

November 30, 2017

Organizational Announcement

Medacta USA announces the following organizational changes designed to improve execution and streamline our management structure. A new organizational chart is attached for context. Although promotions are not effective until January 1, 2018, we are transitioning to the new structure immediately to facilitate budgeting and business planning.

The Marketing Department will be restructured in order to focus on Product Management activities and field based sales support. **Matt Delong**, Vice President Marketing – Hips & Shoulders is promoted to Vice President – Product Management. Reporting to Matt are David Conley, Product Director – Knees, Brian Parker, Product Director – Hips, Adam Hawkins, Product Manager – Shoulders, Erin Baumstark, Associate Product Manager – Knees. An additional Associate Product Manager – Hips will be hired in the new year. The position formerly held by Rob Sluss, Vice President Marketing – Knees & Sports Medicine has been eliminated.

It is a pleasure to announce that **Amanda Earl**, Director – Medical Education & Events is promoted to Vice President – M.O.R.E. Institute. In addition to her current responsibilities, Amanda will lead our corporate & marketing communications formerly managed by the Marketing Department. This aligns with our structure in Castel San Pietro and other Medacta Branches. Amanda will be supported by two new positions; a Director, Market Communications and a Manager, M.O.R.E. Institute. Stacey Cleary will continue in her role as Manager, Travel & Events. The part-time Manager, Medical Education & Events position held by Nabela Mogul has been eliminated. Although Amanda will report to Matt Goudy, General Manager – Joints, her department will continue to support all activity in Joints, Spine and Sports Medicine.

To better coordinate our quality, regulatory and operations functions, and in recognition of his outstanding leadership and contributions to growth & profitability, **Shawn McIntyre**, Director – Operations is promoted to Vice President, Operations. Chris Lussier, Director – Quality & Regulatory will report to Shawn along with Matt Barmer, Senior Manager – Logistics Operations, Crichton Moffat, Senior Manager – Sales Operations and Chris Daniels, Manager – Loaner Operations.

The Area Director – Sales positions will be rationalized and reduced from 5 to 4 Sales Areas. The following managers will report to Mike Emmerick, Vice President – Sales; Steve Kirschner, Eastern Area, Craig Pilditch, Central Area, Loren Schneider, Mountain Area, and Jim Shannon, Pacific Area. The Area Director position held by Mark Weber will be eliminated. Mark will support the Area Directors with transition related activities until year-end. An updated Sales Area map is attached for reference.

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Wes Johnson, Senior Vice President – Product Development is promoted to Vice President – Research & Development. Reporting to Wes are John Gauger, who's title is changed to Senior Director, Product Development – Knees and Sports Medicine. An additional Manager, Product Development – Hips position is budgeted for hire in early 2018. **Mukesh Ahuja**, Director – Clinical Research is promoted to Director, Medical Affairs reflecting his organizational responsibilities that extend beyond clinical research. Mukesh will report to Wes to assure that our clinical research agenda is in full alignment with product development activities.

Please join me in congratulating Matt, Amanda, Shawn, Wes, and Mukesh on their new responsibilities. We also wish Nabela, Rob and Mark continued success in their professional endeavors.

Eric Dremel
President