



### USC MPH Medtronic Recruiting Session

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Vanessa Harte: Well, thank you everyone for coming. I'm Vanessa Harte, and I'm a recruiter for Medtronic. I work out of our Santa Rosa, California location, which we have our cardiovascular division there. I will just go over a brief overview of the history of Medtronic, some of our products, some of our intern opportunities that will be coming up over the summer, and then any questions that you have. Especially with a smaller group like this, just chime in anytime you have a question or when you want me to clarify something. Medtronic, we were founded in 1949. It's funny, I was at the UCSD Career Fair yesterday and I had some students be like, "Oh, are you a startup company? Tell me about your company." It's like, "No, we've been around for a very long time."

Just a little bit about Medtronic, here's our founder right here, Earl Bakken. He was an engineering student when he first started working on the products that would become Medtronic. He would do a favor for the local hospitals, and would repair their equipment when they would have issues. As time went on, the doctors and physicians started saying, "You know, Earl, we'd like to have you help us actually improve our products, too." Just being an innovator, being an engineer, he was very glad to take on that responsibility. That was the beginning of Medtronic.

The big project that they wanted him to create was ... At that time, the pacemakers had to be plugged into a wall. If someone needed a pacemaker, it was very inconvenient and very dangerous to have to rely on that plug and that electricity. They wanted Earl to create a battery-operated pacemaker. He created the very first one, which there's a picture of it right there. It was created for a little boy, and he could just carry it around with him. It was probably about that big. 1957, Earl got the rights to be able to manufacture and distribute implantable pacemakers. Couple years later, overextended himself and company almost went bankrupt.

He went to the Board of Directors and said, "I need money, we need to figure something out. We need someone to help us invest, to get us out of this hole." The first thing they asked him to do was to create the Medtronic mission. We have six tenets to our mission. To contribute to human welfare by application of biomedical engineering, direct our growth in the areas of biomedical engineering, strive without reserve for the greatest possible reliability, make a fair profit, recognize the personal worth of employees, and maintain good citizenship. This mission has stayed exactly the same since he created it.

We are a global leader. We are the largest medical device company. This data on the screen right now ... Hello, welcome. Feel free to get some pizza and soda. This data is from this time last year, so this needs to be updated. As of this time last year, we had about 46,000 employees. We just recently acquired



Covidien, which takes us up to about 85,000 employees. The rest of the numbers just increased. I'm not sure what they are, but we are a huge leader. If you're interested in the medical device industry, we're a great company to go for. We have had consistent sales growth worldwide over the years.

We have a lot of different divisions and a lot of different products. All of our products and therapies are for chronic diseases, and these are our divisions. In Santa Rosa where I work in northern California, we have coronary and endo. We make stents there, stent graphs for the heart as well as the peripheral arteries and the delivery systems for those stents. In our cardiovascular division, we also have structural heart which is what we have in Santa Ana where we have mechanical heart valves as well as tissue heart valves.

We have cardiac rhythm disease management, our pacemakers. Spinal, surgical technologies, diabetes, and then neuromodulation is primarily deep brain stimulation for different disorders and to decrease the effects of those disorders. This breaks down a little bit some of the conditions that our products can help with. Here are some of the conditions within neuro, structural heart, endo, spinal ... Ear, nose, and throat, these are all for our surgical technologies group, and then cardiac rhythm disease management, as well as coronary.

There are some major trends that affect the healthcare industry, which definitely impact Medtronic. I'm not sure if you can see that too good or not, but the first one is underserved populations. We're in the healthcare industry, but if we can't get healthcare to a certain area or a certain group, then those people can't use our products. It's not that there's not a need for it. Everyone does have the need, but it's not available to everyone one. We're always looking into emerging markets and how we can get into different areas.

Also for example, with our product for aortic aneurisms, it's something that usually doesn't have a lot of symptoms but we were able to do a screening, or get a screening approved for people that are of high risk, people over 60 that are smokers and drinkers, to get this screening to find out if they have an aortic aneurism. In that case, we're able to help a lot more people. In these other areas of the world where we can't do this kind of preventative screening, we may not know and they won't be able to get our products. There's just some of the challenges, things that we have to overcome.

Increased life expectancy, so as life expectancy increases, so does the amount of time that people will have chronic diseases. There's only increasing demand for our products, and increase in chronic disease. Aside from just having an aging population, chronic disease is increasing even in the younger population. The last one is rising cost of healthcare. As a major leader, we know that we have a lot of influence in that area. That's something that we really strive to do our best with, trying to reduce the costs of our products. Of course reliability, patient safety, using the best materials, is number one. We're very



innovative and we're always looking into new ways that we could improve a product, but also eliminating the waste or creating a product that's more affordable for our patients.

