



Every day, state and federal governments make decisions that affect patients, providers, EMD Serono and our ability to innovate. A few examples of the challenges we face include:

- Protecting our ability to bring forth innovation
- Reducing patients' out-of-pocket costs
- Insurance barriers that delay and deny access to medicines and infertility treatments
- Importation and price controls
- Ensuring patients have access to innovative medicines in Medicare Part D and other government programs

With political decisions increasingly taking on greater importance, EMD Serono needs to ensure that our voice is heard when elected officials consider and discuss crucial issues affecting the biopharmaceutical industry. The EMD Serono PAC is one way you can help EMD Serono meet these challenges. Contributing to the EMD Serono PAC helps us engage with candidates and elect legislators who care about patients and their ability to access treatments that can create, improve, and prolong lives.

### **WHAT IS EMD SERONO PAC?**

EMD Serono PAC is a Political Action Committee. Political Action Committees (PACs) grew out of an election-finance reform movement in the 1970s. The reforms were intended to help candidates meet the escalating cost of campaigning. The Federal Election Campaign Act of 1971, as amended, required more complete public disclosure of political funding; put dollar limits on how much could be contributed, and reformed the methods of financing campaigns. This legislation specifically granted corporations the right to form political action committees and to solicit voluntary contributions from certain eligible employees.

### **WHY DOES EMD SERONO NEED A PAC?**

Federal law prohibits corporations from making political contributions to federal candidates. However, corporations can establish political action committees, which are funded solely through voluntary contributions from employees. The ability of EMD Serono to support candidates, therefore, depends entirely upon EMD Serono PAC's success in raising money from you and your colleagues.

### **WHY SHOULD I JOIN EMD SERONO PAC?**

Simply put, an investment in EMD Serono's PAC is a direct opportunity to have your voice heard. The biopharmaceutical industry is very complicated and often misunderstood- so it is critically important that we support candidates who understand the issues that will allow us to succeed at creating, prolonging, and improving the lives of patients in their communities and around the world. You don't have to be 'political' to participate in the PAC - you just must care about the role government plays in the work we do and the potential impact that government regulation has on our company's purpose.

The voluntary donations from individual EMD Serono colleagues provides the critical financial resources needed to support candidates who value our ability to innovate. The PAC is not about supporting a partisan or social agenda. Rather, the EMD Serono PAC considers the issues important to the 'EMD Serono Party' including patient access to medicines and innovation. The EMD Serono PAC gives the 'EMD Serono Party' an amplified voice in Washington, DC. As more and more employees participate in the EMD Serono PAC, we will have more opportunities to elect pro-patient, pro-innovation legislators who will have a seat at the table when key issues that impact the pharmaceutical industry are considered.

### **DOES EMD SERONO PAC FAVOR DEMOCRATS OR REPUBLICANS?**

EMD Serono PAC is bipartisan because the policy issues important to EMD Serono and the patients we serve are relevant on both sides of the aisle. We make contributions to candidates based on merit, and their positions on our issues - not their political party.

### **WHO CHOOSES THE CANDIDATES WHO RECEIVE EMD SERONO PAC CONTRIBUTIONS?**



The PAC is organized to make lawful expenditures (distributions) to candidates for elective office. Recommendations to support candidates mostly come from our U.S. Government Affairs colleagues but can be suggested by any PAC member. An EMD Serono PAC Steering Committee made up of employees from different divisions reviews and approves or denies all requests for contributions from the EMD Serono PAC. The EMD Serono PAC considers each political contribution on a case-by-case basis, taking into account a set of guidelines, consistent with our corporate values, when identifying candidates to support. These include:

- Support of medical innovation, patient access, clinical advances, and specific company and TA initiatives;
- The candidate represents a district or state that includes a company facility or significant number of employees;
- The candidate holds an influential position in leadership or is on a key committee or caucus; and,
- Recommendation of a PAC member.

### **IS A CONTRIBUTION TO EMD SERONO PAC A GOOD USE OF MY MONEY?**

Absolutely! No matter what your role is at EMD Serono, the actions of Congress have a critical impact on our ability to innovate now and in the future. For instance, Congress sets the policy that affects patent life, domestic safety of medicines, and how seniors gain access to prescription medicines in Medicare Part D. Congress also governs trade, tariffs, and funds research and development projects that affect our company and our ability to operate.

### **WHY CAN'T I SIMPLY SEND A CHECK DIRECTLY TO THE CANDIDATES I SUPPORT?**

We do encourage you to participate directly in the political process. However, pooling your contribution with other employees through EMD Serono PAC allows you to expand your influence and send a clear message to candidates about the issues that are important to you as an EMD Serono employee. When candidates receive support from EMD Serono PAC, they know it is representative of our diverse employee base of scientists, field representatives, and business colleagues.

