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## **DiversityInc Names Lilly the Top Company for Working Families**

INDIANAPOLIS, Oct. 10, 2012 /PRNewswire/ -- Eli Lilly and Company (NYSE: LLY) has been named *DiversityInc's* 2012 Top Company for Working Families.

Known as a leading assessor of diversity management globally, *DiversityInc* has presented special awards to companies on its "Top 50 Companies for Diversity" list for exceptional diversity-management achievements since 2009.

Lilly submitted an extensive survey to be considered for the "Top 50" and was selected 29<sup>th</sup> out of 587 companies in April. Based on information in the survey on work-life programs, Lilly was selected the Top Company for Working Families. Previous winners of the award are ADP, Pfizer and PricewaterhouseCoopers.

"We recognize the critical importance of work-life programs to address the diverse needs, expectations, lifestyles, and work styles of employees that allow them to be the most effective," said Steve Fry, senior vice president of human resources and diversity. "Family-friendly work schedules and benefits are about having lower stress levels, maintaining better health, and enabling a stronger focus when at work— all leading to enhanced engagement, increased innovation and ultimately better results."

Many employees are able to take advantage of the company's workplace flexibility. Supervisors discuss with their employees the needs of the individual and the types of flexible work arrangements that are appropriate for a particular position. For some positions, such as manufacturing operational roles, employees need to be present during a certain set of hours. But, for others, flexible work arrangements are possible.

Additional benefit-related programs include personal leaves, child development centers, elder care, adoption assistance, support groups and on-site conveniences such as health services, fitness centers and equipment, convenience shops, credit unions dry cleaners and nursing mother stations.

Indianapolis-based employee Charlotte Hawthorne, who has four children, has used many of the offerings.

"Our programs made it possible for me to work part-time on two different occasions when my children were small. They provided the balance I needed to keep everything in check. Now, it is nice to be able to work from home on occasion or have flexibility in my hours in order to be there when my family needs me," Hawthorne said. "I also use the on-site wellness services, such as getting a flu shot at the health center. I am more likely to do things that are on our campus. And, it's certainly been great to be able to run into the convenience store to grab a balloon or a birthday card."

Lilly is frequently recognized for the on-site health care services provided to the workforce in the United States. Each year, the health services department in Indianapolis logs more than 31,000 clinical visits for employees' personal needs. Services include: emergency medical; allergy injections; preventive health care such as digital mammography, laboratory tests and immunizations; Body Mass Index calculations; laboratory work; care for occupational injuries and illnesses.

The company also has recently enhanced its on-site fitness and recreational facilities and has begun subsidizing many healthy food choices in its cafeterias.

Lilly has received several workplace honors in 2012 for its commitment to diversity. These include being a finalist for Best in Class Employers of Asian Pacific American Professionals and Out & Equal's Workplace Awards. Additional honors include Top Companies for Executive Women, Top 100 Best Places to Work/*Working Mother* magazine, Best Adoption Friendly Workplaces and receiving a perfect score of 100 on the Human Rights Campaign Best Places to Work Corporate Equality Index.

"We must have a diverse group of employees who understand the varying needs of the diverse people we serve. Ensuring a nondiscriminatory work environment and a culture of inclusion for these employees is a key priority for Lilly, because we believe that diversity empowers us to generate unique insights and ideas, create solutions and deliver innovation to improve outcomes for individual patients," said Shaun Hawkins, chief diversity officer.

For more information, <http://www.lilly.com/about/diversity/Pages/diversity.aspx>

## About Eli Lilly and Company

Lilly, a leading innovation-driven corporation, is developing a growing portfolio of pharmaceutical products by applying the latest research from its own worldwide laboratories and from collaborations with eminent scientific organizations. Headquartered in Indianapolis, Ind., Lilly provides answers - through medicines and information - for some of the world's most urgent medical needs. Additional information about Lilly is available at [www.lilly.com](http://www.lilly.com). C-LLY

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