

## Privacy Notice for Employees of Johnson & Johnson Family of Companies

Welcome to the time off answers site / [www.timeoffanswers.com](http://www.timeoffanswers.com).

This site is owned by Johnson & Johnson Services. This Privacy Statement is designed to tell you about our practices regarding collection, use, and disclosure of information that you may provide via this website.

Personal information on the Portal is collected, used and disclosed in accordance with the Personal Information Privacy Notice (the "Notice") that you received.

In addition, personal data may be disclosed to third parties, located in the United States and/or any other country, but only:

- I. to contractors we use to support our business and other vendors who provide business support and technical services. Such vendors are obligated to treat employee personal data in accordance with this Privacy Statement.
- II. where required by applicable laws, court orders, or government regulations, or pursuant to a valid request of a governmental agency.
- III. to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock

Appropriate privacy and security protections are in place to prevent disclosure of your personal data except to those employees and third parties with a business need for access to your information.

Personal data collected through this system may be disclosed to other Johnson & Johnson Operating Companies, located in the United States or elsewhere, for the purposes described above.

## Privacy Notice of Non-Employees of Johnson & Johnson and its Affiliates

Due to the global nature of our operations, the Company may disclose and transfer Personal Information to personnel and other departments within the Johnson & Johnson Family of Companies for business purposes. Users are advised that some information, such as your contact details, may be available to other Johnson & Johnson affiliates worldwide.

Johnson & Johnson Services, Inc. and other Johnson & Johnson affiliates in the U.S that receive Personal Information from affiliates in the European Economic Area (EEA), abide by the Safe Harbor Framework with respect to Personal Information they receive from the EEA. As a condition of accessing the Site and Personal Information relating to employees and other non-employees of the Company, non-employees may only use Personal Information to perform their obligations to the Company.

## Links to Other Sites

This Portal may contain links to third-party web sites that are not owned by or operated for the benefit of Johnson & Johnson or its affiliates. Once you leave this Portal, the companies' policies may no longer apply to personal information or any other information collected from or provided by you. Please check

the applicable privacy policy of any web site you visit to determine how data about you may be handled by those sites.

Your access and correction rights

You retain the right to submit and correct your Personal Information by contacting your organization.

How to Contact Us

If you have any questions about this Privacy Statement, please contact us as follows:

Per e-mail at: [DDamon@its.jnj.com](mailto:DDamon@its.jnj.com)

Changes to This Privacy Statement

If this Privacy Statement changes, the revised statement will be posted on this site. The Privacy Statement was last updated January 19, 2017.