I think Medtronic is a great company to work for, but here are just some other organizations that have recognized us as a great place to work. Reasons to work for Medtronic, the main one that I would say influences most people at Medtronic would be our mission. Everyone really lives by our mission. You're all in the masters of public health, so you're along the lines of the same thinking of wanting to have a job where you're impacting people and helping people. Everyone at Medtronic is very proud to be working for Medtronic, and to be making a big impact on the world. It's very interesting, lots of intellectual stimulation, lots of really smart people, lots of really smart colleagues bouncing ideas around. You're learning from others, they're learning from you.

We are a global company, the number one player. As far as the dynamic product life cycle, so as far as getting products from the concept stage through the engineering stage, the clinical trials, and on the market, it's a lot quicker than if you were to go into something like in the pharmaceutical industry, it usually takes a lot longer. Our product life cycle could start and then be on the market six or seven years later. That's neat to be able to see that project go through those stages.

We're huge on corporate citizenship. If you Google Medtronic in Motion, we just have a whole part of Medtronic focused on corporate citizenship, amazing, amazing things that they do. We improve a life every three seconds. If you think about how long we've been in this room and how many people with chronic diseases that we've helped just since this has started, it's pretty cool to think about. Our business units are somewhat broken up into different locations. Santa Rose, we have cardiovascular, but then we also have our Santa Ana location where we have our cardiovascular for our heart valves.

We have diabetes in Northridge, surgical technologies is in Colorado, spinal is in Tennessee. Jacksonville, Florida we have spinal as well, and then Minneapolis is our headquarters so we have a few different divisions there. Cardiovascular, neuro, and cardiac rhythm disease management. Then there's a newer division, the letters are MECC. Medtronic energy something-something, but it's basically focused just on energy. It's a neat emerging area that we have.

As I said, we are a worldwide company, so as of this time last year we were in about 140 countries. With the new acquisition, it's gone up to about 180. We have our headquarters here in the US, in Minnesota. European headquarters is in Switzerland, and Asia Pacific is in Singapore. How many of you are continuing school after this next summer? Okay, so you'll be looking for internships then? Okay, and then everyone else graduates this year? Okay,



great. I'll just talk about the summer program just briefly here. We have internships every summer. I'm specifically looking for interns for our Santa Rosa location. I don't have my list yet, I should be finding out what they will be sometime around November.

Just a little bit about our program, our goals is basically to hire interns that we feel could be a great fit as a Medtronic employee. It really fuels our leadership pipeline. Our program is really neat. We don't make our interns be on a specific intern project with other interns where they're just doing a project to learn, or busywork. Your internship will be very challenging and you will be put on a team with Medtronic employees, and you'll be treated as if you're an equal part of that team. You will, of course, have a mentor. There'll be training, you'll learn about our core technologies, how our business works. You definitely will have that mentorship, but you'll be on a very challenging project that is a real project that will actually directly affect Medtronic.

Here's some of the aspects to our program. The projects, learning about the company, go on lunches with the leaders, you'll have mentors. We usually have at least one networking event for all of the interns. Development opportunities, and then outreach as well. For MPH students, the top internships that I usually see MPH students being interested in would be clinical and OMA. I'll talk a little bit about both of those. In our clinical group, clinical and office of medical affairs, so clinical research, these are ... Within Santa Rosa, we have endovascular and then we have coronary.

Coronary is the heart, and endovascular is the peripheral. This slide was created for endovascular, so these are just two areas of endovascular. Basically clinical research, process and strategic planning, and then office of medical affairs. This would be pretty similar everywhere, so physician relations and education, as well as publications. The goal of the clinical research department is to generate the clinical evidence that we need to support our products. For the FDA, other regulatory groups, reimbursement, to educational support to the medical community, marketing activities, physician sponsored trials, and post market as well.

Our office of medical affairs, it's basically the neutral party between sales and our customers. They do physician training, they get feedback from the physicians, publications, research projects. They work with grants, faculty training, simulation, helping to create better implant techniques, and working with the doctors and key opinion leaders as well. Why consider a clinical organization? Here's just some of the main points, driving evidence-based medicine, career differentiation. You're exposed to a lot of different things when you work within clinical in OMA. You're working with a lot of different people, a lot of different physicians, key opinion leaders, hospitals. You're really getting a lot of exposure.