### **WHAT IF THE PAC IS CONTRIBUTING TO CANDIDATES WHO SUPPORT POSITIONS ON OTHER ISSUES I OPPOSE?**

There may be times when the EMD Serono PAC supports a candidate that you do not personally support. The EMD Serono PAC is not asking you to vote for the candidate nor is support from the EMD Serono PAC an affirmation that we support every issue the candidate supports. Supporting the EMD Serono PAC is an investment in the future of EMD Serono, not a candidate or a candidate's party affiliation. Supporting the EMD Serono PAC is support for our "professional party" -- the "EMD Serono Party." When you give to the EMD Serono PAC, you can feel confident that your money is supporting candidates who are willing to support the issues that impact our company and our purpose. Only you can prioritize your personal versus professional donations.

### **ARE CONTRIBUTIONS TO EMD SERONO PAC TAX DEDUCTIBLE?**

No. Contributions to EMD Serono PAC are not tax deductible for federal income tax purposes.

### **WHO PAYS FOR EMD SERONO'S PAC?**

Under Federal Election law, all of the PAC's administrative fees may be paid for using corporate treasury dollars. That allows the PAC to utilize contributions to directly support candidates who promote sound public policy that is good for our company's economic well being.

### **WHO IS ELIGIBLE TO PARTICIPATE?**

EMD Serono employees who are salaried and in a managerial or supervisory position are eligible to become a member of EMD Serono PAC- this means Role 2 or above. You must be a citizen of the U.S. or a lawful permanent resident with green card status. To ensure confidentiality and the voluntary nature of participation, a supervisor will not solicit a direct report. If you wish to contribute, you may do so through the website or by contacting Mallori Merandino at (202) 351-1390.

Employees of EMD Electronics and MilliporeSigma are not able to participate at this time.

### **AM I REQUIRED TO JOIN EMD SERONO PAC?**



No. Participation in EMD Serono PAC is completely voluntary. Your decision to become a member will be kept confidential. However, the Federal Election Commission does post the identity of contributors who contribute over \$200 or greater annually. To protect your identity, we post your contribution with your work address, and not your home address.

### **WHAT IF I CAN'T AFFORD TO CONTRIBUTE TO EMD SERONO PAC?**

Everyone has different financial situations and contributions to EMD Serono PAC are voluntary. There is no penalty or reprisal for non-participation. If you don't feel like you can contribute now, you may be able to in the future. EMD Serono PAC welcomes any amount of contribution; there is no minimum contribution. Small contributions from many people add up. These contributions provide great benefits to EMD Serono and our public policy objectives.

### **WHOM SHOULD I CONTACT IF I NEED MORE INFORMATION?**

Mallori Merandino, Director of Federal Government Affairs, at (202) 351-1390 or [EMDSeronoPAC@emdserono.com](mailto:EMDSeronoPAC@emdserono.com)

### **HOW CAN I MAKE MY CONTRIBUTION TO EMD SERONO PAC?**

You can join EMD Serono PAC by pledging online. Contributions are accepted by payroll deduction or credit card. To contribute via personal check, please contact Mallori Merandino at [EMDSeronoPAC@emdserono.com](mailto:EMDSeronoPAC@emdserono.com) for more information.

### **HOW CAN I BE SURE THAT THE INTEGRITY OF EMD SERONO PAC IS MAINTAINED?**

EMD Serono PAC is an independent entity and all funds are maintained in a separate bank account. EMD Serono PAC adheres to federal law and Federal Election Commission (FEC) regulations, such as:

- All contributions from eligible employees are voluntary.
- Only eligible employees can be solicited to contribute to the EMD Serono PAC.
- No federal candidate receives more than \$10,000 per election cycle\*.
- Periodic reports are filed with the FEC. These reports reflect all aggregate contributions by individual employees of more than \$200 per calendar year and of all political contributions by EMD Serono PAC.

*\* An election cycle is two years for the US House of Representatives and six years for the US Senate.*

Disclaimer: Contributions to EMD Serono PAC are not deductible as charitable contributions for federal income tax purposes. All contributions to the EMD Serono PAC are completely voluntary and will be used for political purposes. You have the right to refuse to contribute without reprisal. Contribution guidelines are merely suggestions, EMD Serono will not favor or disadvantage you based on whether you give more or less or not at all. Contributions may only be made from citizens or resident aliens ("Green Card" holder) of the United States. Federal law requires that EMD Serono PAC use its best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 in a calendar year.