

WSJ Society: Summary

Update March 2, 2015

Introduction

The Warren S. Johnson Society is a volunteer social group whose members share the bond of a career experience at Johnson Controls. Basic facts about the Society include:

1. The Society was founded in 1989 as a 501(c)(7) Social Club
2. The mission of the Society supports members engaging in community, providing opportunities for socializing, personal development, and service.
3. Membership includes those who are:
 - Retirees of Johnson Controls
 - Employed by Johnson Controls with 20 or more years of service
 - A spouse of a deceased member.
4. Following the statement of eligibility for membership, former employees, who have not yet taken retirement and did not join prior to leaving the company are not eligible for membership regardless of their years of service.
5. Current, December 2014, membership count is 533 members who reside in the U.S. (526), Canada (6), and Australia (1). Three business units and corporate are represented:
 - 526 (99%) reside in the United States
 - 277 (52%) reside in Wisconsin
 - In addition to Wisconsin, 12 states have 10 or more resident members
 - Each business unit is represented: BE, 454(85%); Corp, 41(8%); PS, 25 (5%); and, AE, 4(<1%) (See below for further information.)
6. Social activities sponsored by the Society include:
 - Quarterly luncheon meetings in Milwaukee (50 – 60 participants)
 - Biennial reunion of members (70 – 90 participants)
7. Services promoted by the Society:
 - United Way contribution with company match
 - Education and Arts Matching Gift Program
8. Communications with members of the Society:
 - Newsletter, mailed quarterly (2005 on are archived on WSJSociety.com)
 - WSJSociety.com social media website, introduced August, 2014
 - Special mailings as necessary
9. To-date, 190 (36%) members have registered on WSJSociety.com. In a 4 week period, ~20 members log in to the site. There is no count for multiple visits by a single member. Also, there is no count of the visits to the Home page which does not require log in to access information. There is very limited messaging or personal posting activity at this point.

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10. The Society and its members have received continued support from company management and associates who have generously supported the Biennial Reunions, Newsletter printing and mailing, WSJSociety.com implementation, and have retained access for members to the company Education and Arts Matching Gift Program and United Way matching funds.

For past reunions, the company provided \$3,000 to \$5,000 to support the reunion and society. Support for Reunion 2014 was split. The morning activities at Corporate Headquarters was provided by the company, Kim Metcalf-Kupres, with Allison Zahn the project leader. The evening event was supported by the participants and the society. This adjustment allowed for invitations to the morning event for 345 non-member current employees who were candidates for membership. Unfortunately, few of those invitations led to actual participation.

11. In 2014, Employee Discount Programs that are also available to retirees were made available to the society and posted on WSJSociety.com. Login to the website is required to secure the company code information. The information is made available to current employees through their secure access to the company portal. Not all programs are available to retirees.

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Structure & Membership

Membership

Per the By-laws, there is one class of membership consisting of voting members:

“Any person who has retired from Johnson Controls, Inc. or any of its wholly owned subsidiaries (individually and collectively “Company”), or is a full time employee of the Company who has completed at least 20 years of employment with the Company, whether or not as a member of a collective bargaining group, may become a voting member upon payment of the dues prescribed therefor. The surviving spouse of a voting member is eligible to elect to become a voting member upon payment of the dues prescribed therefor.”

Dues

Membership dues have been set by the board as:

\$5 per year
\$50 Lifetime Membership

Annual dues may be paid in advance for multiple years. Membership may be terminated after a reasonable period of non-payment.

Meetings of Members

There is an annual meeting of members held in July. Election of Officers and Directors takes place at this annual meeting in those years of the Biennial Meeting. The Biennial Meeting, (Reunion) is held in even numbered years.

Quarterly luncheons in Milwaukee are an on-going activity of the Society. All members are welcomed to the luncheons. For a number of years, they have been held at Alioto's Restaurant, (3041 N Mayfair Rd). The luncheon is scheduled from 11:00AM to 2:00PM on the 3rd Thursday of the months: January, April, July, and October, except for those years of the Reunion.

The Reunion has normally been held in September, replacing the October Luncheon. In early years, the Reunion included a Friday activity as well as events held Saturday. In 2012, scheduled activities were limited to Saturday. The Reunion has been generously supported by the Company, facilities, financial support, and the time and expertise of

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management and staff. Most often, the CEO has provided an overview of company status with a Q/A session following. With the CEO or designated alternate, the society members greatly appreciate this commitment of time and personal interest.

Over the years members in other locations have held local reunions. We are aware of reunions of Branch Office members held in Denver, CO and Rochester, NY. We were also alerted of reunions of former SECD employees in both Philadelphia, PA and Dallas, TX. Where those participants send the story and pictures there are reported in the Newsletter and posted to the News and Photo Gallery on WSJSociety.com.

WSJSociety.com

WSJSociety.com is a social media site available to the membership. The site went live August 14, 2013.

