

Organizational Announcement

To keep pace with & sustain our extraordinary growth, Medacta USA is pleased to announce the following organizational changes. An updated organizational chart is attached for additional context.

The Product Development Department will be divided and expanded into separate Marketing & Product Development functions. Product Development will now be exclusively staffed with engineers focused on upstream product strategy, providing enhanced technical expertise, and assuring optimal coordination between CSP and US based development teams. The new Marketing Department team members have sales & marketing backgrounds and are responsible for downstream tactical execution activity in support of our US commercialization efforts.

Wes Johnson, Senior Vice President – Product Development, assumes managerial responsibility for the Product Development Department. Wes is also tasked with managing all activity specific to Hip and Shoulder products. **John Gauger** will continue to contribute in an expanded capacity as Vice President, Product Development – Knees & Sports Medicine reporting to Wes. John will work closely with Rob and Loren to fledge our new Sports Medicine Division. We anticipate adding additional headcount to the Product Development Department devoted to Spine. Until such time Wes will manage all Spine related activity for the group.

In addition to his sales responsibilities, **Matt Goudy** will now manage the Marketing Department and is promoted to Senior Vice President, Sales & Marketing. Reporting to Matt include **Matt DeLong**, who leaves his current position in Product Development to serve as our new Vice President, Marketing – Hips & Shoulders. **Rob Sluss** joins the organization as Vice President, Marketing – Knees & Sports Medicine assuming his responsibilities on Monday, October 3rd. **Loren Schneider** will remain in Product Management – Knees until all his efforts are required to manage the upcoming Shoulder launch. At such time Loren's reporting structure will change from Rob to Matt DeLong. **Erin Baumstark** will remain in her Product Management - Knees position reporting to Rob. **Mike Emmerick** is promoted to the role of Vice President – Sales while **Sean Fitzsimmons** continues in his current capacity as Director – Market Development.

As we all know, the theme for the year is *Educate, Elevate & Execute*. I believe the organization has done a wonderful job living into these ambitions in 2016. We're demonstrating that education is our key differentiator & growth driver; we constantly elevate employee performance and organizational structure to achieve our goals; and flawless execution is our daily requisite. I believe the changes described herein are consistent with our theme and performance expectations while setting the stage for accelerated growth in 2017.

Eric Dremel
President



