

2021 Annual Report

A Year of Fortifying the Foundation



Letter from Derek

MedTechVets had an action-packed year! 2021 brought new board members, new team members and new corporate partners to help us on our mission to help Veterans find meaningful employment in the MedTech Industry.

Despite the challenges of economic uncertainty and a global pandemic, our partners continued to step forward and answer the call to serve our nation's Veterans and we are truly grateful. This support enables us to change the trajectory of so many lives and we couldn't be successful without our network of partners.

2021 brought massive improvements to the curriculum of our signature MedTechVets Academy program. In addition, to updates to the curriculum, we hosted multiple networking conferences with Academy Fellows, Mentors, Hiring Managers, and other leaders from industry. As a result, over 76% of our Academy Fellows are employed within 6 months of graduation and are hard at work delivering value for their new employers.

Thank you to our corporate sponsors, mentors, staff and all who help us accomplish our mission.

Very Respectfully,



Derek Herrera

President & Chairman



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VISION

To build a bridge to help Veterans find meaningful employment in the Medical Technology Industry.

MISSION

To help military Veterans transition and find a career with purpose in the Medical Technology Industry through education, mentoring, and networking.

HISTORY

MedTechVets started in 2012 on the east coast as a collaborative venture between Abiomed and AdvaMed. Since its designation as a 501 (c)(3) non profit in 2014, MedTechVets has broadened its embrace of Veterans across the nation, expanded its mentor base, and primarily served medical technology and life science companies.



ACADEMY 2021 STATISTICS

100%

WOULD RECOMMEND THE ACADEMY

76%

Employed within 6 months of graduation

67%

Employed within MedTech

48%

Underrepresented backgrounds in MedTech

88% Army, **71%** Navy, **100%** Marines, **50%** Air Force employed within 6 months

80% 0-5 years of service, **80%** 6-10 years of service, **66%** 11-15 years of service **100%**
16+ years of service employed within 6 months

302 new industry connections made

ACADEMY 2021 FELLOW QUOTES



ALEX GOODWIN

Corporate Fellow, FE&A, Amgen

"I have truly been grateful for everything you've done for us so far. My experience with my mentor in particular, has been extremely valuable"



KATY PALIS

Associate Manager, VersAbility Resources

"Even though I've worked in one form of healthcare or another for the past 18 yrs, the academy opened my eyes to more career paths that I didn't even know existed & the people to try to make one a reality"



JONATHAN ESPOSITO

**Business Financial Administrator,
Advantage Solutions**

"I learned so much from the course. Still have conversations on LinkedIn every other day with somebody who was a speaker or participant. I am so grateful to have participated in MedTechVets!"



JOE MEISEL

**Associate Project Manager
Thermo Fisher/PPD**

"You guys made all of this possible. My resume, LinkedIn profile, and interview prep wouldn't be anywhere near the ballpark without you!"

THE VIRTUAL MEDTECH CONFERENCE

Powered by  AdvaMed

SEPTEMBER 27-30, 2021
DC - MINNEAPOLIS - VIRTUAL



Victoria Hathaway

Director of Ops.



Derek Herrera

President & Chairman



Amy Reiter

Program Manager



Mike Minogue

Board Member



The MedTech Conference powered by AdvaMed (also known as MedTech Amplified) took place in Minneapolis, where leading innovators, investors, and executives from around the nation meet and discuss the timeliest industry issues and opportunities. Our Virtual Meetup took place on Sept. 28th, and we were greeted by dozens of fresh faces who continue to become supporters, champions, and even future Fellows.

MedTechVets discussed how they spent the last 7 years helping Veterans find meaningful careers in biotech, medical technology, and life science companies. Our board members and the team showed up strong and helped spread the word about this amazing resource we've created for Veterans.

Co Branded Webinars

Our long time partner, Johnson & Johnson, has always been ahead of its time when it comes to understanding the value of Veterans in the civilian workforce. They have multiple fellowships and programs that are designed to funnel Veterans into Sales and Business Development roles-which is why we knew it was the perfect opportunity to collaborate on a series of webinars we knew our Academy graduates were itching to participate in and learn more about.

