prevention business. In October, we acquired HealthMedia, Inc., which offers online health coaching for users like Herlich and has proven outcomes in increased productivity and decreased medical usage. In December, we acquired LGE Performance Systems, Inc., known as HUMAN PERFORMANCE INSTITUTE™, which develops science-based training programs to improve employee engagement and



STAYING HEALTHY Judy Herlich, an associate scientist at J&JPRD, uses many of her company's wellness programs to stay healthy. The Johnson & Johnson health and wellness program focuses on keeping employees healthy while containing health care costs and increasing productivity.

productivity. Grounded in the sciences of performance psychology, exercise physiology and nutrition, it teaches employees to manage their energy so they can perform their best. HUMAN PERFORMANCE INSTITUTE™ was co-founded in 1991 by best-selling author Dr. Jim Loehr and Dr. Jack Groppe. Their work over the past 30 years has helped athletes, military elite and corporations optimize performance.

Initially, the Johnson & Johnson Wellness & Prevention platform is focused on employers. Health care expenses are among the most rapidly growing costs for employers, and efforts that keep employees well and engaged will save

money and improve productivity.

Herlich says she feels more energetic since she began the HealthMedia® weight management program and started exercising daily at her company's fitness center. She likes the moderate exercise and eating plans, which don't eliminate food groups, and the "90/10 Rule," which says that as long as you stick to your plan 90 percent of the time, you'll succeed. From time to time she updates her personalized plan. While HealthMedia® programs are grounded in science, they are appealing to participants because they are personalized, easy to understand and they make sense. "It's a real common-sense approach," Herlich says.