



240 CLAREMONT AVENUE · MONTCLAIR, NEW JERSEY 07042
TEL. (973) 783-7607 · FAX (973) 783-9894
WWW.SMITHMULLIN.COM

Contact: Brian McDonough
Evergreen Partners, Inc.
(908) 322-1100
bmcdonough@evergreenpr.com

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Lawsuit: J&J Woman Exec Alleges Sexist Bosses Dismantled Her Career *CEO Betrays J&J Credo in Empty Promise to Investigate Discrimination, Retaliation*

NEWARK, N.J., December 17, 2020 – Former **Johnson & Johnson** executive **Gina Bilotti** endured discrimination and persistent verbal abuse from her supervisors then immediately had her career sabotaged after seeking help from CEO **Alex Gorsky**, according to a lawsuit filed today in the Superior Court of New Jersey in Essex County.

According to the complaint, Bilotti was an exemplary J&J employee for more than 25 years, winning multiple leadership awards during her employment. She was hired in 1995, promoted 17 times, and eventually became a business-line VP supervising more than 350 employees, managing a budget of \$85 million, and overseeing a pharmaceutical portfolio valued at approximately \$42 billion. During her time with J&J, Bilotti garnered respect and personal mentorship of three of the company's Executive Committee Members, including CEO Gorsky himself.

Ms. Bilotti is represented by Nancy Erika Smith, Esq., of the Montclair, N.J. law firm Smith Mullin.

The lawsuit alleges Bilotti's one-time supervisor **Darren Snellgrove**, hired in 2017 as the CFO of J&J-owned Janssen Research and Development, undermined, cursed at, and demeaned Bilotti by telling her to "shut up", saying "fuck you, Gina", asking her "did I tell you [that] you could talk?", and threatening that he controlled her "headcount" and "budget". After Bilotti turned to HR for relief, Snellgrove slashed Bilotti's budget by more than 20% over two years.

The complaint claims Snellgrove's sexism and verbal abuse of Bilotti was so public and severe that several co-workers filed HR complaints on her behalf. Bilotti repeatedly asked HR for updates about its investigation into the complaints to no avail. Almost a year later, Bilotti was told the investigation was closed, and on the same day she was threatened with termination.

"This is textbook discrimination against a high-performing, award-winning woman executive who CEO Alex Gorsky praised as an example of leadership for all of us," said Smith.

The complaint alleges that on October 9, 2018, Bilotti met with CEO Alex Gorsky to seek his help in response to the harassment and retaliation she was experiencing. In response, Gorsky acknowledged "So what you're telling me then is that we have unCredo like behaviors happening in Janssen R&D.

That's a big problem, Gina. A big, big problem." Not only did Gorsky not follow-up as promised, but J&J immediately escalated its efforts to torpedo Bilotti's career. Within three days of the Gorsky meeting:

- Two departments were removed from Bilotti's responsibilities
- Bilotti's membership on four major management committees was revoked, two of which she had served on as Chair since their inception
- Johnson & Johnson initiated a baseless audit into the past five years of Bilotti's expenses, a process that continued for five months
- Bilotti's budget was cut by another 10%, more than almost 3 times the average amount cut from the budgets of her male peers

"When new, all-male leadership came on board in 2017 and 2018, nearly every open position was filled with males," Smith said. "And in defiance of the company Credo, Bilotti was paid less than six similarly positioned male executives despite her extensive and important job responsibilities."

In early 2018, Bilotti also began reporting to newly appointed Global Head of R&D **Mathai Mammen**. The suit alleges Mammen "manipulated" Bilotti, relying on her wealth of company knowledge to adjust to his new position while possibly "grooming" her for a sexual relationship. After Mammen requested access to Bilotti's personal Facebook page and learned she was gay, he minimized contact with her and excluded her from collaborations and meetings.

"Johnson & Johnson portrays itself as a leader in diversity and inclusion, but those are empty words," said Smith. "Ms. Bilotti was able to succeed for 25 years in J&J's white male corporate environment because she was extremely talented and respected. When new male bosses discriminated against her, J&J HR, and even the CEO, participated in retaliation against her which ultimately led to the end of her career. J&J's talk about diversity and inclusion is as false as its claims that it didn't know the baby powder it sold to women included asbestos, which caused many women to get cancer. J&J cares about money and power – not women."

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