CAREERS IN MEDICAL DEVICES

with **Soloman Fong, Steve McDaneil, Thorin Parris and Laura Ruiz**

DON'T FORGET: J&J'S "CAREERS IN MEDICAL DEVICES"

If you're interested in a career in Medical Devices—you can talk to a panel of experienced, and knowledgeable guests from **Johnson & Johnson** on **June 24th, 1 PM PST!**

Johnson & Johnson

RSVP by emailing info@medtechvets.org

EXPLORING MEDTECH FIELD SALES ROLES

with **Micah Morningstar, Nicholas Bauer and Soloman Fong**

Exploring MedTech Field Sales J&J Panel



Soloman Fong
J&J MedTechVets Partnership
Sourcing Manager



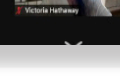
Micah Morningstar
Contract Director



Nicholas Bauer
District Manager, Janssen
Infectious Diseases & Vaccines,
HIV



Sutheshna Mani



EXPLORING MEDTECH SUPPLY CHAIN & OPERATIONS ROLES

with **Soloman Fong, Daniel McCanty, and Jason Drestler**

Exploring MedTech J&J Panel



Soloman Fong
J&J MedTechVets Partnership
Lead / Sourcing Manager



Daniel McCanty
Manager Global Procurement
Drug Delivery Systems



Jason Drestler
Director Surgical Vision Plan



JOE MEISEL

Associate Project Manager,
Thermo Fisher/PPD

His background: Before **Joe Meisel** decided to fill out an application for MedTechVets Academy, he was an active-duty marine, just about to retire. He didn't have specific goals in mind, but he knew that he wanted to work in MedTech because he had a profound appreciation for how it helped improve the lives of people. Having newly finished his MBA, he also knew it is the largest industry in Wilmington, NC. He heard of the Academy through his wife, who worked in prosthetics and orthotics. She reached out to a colleague Craig Peters, who knew Derek Herrera, President, and Chairman of MedTechVets. After graduating from the Academy in 2021, a few months later, Joe secured a job at PPD, now part of Thermo Fisher Scientific as an Associate Project Manager for the Vaccines Unit within the Clinical Research Group. We chatted with him about his journey from the military, MedTechVets, to his current job.

"Did you have any specific goals before your job search?"

"I knew that there was a big industry for MedTech in Wilmington, and seeing how it improves the lives of people, I knew that I wanted to work in the industry."

"Top 3-4 things you learned from the Academy?"

- A LOT about LinkedIn branding
- Way more about how to curate my resume
- Interview prep
- Mentor network building

"The military helps us transition, but nowhere near the expertise, MedTechVets brought in. It was truly a fantastic program. Each and every week I learned something that I've applied to my own professional life. Everyone's advice to join as many veteran networks was super helpful for me to become a more competitive candidate. I wouldn't have been anywhere near as prepped. And the QUALITY of people that you guys brought in weekly to serve as mentors. Seriously, they are way better than anything that's been offered over any other veteran service organization."

"Tell us more about the new job!"

"So I started looking more aggressively for jobs at the end of May. I was constantly interviewing and submitting resumes for other project manager positions in other industries. I finally got an interview with PPD here in late August, about 5-6 weeks later I got another interview. Final interview in October, then hired. PPD does clinical trials for all types of pharmaceutical or biotech companies. There are four phases to every clinical trial for any drug, medical device, or vaccine to receive FDA approval. Preclinical trials refer to in-vitro or in-vivo testing. PPD does not participate in preclinical trials. Phase 1 starts out testing the safety in a small group of healthy adults, say 15-30 people. Once deemed safe, Phase 2 focuses on a small group

of the affected population that the drug or vaccine is attempting to cure. Phase 3 is the full-scale, often global trial, of the drug, device or vaccine is in the market. Then Phase 4 is post-FDA approval but still close monitoring as the drug, device or vaccine is in the market. A project manager is assigned to be in charge of managing the overall delivery and efficiency of the clinical trial. A lot of people tell you to start the ground level, and PPD has a year-long internship academy for veterans so that they can earn clinical experience and education. Upon graduation, they can be hired as Clinical Research Associate 1 (CRA-I). After several years, they promote to CRA-II, then Senior CRA, and then to Clinical Trial Manager (CTM). Then they choose their career progression path by becoming a Project Manager, or become a Regional CTM. CTMs or Regional CTMs report to Project Managers as the Functional Lead for the clinical operations of a trial. At PPD we have over a dozen other departments that serve as functional leads for contracting, legal, finance, medical writing, and so forth. So as an Associate Project manager, which PPD calls an Associate Project Lead (APL), I work for the Project Manager and with the CTMs and other functional leads, as if they are my peers in the trial as I'm assisting and representing the project manager. So, I came in at a pretty high level with no clinical trial experience, but lots of operations and project planning.

