



Medtronic

Unique Perspectives

Diverse Thinking Drives Our Innovation



Chin | Senior Quality Assurance Engineer | Neuromodulation

At Medtronic, unique insights and fresh ideas drive our innovation. Diverse employees help us take our technologies to new levels, and make sure our products and processes work across cultures. That's true whether we're designing a device control panel, a physician training program, or an inventory tracking system.

To encourage innovative thinking, we encourage employees to be themselves, and foster a culture that respects and appreciates individuality.



“At Medtronic, inclusion is a way of being, a way of fostering a positive environment and celebrating different points of view. Our business performance is inextricably tied to our culture. Idea generation, customer care, and operational excellence are enhanced by a diverse workforce empowered to make a difference.”

Bill Hawkins | Chairman and CEO



“Our GLBT Employee Resource Group is working to change IRS tax policy on health benefits so it doesn’t penalize same-sex couples. Senior leaders are behind us 100%.”

Amy | Senior Scientist | Cardiac Rhythm Disease Management

Common Bond

Connect with Employees Who Share Your Interests

There’s a deeper feeling of belonging, camaraderie, and sense of purpose when you’re with people who share your interests. At Medtronic, we encourage those connections by supporting Employee Resource Groups.

Current groups include Awareness Benefiting Leadership and Employees About Disabilities (ABLED); African American Field Resource Group (EXCEL); Christian Employees Resource Group (CERG); Fostering Occupational Creativity, Unity, and Success (FOCUS); Latin Cultures Network (MLCnet); Muslims for Carrying Out the Medtronic Mission (MCOM); African American Employee Resource Group (MECCA); Medtronic Asian Resource Group (MARG); Medtronic Triangle Alliance (MTA); Medtronic Women’s Council (MWC); and Medtronic Veteran Employee Resource Group (VERG).

Activities typically center on educating other employees, recruiting prospective employees with similar interests, giving back to the community, or helping raise awareness of healthcare disparities.

Career Connections

Opportunities to Expand Your Professional Network

Networking is a powerful tool for taking your career to the next level. We help you connect with peers who share your professional interests by sponsoring Medtronic chapters of several Professional Association Networks. They include:

- National Sales Network
- Society of Women Engineers
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- National Society of Hispanic MBAs
- National Black MBA Association
- Black Data Processors Association

By joining, you gain a support network and numerous opportunities to stretch your skills. Members often help recruit at career fairs, serve on diversity-related committees, and provide suggestions on how we can make our culture even more inclusive.

“I learned about Medtronic through the National Black MBA Association. That connection helped me move on from the grocery business to a more meaningful career here. I like that we help diverse people from diverse walks of life.”

Valerie | Financial Analyst | Spinal and Biologics





“I work with diabetes patients to get them comfortable using an insulin pump. Knowing Spanish has been a real plus, because about 10 percent of the people I talk with only speak Spanish. I help put them at ease.”

George | Territory Manager | Diabetes

Culture of Inclusion

Resources to Support Individual Strengths

With our success so indelibly linked to diversity, we have a team dedicated to supporting and continually enhancing our inclusive culture. The Office of Workplace Inclusion staff works on many levels. They partner with senior leaders to monitor and improve workplace policies. They help recruit and retain a diverse group of highly talented employees. And they provide financial planning and support for diversity programs across the organization—including the prestigious CEO Inclusion Awards.

Ultimately, the Office of Workplace Inclusion helps create an environment where all employees are engaged and can contribute to their full potential.



“After 3 years at our European headquarters, I was promoted to lead the marketing group at our CardioVascular division headquarters in California. The cultural sharing has gone both ways. I’m learning about the complexity of our global business, while our division leaders are learning some regional insights from me.”

Justin | Director of Franchise Marketing | CardioVascular

To learn more about our culture of inclusiveness and the importance of diversity at Medtronic, go to

www.medtronic.com/careers or
www.medtronic.com/about-medtronic

www.medtronic.com

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