

Employee Recruiting Video for External Website

***High Potential, Higher Purpose:
Succeed in Making a Difference at Lilly***

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Hi! I'm John Lechleiter ... and I have the privilege of leading Eli Lilly and Company at one of the most exciting times in our company's – and our industry's – history.

I'm here today in the Lilly Leadership Center in Indianapolis, the city where our company was founded in 1876. It's a fitting place to talk about what we at Lilly see as our purpose...and our potential ... in a world rocked almost daily by unprecedented change and extraordinary challenges.

We feel the effects of global economic turmoil ... we hear contentious debates about affordability and access to innovative medicines ...we see rising tides of regulation and research costs. Never before have such wide-ranging forces influenced so much ... and so many ... for so long ... in the biopharmaceutical industry.

But I would also say that never before have the world and its citizens needed our leadership ... and our innovations ... and our contributions to human health ... more urgently than they do at this moment.

Every day ... in developed and developing countries alike ... people endure the pain of disease. They suffer from diabetes and tuberculosis ... they suffer from cancer and mental illness ... they suffer from Alzheimer's and heart disease. For some the problem is getting the right medicine, while for others there is no cure ... no relief at all.

The Reverend Martin Luther King, Jr., said, "Life's most persistent and urgent question is, 'What are you doing for others?'" At Lilly, we answer with a vision that is both crystal clear and compelling: We are here to deliver improved outcomes for each of those individual patients.

It's a highly personal calling that drives everything from our corporate strategy to our daily work of discovering, developing, and delivering the innovative medicines the world is waiting for.

Our vision also frames our award-winning efforts in corporate responsibility, as we seek to deliver better outcomes for entire communities where we live and work. This includes our \$135 million initiative to fight tuberculosis that's resistant to first-line treatments ... our implementation of advanced green chemistry methods ... and an annual day of service that typically sees more than 20,000 Lilly employees volunteer in their local communities across the globe.

And our vision guides the way we work ... by bringing together positive, intelligent people who respect, seek out, and include the diversity of perspective and thought that each individual brings to the team—and to meeting the needs of our global patient base. Lilly has consistently been recognized for our commitment to diversity – earning more than 20 awards from multicultural media and organizations in the past two years alone.

(Pause)

And while we might differ in perspective at Lilly, we are joined together by a set of common values. For more than a century, our actions have been guided by three core values: integrity ... excellence ... and respect for people.

Integrity is first, because honesty and ethical behavior are the foundation of all good relationships. Our reputation for excellence is earned every day by thousands of Lilly people giving their best and seeking constant improvement. And respect for people extends to everyone touched by our company ... employees, shareholders, customers, partners, suppliers, and even neighbors. Whenever we make a decision that affects others, we do it in a way that's consistent with these Lilly values.

Eli Lilly, the grandson of our firm's founder, summed it up well. "Values," he said, "are really at the heart of the matter. They tell us who we are, how we should behave, and where we should be going."

(Pause)

And now on to where we're going...

Earlier I described the tough external environment for pharma. Well ... one benefit of facing such dramatic challenges is the clear focus you can achieve in overcoming them.

We actually see a world of possibilities in these times of change ... some very good reasons to believe that we'll be successful in the days, months, and years to come.

First, we believe in our mission ... our purpose ... to make medicines that help people live longer, healthier, more active lives. How many people can say that when they come to work? We have the opportunity each day to make a real and lasting difference in the lives of millions.

We also believe in our potential ... which will only be realized through innovation, the heart of our strategy.

Our history bears testimony to a series of breakthroughs that have made a profound difference to humanity. We pioneered the world's first commercial production of insulin ... the first cephalosporin antibiotics ... the first biotech medicine— biosynthetic human insulin ... we discovered Prozac ... and the first approved therapy for severe sepsis.

These have been Lilly innovations of the truest sort ... achieved by applying the best science available to conquer the scourges of the day. Now we're honing in on the growing potential to achieve truly personalized medicine ... medicines that will improve individual patient outcomes ... and our strength as the fifth largest biotech company in the world is a powerful advantage.

Right now, we have the largest, highest-quality pipeline in our history. We're targeting diseases for which current treatments are inadequate, like cancer, Alzheimer's disease, pain, diabetes, chronic inflammation, and autoimmune diseases. In 2008, we invested \$3.8 billion in research and development ... that's more than \$15 million every working day.

We have the resources to continue charting our own course, and we are committed to building an independent future sustained by innovation.

And I've saved the best reason we believe for last ... our people.

With patients everywhere counting on us to produce ... we will continue to hire and develop the very best from around the world. We're based in the Midwest, but we're a Fortune 500 company with operations, a management team, and an outlook that are truly global.

We want a diversity of perspectives ... the finest minds ... the boldest creativity ... and the highest energy. We want people of integrity who have the courage to lead ... people who are confident, hopeful, and ready to achieve. We want people who believe in their own purpose, the power of their ideas, and the importance of getting to action.

(Pause)

As you think about the next step in your own journey, I ask you to consider how and where you would like to contribute, collaborate, and spend your time ... and what you're passionate about.

In life – and certainly at Lilly – we often find that success comes in pursuing what we prize. For us, it's a personal and meaningful cause. It's applying ourselves ... and cutting-edge science ... with the highest standards and values ... to directly improve each patient's life ... and in turn the lives of all who care about that person and their well being.

Earlier, I said that it's a privilege to lead at Lilly. That is true for the three important reasons I've shared today: our purpose, our potential, and our people.

Now I invite you to learn more about us ... and about what we can offer you. If you decide there's a good match, we look forward to seeing how your talents and your energy can make a difference at Lilly right now ... and a difference for the millions of people around the world who depend on us and our medicines.

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