"Any advice for Veterans?"

"First, sign up for MedTechVets! Haha

Then get ready to start treating it like a full-time job because there will not be a red carpet laid out for you. And don't be

surprised how humbling it'll be when you get a notification that the hiring manager or committee selected someone else. Get a LinkedIn Premium account, seriously it's worth it. Be as assertive as a full-time job when it comes to your transition. Think about how much prep you had for a military career. Attend as many job fairs as you can to put a face to name. Are you prepared to spend around 6-9 months on this transition because that's the average length. And remember: everytime you hand in your resume, you're handing in your best work. If it's not, no one in the hiring organization will take your application seriously if you don't.

When it comes to interviews, remember that hiring managers and recruiters are looking for something specific, not a generalist, so you need to prove that you are the candidate for that specific job. Let them know you're fully committed and the best at the tasks. Committed is the keyword here.

There are a lot of things you could be good at, but does it bring you fulfillment? I was qualified for jobs in HR, but my mentor asked me "Are you sure you want to do HR? PM might be more dynamic and interesting for you." I even got a final interview for a VP of HR position, but it just didn't jazz me.

Oh! And smile. It naturally gives inflection-even on the phone or video conference."

THANK YOU TO OUR MENTORS!

Without your support, mentorship, and time you take out of your daily lives to help our Fellows, we wouldn't have an Academy. Many of our Mentors are also Veterans, and serve as guide-books on how to succeed post-service.

These are some of our favorite quotes and tidbits of advice from them:



SEAN KNAPP

Institutional Sales Specialist, Janssen

"One of the biggest things you can do to really set yourself apart is curiosity, really being curious about the role you've applied for. While interviewing, you should be able to speak to the range of products the company has-you'd be surprised about how many candidates don't know."



SARAH HASSAINE

Director of Diversity & Inclusion, ResMed

"Veterans have excellent experience that doesn't necessarily translate to corporate speak. Finding a way for a recruiter and veteran applicant to understand each other has been a challenge. In an interview, ask questions about culture, and how they support veterans. It's a good way to advocate for yourself and showing expectations you have for your (potential) manager while asking them what their expect"



DIEGO LUCERO

Project Manager, LifeSciences

"Project management in military is completely different than in the civilian world. When it came to finding a job post-military, I really hit the ground running. I knew the one thing holding me back was my unfamiliarity with the industry. A can-do and proactive attitude is what got me to where I am."



LONDON LACK

Co-founder & President, CA Medical

"In my experience, networking with vets who are in leadership positions at the companies your interested in is absolutely the best way to go."



SCOTT NELSON

Lifenet Health

"Be GENUINE in your approach and conversations. It's not just about what we can do for you, but what you can offer as well!"

CORPORATE SPONSORS

2021 Corporate Sponsors



Lifetime Giving By Corporate Sponsors



PRESS COVERAGE

FULL INTERVIEW

with Colonel Greg Gadson



US VETERAN MAGAZINE

MedTechVets Now Accepting Applications For Spring 2021 MedTechVets Academy: Opportunity For Veterans To Gain And Practice Professional Skills

Career, STEM



MedTechVets, a 501(c)(3) nonprofit organization that assists and prepares transitioning service members and military veterans for meaningful employment in medical device and life science companies, recently announced enrollment for its online 2021 MedTechVets Academy.

RUTGERS VIRTUAL ZOOM

MedTechVets

Date: Wednesday, April 14, 2021 - 2:30pm

Event Location: Virtual - Zoom



Date: Wednesday, April 14th | Time: 2:30PM | Location: Virtual - Zoom

MedTechVets connects medical device, pharma, and life science companies with talented veterans ready to serve a purpose.

MEDTECH CONFERENCE



medical device companies, hundreds of mentors, and thousands of veterans. For

MedTechVets (formerly MVPvets) is a 501(c)(3) nonprofit organization connecting medtech and life science companies with talented veterans ready to serve a purpose, with a broad bandwidth of skills, and an extraordinary focus on achieving goals. MedTechVets' network has grown to nearly 100 life science and

PARTNERSHIP

with Johnson & Johnson

MEDTECHVETS

Not familiar with MedTechVets? It's an organization specifically for transitioning service members and veterans who are pursuing career opportunities with companies in the pharmaceutical, medical device and life sciences industries.