The purpose of the site is to enable WSJ Society members to continue their engagement with each other and their local community – to enjoy and help each other and contribute to community.

The site has content that is available to the public and content that is only accessible to members in good standing who have registered on the site. Public content includes information about Johnson Controls, the WSJ Society, and Society News. A Resources section was added in 2014 to expand current “Company Resources.” Access to Company Discount Programs was provided with a login required. The Resources section also includes a broader listing of resources available for planning and living senior life.

The News section includes access to the published Newsletter archive. This kind of information has been available to the public from the previous johnsoncontrols.com page [Our Retirees](#). That site has been shortened and includes a link to WSJSociety.com.

The Members Only content of WSJSociety.com includes social media features such as member profile, newsfeed, picture galleries, groups, and messaging services. These features allow each member to control their personal presence on the site and how their information is shared (or not) within the Members Only online community.

The Website currently has 190 members, 36% of total membership, who have registered their username and password. It is administered by an Editor from the Society with continuing support by McDill Design and Bridget Paskey, Director of Global Internal Communications.

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Newsletter

The WSJ Society Newsletter is a quarterly publication mailed to all members in good standing. The Newsletter has been published since the founding of the Society. It is very popular with the membership.

The Newsletter is compiled by the Newsletter Editor. The President's Message and Society News are regular elements of the Newsletter. They are written by the President and Program VP respectively. The Program VP writes those stories related to Society Activities in Milwaukee, including announcement of Quarterly Luncheon and a story of the immediate past luncheon. In addition, the Newsletter Editor solicits stories from the membership for publication and includes other materials as available to create each quarter's Newsletter.

The Newsletter is printed and mailed with support from the company.

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Current Membership Statistics (December 6, 2014)

<u>Total Membership:</u>	533			
<u>Dues</u>				
Life	396	74%		
Annual	124	23%		
Associates	13	2%	(Non-dues paying contributors)	
<u>Location</u>				
US	526	99%		
Canada	6			
Australia	1			
WI	277	52%		
<u>Business Unit</u>			<u>WI</u>	
AE	4	<1%	2	50%
BE	454	85%	215	47%
PS	25	5%	18	72%
Corp.	41	8%	35	85%
N/A	9		7	
<u>States with >10 Resident Members</u>				
AZ	12			
CA	11			
CO	18			
FL	22			
GA	13			
IN	11			
MI	11			
MN	11			
NC	11			
OK	10			
PA	15			
TX	17			
Subtotal	162		30% of Total Membership	
WI	277	52%	“	
Total	439	82%	“	

Note: Southeast Wisconsin Statistic of Potential Members (July, 2014)/ A mailing list of 345 member candidates, was compiled to promote Reunion 2014. It included names of retirees, and current employees of age > 55 and >10 years of service.

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Officers and Board of Directors

Officers and Directors are elected at the Annual Meeting of Members to serve a 2-year period. The current officers and board members are:

President	Gene Strehlow
VP-Communications	Jude Anders (WSJSociety.com Editor)
VP-Membership	Greg Pascucci
VP-Program	Janice Peters & James Pasterczyk
Treasurer	Brian Bould
Secretary	Ron Kuta

Board of Directors	Bonnie Lenz
	Carol Lomonaco
	John Meyer

Several memberships have been identified as “ex-officio” as related to specific functions in the conduct of business. These include:

Newsletter Editor	Erica Wolfe
Historian	Ken Wirth
McDill Design	Javier Centeno (technical support for WSJSociety.com)

Meeting of the Board

While the By-laws of the Society require an Annual Meeting of the Board, it has been the practice of the Board to meet quarterly as scheduled by the President. Notice of meetings is distributed by the President at the Annual Meeting in July. Meetings have been hosted in a conference room at Corporate Headquarters in Glendale, WI.

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WSJSociety.com Poll Results

There are 48 responses to the poll posted on WSJSociety.com. The poll is available to all visitors to the website, a login is not required. The results to-date are as follows:

What feature of WSJ Society Online is most important to you?

1. Society News & Events – 25%
2. Connect with other members – 48%
3. Share a common interest, e.g. hobby, education, travel, etc, with a group of members – 4%
4. Information links for benefits or retirement planning – 19%
5. Find opportunities to contribute – 4%

The number of responses is very low, < 10% of the membership, but 25% of those who have registered at the site. Connection with other members is by far the most popular with Society News & Events also supporting the interest in connecting with former colleagues. Interest in benefits and retirement planning is a significant 3rd choice.

Reunion 2014 Brainstorm Results

A very brief brainstorm session was conducted at Reunion 2014. The question posed here asked a question with the theme of “Re-imagining the Society.” A summary of the results follows:

What could be all the way we could engage more with active employees?

1. Mentor relationships (technology, business, industry) – 8
2. Networking (sponsored events, shared experiences) – 4
3. Volunteer (opportunities for joint contribution) – 2
4. Re-connect with technology – 1