Career growth, customer interaction, so another part of the OMA is also going



out to speak with the customers that have our products and finding out what works good, what doesn't work good, what they want to have be different, and then bring that feedback back to the company. There's a lot of leadership responsibility as well. Here's our website, our careers website. As far as our intern positions, like I said, we don't have our list yet but I should be getting it soon. I created this job code, which is just very general. It says just something like intern and co-op students. If you apply there, that's what I'm using to collect resumes, and then I will be emailing all of those applicants my list of intern positions when I have them, then my email as well. Feel free to reach out to me at any time. As far as full time positions, are you guys graduating December or June?

Speaker 2: May.

Vanessa Harte: May? Okay, great.

Speaker 3: December.

Vanessa Harte: December? Okay, great. You're probably looking already for a full time. Okay, great. The best way to find out about full time positions at Medtronic is our online website, which I know is a very impersonal way to go. I wanted to give my email out also, so that you have a contact at Medtronic. The positions are always changing. They're always opening and closing new ones. If you have any questions about a specific role, you can contact me and ask me. I can also try to connect you with the right recruiter that's working on the position so if you have questions for them or the hiring manager. When you do apply online, do know that your resume goes directly to the recruiter, so it's getting in front of the right people right away.

For you, since you're graduating in December, I would say right now is a perfect time to start looking, applying to jobs. For everyone else who's graduating in May, I would wait probably about three months or so before you're going to graduate and then start applying to jobs then. Feel free to look at our website, there's a multitude of information about our products and what we do. You can even just look through our job descriptions and just see what different roles you can have within Medtronic, but I wouldn't actually apply to them until a few months before you graduate. Are there any questions?

Speaker 3: Yes.

Vanessa Harte: Yes?

Speaker 3: From your website, I saw there's also spring and fall internships. [crosstalk 00:17:55] certain areas?

Vanessa Harte: We have spring and fall co-ops. Our intern program and our co-ops, they're





only for continuing students. You have to be continuing, enrolled in school for the following semester. They're six month positions, and you would be working for Medtronic full time for those six months. Very similar to our intern project, the only difference is that we had our hiring managers come back to us and say, "Hey, we'd really like to have some kind of co-op where we had the students for longer than three months for some of these larger projects that we want them to help us work on." We started that program. The main difference is just that it's a longer period of time, and a different time during the year. Yes?

Speaker 4: When you say full time, does that mean that there's maybe a little wiggle room if you're still taking classes during that six month period?

Vanessa Harte: Probably not, just because you would have to be on campus in Santa Rosa. Our co-op program for the spring and the fall, that's only in Santa Rosa. We don't have that in any other location. The internships, those are nationwide. If you were able to do something online for school, or if you were in the Santa Ana office or something. It would be really difficult. Usually students will take that semester off school, but oftentimes you can get some kind of class credit for doing that kind of product.

Speaker 5: Is that a paid opportunity?

Vanessa Harte: It is. They're all paid.

Speaker 5: I was going to say, [inaudible 00:19:34] financial aid.

Vanessa Harte: Yeah, they're paid, which is great. Also, in Santa Rosa we pay for relocation and housing.

Speaker 5: For six months?

Vanessa Harte: Yeah, both of them. Three and six months.

Speaker 5: Wow.

Vanessa Harte: It's a great opportunity. Not all of our locations do that. Each location has a different type of program that's catered to that area. We've found that we don't have the biggest pool of people in Santa Rosa, so we like to assist with helping people come. It's a big amount. I believe the housing is \$1500 a month, and you just receive that in a check. You don't have to submit your rent bill or anything. You could be living with grandma. We don't ask for any kind of paperwork. Yeah, so it's a great, great opportunity. Yes?

Speaker 6: You said you recently acquired a company. Covidien, was it?

Vanessa Harte: Yes.



