

A Note from



An Update on our People Priorities Progress

Evolving our culture and engaging our people continues to be a cornerstone of success for BMS and R&D. In 2015, our goal is to build upon the strong progress we made in 2013 and 2014. I am pleased to report we are moving the needle and shifting our culture in a measurable way.

There have been great efforts spent on the R&D People Priorities. Our progress is moving along steadily, though we recognize there is still some work to do.

3 Powerful Conversations

Over 85% of R&D Employees have clear objectives; 75% attended the session on PC#2; 10 percentage point increase in 2015 items compared to 2014 annual survey

Building An Inclusive Culture

Workforce and business goals established; Ongoing completion of eModule

Development

82% Leadership attended leadership development programs; ~400 attendees at the Career Awareness session

MyLife@BMS

39,000+ views of its launch during Week 1 of

● Achieved or exceeded ● In progress

Our analysis was validated by the R&D results of the MyVoice survey, which Francis recently shared. Your feedback was largely positive, with an overwhelming majority of people reporting they feel proud to work at BMS. Your feedback also indicated areas that need improvement, specifically around actionable development plans and diversity and inclusion. Fortunately, now is the right time to focus on these areas.

PC#2

Mid-Year is the time for candid conversations about your development. Work with your manager to identify a development plan that is right for you. Your manager is your partner and advocate for you. During your mid-year Powerful Conversation #2, share your overall career goals with your manager. Discuss ways you can gain the skills and capabilities you will need to achieve those goals. Come prepared to discuss what you did last year, the progress you have made and what you want to focus on this year.

D&I

There was a 10 point increase in the perception of teams who value diverse perspectives. This positive trend indicates we are headed in the right direction, though we still have work to do in this area. If you have not already completed the eLearning, please make sure you complete it before September 10th. We have scheduled discussion sessions across R&D in the U.S. in September as a follow-up to this eLearning. U.S. employees should prioritize attendance at one of the sessions. Global audiences should attend their local follow-up sessions.

Over the coming months, I will be conducting informal Coffee Chat sessions at multiple BMS offices. I encourage you to attend and provide open feedback in a relaxed setting. In the meantime, please continue honest dialogues with your manager, mentors and peers.

I look forward to a successful second half of 2015. Thank you for your part in developing our workforce to ensure we are fully enabled to bring innovative medicines to patients in need.

