<table>
<thead>
<tr>
<th>Position Title:</th>
<th>MedDevice Associate (up to 6 positions starting in June 2014)</th>
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<tbody>
<tr>
<td>Location:</td>
<td>Maple Grove, Minnesota</td>
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<tr>
<td>What is a MedDevice Associate?</td>
<td>The MedDevice Associate program provides entry-level opportunities for high achievement individuals to start a career in the medical device industry. The two year program consists of rotational assignments within many facets of medical device product development, marketing and sales. The first year consists of extensive training and project assignments in the product management, marketing communications, training, and sales operations areas. Second year assignments consist of advanced marketing product management and sales roles.</td>
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<td>Why a career in medical devices?</td>
<td>The medical device industry is one of the most creative and profitable drivers of the American economy. Highly competitive and powerfully innovative, the U.S. medical device industry draws the most energetic and intelligent people from multiple disciplines, most of whom enter the industry with no formal medical or business training. The working environment is exciting and fast-paced, with results that are quickly evident and deeply satisfying by improving patients’ lives and clinical outcomes.</td>
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<td>What is Vascular Solutions’ business?</td>
<td>Founded in 1997, Vascular Solutions is a rapidly growing and profitable multiple-product medical device company focused on delivering unique clinical solutions to a variety of unmet needs in the diagnosis and treatment of vascular conditions. The company launched its first product and completed its initial public offering (IPO) in 2000, and then embarked on a growth strategy based on addressing numerous clinical opportunities within vascular medicine that are often ignored by the larger medical device companies. This growth strategy has resulted in the launch of over 60 new devices since 2003, with sales growing by &gt; 10% annually for 8 consecutive years and approaching $100 million in sales in 2012. Vascular Solutions continues to have a strong pipeline of new products in development that leverage its nationwide U.S. direct sales force and its worldwide international distribution network. The mission for Vascular Solutions is to grow a profitable medical device company focused on developing and selling clinically unique solutions to interventional physicians. The company is committed to improving people's lives through the</td>
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hard work and dedication of its employees. With internal departments in charge of research & development, regulatory, clinical, manufacturing, marketing, sales, finance and quality, Vascular Solutions is able to quickly develop ideas into products and effectively launch its products into interventional cardiology and interventional radiology markets worldwide.

Vascular Solutions is headquartered in Maple Grove, Minnesota and currently has more than 400 employees.

**What are the specific job responsibilities?**

All MedDevice Associates enter the program concurrently. Initial training consists of a pre-study course and a two week intensive product training program in the home office. Upon completion of the initial training program, each MedDevice Associate is assigned to a specific functional area. During the first year of the program, each MedDevice Associate completes two six month assignments in sales and marketing functions (*note that these are subject to change*):

- **Product Management** – providing competitive analysis, sales analysis, clinical literature reviews, marketing material compilation and field sales communication for a designated product line under the direction of a Product Manager or Director

- **Marketing Communications** – providing ‘downstream marketing’ support services for various worldwide marketing programs including medical meetings, advertising, website, print and electronic collateral, media relations support, and product launch coordination under the direction of the Sr. Marketing Communications Coordinator

- **Sales Operations** – providing customer service & support, analysis of sales trends, analysis of industry trends, building financial models, modeling of sales price adjustments, calculation of margins and procedure across all of Vascular Solutions’ product lines under the direction of the Vice President of Sales Operations

- **Training** – providing coordination of training materials, clinical materials and updates of content and administrative support across all of Vascular Solutions’ product categories under the direction of a Training Specialist

All of the first year rotational assignments will be based at Vascular Solutions’ home office and are assigned by company needs. Advanced clinical and advanced sales training with field
travel may be scheduled during the second year at times that do not conflict with requirements of the specific assignment.

Upon successful completion of the first year of the program, each MedDevice Associate will enter the second year and complete two new six month assignments in advanced functional areas. One of the options for the second year of the program is a field sales role where the MedDevice Associate will relocate to a territory in the U.S. for a six month period to act as an Associate Account Manager to sell and provide clinical support for Vascular Solutions’ products.

**Is travel involved?**  
Yes. Second year training activities may include travel to observe hospital procedures and sales presentations made by Vascular Solutions’ field sales representatives as well as to attend medical meetings or sales meetings.

The field sales rotation assignments, offered only to second year MedDevice Associates, will require a six month relocation to a U.S. location. Additional living expenses incurred by the MedDevice Associate in the six month field assignment will be paid by Vascular Solutions.

**What is the career path for a MedDevice Associate?**  
The MedDevice Associate position provides a strong foundation for a career in product management, sales and general management within the medical device industry. To prepare for these future roles, it is essential that the MedDevice Associate first work in a support role and then assume expanded responsibilities as training and skills develop. The first year of the program will be devoted solely to developing skills and performance necessary to function in the second year in an autonomous capacity.

At any time during the second year of the program, a MedDevice Associate may apply for any open Vascular Solutions’ position in product management, training, field sales, international sales or other suitable positions. Upon successful completion of the two-year program, each MedDevice Associate will be considered for a full-time position in the marketing department as a new Associate Product Manager or comparable Vascular Solutions’ position. It is anticipated that there will be sufficient positions in the marketing department to allow all MedDevice Associates to choose to continue their career at Vascular Solutions after the completion of the two year program, assuming acceptable job performance in the program.
What is the compensation? Each MedDevice Associate will earn the same base salary during the first year of the program, with an annual review and salary increase for the second year of the program. A bonus of 10% of the aggregate base salary will be paid to each MedDevice Associate who, at the conclusion of or during the second year of the program, is offered and accepts a full-time position at Vascular Solutions outside of the MedDevice Associate program.

Comprehensive benefits (medical, dental, vacation, disability & 401(k) plan with matching employer contribution) are provided to each MedDevice Associate in the program.

What are the qualifications? To be considered for the MedDevice Associate program, a candidate must have:

- BA/BS degree (preferably in a scientific discipline) from a reputable university with a minimum GPA of 3.0 (transcript required)
- Excellent written communication skills
- Strong verbal and group presentation skills
- Proficiency in Microsoft Word, PowerPoint and Excel
- Solid interpersonal skills and achievement orientation
- Proficiency in quantitative analytical skills
- Excellent organizational skills and high energy level

Candidates must be able to quickly gain extensive knowledge and understanding of Vascular Solutions, its products, business operations and marketplace issues and opportunities. Prior medical device experience is not required or expected.

Vascular Solutions seeks to hire people who take a “hands on” approach to their job, yet do not take themselves too seriously. The company is seeking dynamic, credible employees with strong personal values. Successful employees must have a competitive spirit and a passionate commitment to objective achievement of individual goals while working in a professional environment. All MedDevice Associates should be capable of taking on greater responsibilities within Vascular Solutions as the company continues to grow for many years.

Contact Information: To be considered for entry into the MedDevice Associate Program, candidates are welcomed to submit their resumes through the careers section of the company website at http://vasc.com