- Speaker 6: Are they also a medical device technology company?
- Vanessa Harte: Yes, they're all medical devices. I believe they're a little bit more on the surgical technology side, and we're a lot more on the implanted internal devices. It balances us out a little bit.
- Speaker 5: If we get hired after we graduate, what exactly do [inaudible 00:21:02] start off with, when we first enter, if we get hired?
- Vanessa Harte: Can you say that question one more time, actually?
- Speaker 5: Yeah. When you hire new hires, what projects do you have them start off with? [inaudible 00:21:19] What exactly would we be looking at?
- Vanessa Harte: You know, I'm not exactly sure. I know that as far as for MPH students, a lot of what we have that would be applicable would be more in the clinical and OMA side. As far as bio stats and that kind of thing, I know we have people that do that, I just don't know a whole lot about it. I don't know. As an entry level person going into Medtronic, it would just depend on the opening at the time. There's no specific entry level role. There's just whenever there's a need in a specific group, we'll post the position. Depending on what kind of knowledge we need, we'll either post it at a more senior level or an entry level position. It can always be different.
- Speaker 3: I'm just thinking back about that when you're looking at each graduate [inaudible 00:22:19] prospective employees, are you looking at specific facts or specific educational emphases when you're looking at MPH background? [crosstalk 00:22:29]
- Vanessa Harte: Yeah, yeah. We don't really look for anything too specific. For an entry level position or something like an intern or a co-op, we know that you're probably not going to have a ton of work experience that's going to be applicable. We like that you have that major, and that you have that knowledge and background. It's more of the soft skills of how do you communicate with others? How do you communicate your skills? Do you make us believe that you want to work Medtronic and you have a passion for what you would be doing? It's a lot more of the soft skills. Usually with positions like that, we'll just hear from a hiring manager, "We have this role, but we'd really like an MPH student if you can find one." We'll just see who's interested. Yes?
- Speaker 7: You're saying that three and six months position, you have to be continuing education. You have to be in school to do this?
- Vanessa Harte: Right, right, exactly.
- Speaker 7: Even [inaudible 00:23:29]?



- Vanessa Harte: Mm-hmm (affirmative), yeah. That's something new this year. It has something to do with the fact that you are ... It has something to do with insurance, that we need to provide you insurance. If you're not a student, we can't have you working for us and not provide you insurance, something around that. If you see a co-op or internship that you're really, really interested in, you could apply anyways. I had this problem just recently. I had someone in the interview process that the hiring manager wanted to hire, and then we found out we could only hire co-ops that were continuing school. We hired her technically as a contractor, so she could get insurance through the contracting company. It's not completely out of the question, but due to that fact we're pretty much targeting students that are continuing.
- Speaker 4: Are there internships only in Santa Rosa, or do you have opportunities elsewhere?
- Vanessa Harte: Yeah, we will have others. None of our locations have the actual list of their positions yet. They're different every year because it just depends on the business needs at the time, but typically we'll have a couple in Santa Ana. Santa Rosa, we usually have maybe around 10 to 15, and then we also will have internships in Tempe, Arizona. We make the inner parts of our pacemakers there. Our headquarters in Minnesota, they also have internships as well. All of those will be posted online, too. I will reach out to you with the list of my openings when I get them for Santa Rosa, but as far as another location, I would need to connect you with a different recruiter for their college program. Yes?
- Speaker 8: Let's say we get into the office medical affairs, what are the trajectories for the career? [inaudible 00:25:29] opportunity will come up?
- Vanessa Harte: How long until an opportunity would come to advance? Well, Medtronic is really great at developing their employees, and so you will always be advancing either within your current role or into whatever your aspiring role is. Medtronic is really great at helping you set your goals and then work towards those goals. I'm really not sure where you would start, it would just depend on what they needed at the time. Okay. Oh, yes?
- Speaker 9: Typical working hours, would you say it's weekdays? I know [inaudible 00:26:15], but is it usually a weekday?
- Vanessa Harte: Yeah, it's usually just the typical hours. It can usually be a little bit flexible, but usually it depends on the group, too. I know there are certain groups that they work a lot with people overseas, so their hours might be a little bit different. For the most part, it's just a regular weekday job or career, I should say.
- Speaker 9: Is it 10 hours, or a 9:00 to 5:00?





- Vanessa Harte: Yeah, it's like the 9:00 to 5:00. It will be a pretty standard eight hours a day. You start going into overtime once you start advancing and you're supervising a ton of people and take on too much responsibility because you want to. Then it doesn't matter, right? You enjoy it. Yes?
- Speaker 5: Also about if we have a question about salary range when you're applying to a certain position, are they usually posted? Are those ranges posted for the position? I know some positions don't usually disclose the salary potentially, and some do.
- Vanessa Harte: It's not usually posted on the position, but if you ask the recruiter if you're contacted, they'll tell you right away. I don't know why we don't post it on there. Maybe it's because we don't want to deter anyone who wants higher or thinks it's too high for their ... I don't know. We'll always tell you once you start working with us. We have [inaudible 00:27:46] also, so it's very competitive, the way that we ... Our salaries. Okay, well, thank you so much for coming. Yeah, you too. Take some pizza home, because there's a ton. Make sure you apply online if you're interested in an internship or co-op, and then for full time students, let me know. Email me if there's something that you're interested in and want to find out more about. Our talent acquisition team meets up every three weeks or something like that, so we all know each other, and we're a pretty small group. If you're interested in neuro or surgical technologies or diabetes or anywhere else, let me know also and I can connect you.

[End of recorded material]