

Care @ Work

Campaign



EMD Serono

"Caregiving is a reality that nearly all of us will experience at some point in our lives. In my own life, I found myself as a caregiver for my mother in law when she was diagnosed with lung cancer. I'm forever grateful to EMD Serono for the support and flexibility to put my family first when I needed it most – so that I could do everything from ensuring she was cared for by the best doctors to managing family dynamics, insurance, treatment and everything else you can imagine that goes along with a cancer diagnosis.

My own experience is just one of many lenses that shape how we support caregivers at EMD Serono. Caregiving is not a one time or one size fits all responsibility; it looks different for every individual and requires flexibility, understanding, and practical support.

Our approach as an employer begins with listening – to our employees, our employee resource groups, and the caregiver communities we engage with through our Embracing Carers initiative. These insights guide how we continually design and evolve our benefits, policies, and ways of working, including the introduction of our parent company's global paid caregiver leave benefit last year.

When employers recognize caregiving as part of the human experience and respond with thoughtful, practical support, they enable people to better balance work, wellbeing, and caregiving, without having to choose one at the expense of another. "

**Melissa Reed | Head of Human Resources Healthcare
Marketing & North America
EMD Serono**

“ Caregiving is a reality that nearly all of us will experience at some point in our lives. In my own life, I became a caregiver for my mother-in-law after she was diagnosed with lung cancer. I'm forever grateful to EMD Serono for the flexibility and support to put my family first when I needed it most – from managing appointments and insurance to navigating treatment and family dynamics. My experience is just one example of why caregiving support in the workplace matters.

”

**Melissa Reed | Head of Human Resources Healthcare
Marketing & North America
EMD Serono**



OTSUKA AMERICA PHARMACEUTICAL, INC.

“Despite the undeniable financial value that caregivers provide, protections that recognize their sacrifices are often absent from corporate benefits structures and national economic policies. Employers have the power – and the responsibility – to reshape how caregiving fits into the modern workplace. Comprehensive caregiver benefits, like flexible work arrangements, paid caregiver leave, and tailored mental health and financial planning resources, are essential. At Otsuka, we view these as investments not only in our employees but in our company’s and society’s futures. That’s why we integrate our Caregiver Navigator program directly into our benefits structure – to ensure employees don’t have to navigate these challenges alone – providing personalized care, emotional support, expert content, and local resources.”

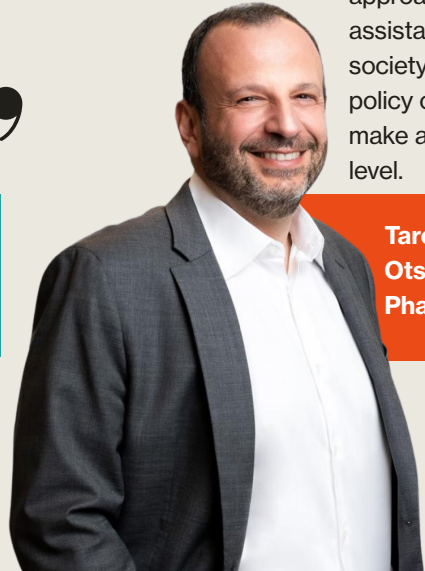
**Tarek Rabah | President and CEO,
Otsuka North America Pharmaceutical Business**

“Otsuka is first and foremost a healthcare company. And if you’re committed to healthcare, you can’t not be thinking about the caregiver. Caregivers are driving what happens throughout our healthcare system every single day, particularly for families managing chronic illness. What drew us deeper into this work was recognizing just how much unpaid caregivers are sacrificing – their jobs, financial stability, health, and overall wellbeing – simply to ensure their loved ones receive care.”



**Debra Barrett | Vice President,
Corporate Affairs, Otsuka America
Pharmaceutical, Inc.**

“Family caregivers are America’s invisible workforce, and they bear the brunt of a substantial financial burden that poses challenges for future generations. Effectively supporting these individuals requires a comprehensive approach that includes assistance at all levels. As a society, we must implement policy changes, but we can also make an impact at the employer level.”



**Tarek Rabah | President and CEO,
Otsuka North America
Pharmaceutical Business**

“Otsuka colleagues work tirelessly on behalf of patients and those who care for them. We are dedicated to caring for caregivers – standing with them in the same way they stand with their loved ones – and offering the tools they need to support their loved ones’ health and their own health. I’m proud of the work Otsuka has done so far to make a meaningful difference in the lives of caregivers. We will continue advocating and calling for industry changes to improve caregivers’ and their loved ones’ quality of life. If we work together, I believe we can ensure that all family caregivers receive the support they deserve.”

**Debra Barrett | Vice President, Corporate Affairs,
Otsuka America Pharmaceutical, Inc.**

AMGEN

"Over the course of my career, one truth has become clear to me: organizations ultimately receive what they invest in their people. For most of my professional life, I've also carried the role of caregiver, at times for both my parents, my sister, and my son all at once. Balancing those responsibilities hasn't always been easy, and there were moments when I had to step away from work simply because the support I needed didn't exist. Those experiences shaped me for the better.

At Amgen, I've made it my mission to be the manager I always wanted – one who understands that careers don't exist in a vacuum, and that family unequivocally comes first. When my son required specialized treatment that led our family to relocate to the Midwest, Amgen gave me the flexibility and trust to prioritize my family without compromising my career. That support changed everything as I navigated additional responsibilities caring for my mom and sister.

Because of that trust, I've been able to give the best version of myself to my work, making meaningful impact and creating a culture where my team feels genuinely supported and empowered. In return, I've built a team grounded in fierce loyalty, resilience, and compassion. When companies choose flexibility and trust, especially for caregiving employees, they don't just support people, they build workplaces that thrive. "

**Kim Love | Senior Director, Government Affairs & Strategic Alliances
Amgen**

“ One truth has become clear to me throughout my career: organizations ultimately receive what they invest in their people. When companies choose flexibility and trust – especially for employees balancing caregiving responsibilities – they don't just support individuals, they create stronger, more compassionate workplaces where people and teams can truly thrive. ”

**Kim Love | Senior Director, Government Affairs & Strategic Alliances
Amgen**