PASSIONATE PIONEERS

with **Mike Biselli**, and **Derek Herrera**

Innovating After Spinal Injury with Derek Herrera

APRIL 15, 2021 | MIKE BISELLI | UNCATEGORIZED | 0 COMMENTS

35:21

FOURBLOCK PODCAST

with **Derek Herrera**, **Lindsay Pollak**, and **Mike Abrams**

A MARINE RAIDER'S STORY OF RECOVERY AND PATH TO MEDTECH ENTREPRENEURSHIP (PART II)

MARCH 22, 2021 / FOURBLOCK

MASS DEVICE

with **Mike Minogue**

Abiomed CEO Michael Minogue appointed as AdvaMed chairperson

FEBRUARY 23, 2021 BY DANIELLE KIRSH



Medtech trade group AdvaMed today said it has appointed **Abiomed** (NASDAQ:ABMD) president and

BOOST OXYGEN INTERVIEW

with **Robert Neuner** and **Ari Santiago**



FOURBLOCK PODCAST

with **Colonel Gregory D. Gadson**

"FAITH IS BEING ABLE TO WALK IN THE DARK": A U.S. ARMY COLONEL'S REMARKABLE STORY OF COURAGE, RECOVERY, AND PERSEVERANCE (PART I)

MARCH 29, 2021 / FOURBLOCK

MASS DEVICES PODCAST, DEVICETALKS

with **Derek Herrera** and **Kwame Ulmer**

In this week's podcast, Derek Herrera explains how a serious battle injury he received while leading Marines in Afghanistan led him to build a career in medtech.

Herrera has founded two companies – Spinal Singularity and Habit Camera – to create devices that can improve and save the lives of people who need help the most. Herrera also explains how his military training is serving him so well in medtech



Derek Herrera and Kwame Ulmer are featured on this week's DeviceTalks Weekly Podcast.



PATRICE SUTHERLAND

National Sales Director, Integra LifeSciences
New Board Member

Questions For Our New Teammate

Patrice has a long history of working in Medical Device sales since 1997, right after a job at Texas Instruments. But before working in the civilian workforce, she was in the Army, working in Defense Systems.

The military community is a small world, in fact, Col. Greg Gadson, MedTechVets board member, and her are classmates from West Point! Since then, Patrice has devoted her life to the advancement of medical technology, but most cherishingly, the advancement of veterans in the workforce. We chatted with her for a bit, to get to know our brand new MedTechVets board member.

1. "Any pets? If not, what kind of pet would you want?"

"I have 3 dogs, 3 rescues, 2 chihuahuas, and a yorkie."

2. "Pick your next vacation, where would you go? Why?"

"My next vacation would be diving or scuba diving, hopefully, the Red Sea in Sicily!"

3. "What drew you to MedTechVets?"

"Since I've been in the MedTech Sales I have always sought to hire veterans. For one of my teams at Integra I hired 5 of 6 veterans. I'm always telling recruiters to find me more Vets! One of the guys on my team

was in the Navy and he thinks he came through MedTechVets, he absolutely loves the organization!"

4. "Do you have anyone in your family who has served?"

"My husband's former Navy, my daughter is currently active duty in the Army, my youngest daughter is an active duty C130 pilot in the Coast Guard, and her wife is a Black Hawk pilot for the army. My oldest daughter is a military intelligence captain! Yup, we've got a lot of military in the family, haha."

5. "What's the last book you read?"

"House of Gucci! I definitely want to see the movie. The book was great. I love non-fiction, the whole history of how House of Gucci started, its ups and downs, is fascinating"

6. "How do you define success?"

"Happiness. Helping others. That's it. I am happiest when I am helping people achieve their goals. Hence why I'm excited to help out at MedTechVets!"

7. "Why are you excited about joining MedTechVets?"

"Excited to mentor folks who are just getting released from the military, and helping them translate the incredible things they have accomplished into words that make sense to those in corporate America. When I talk to a veteran I know how to translate their resume, but the regular Joe Schmoe doesn't. I want to show people what veterans can bring to the table. Maybe it's a matter of getting more active-duty people funneled into these impressive companies."

We've seen a lot of growth in our Academy, more and more Fellows finding gainful and fulfilling jobs post-Academy, and we're so excited for our new addition to the board, and how large this community and family will grow. Welcome to MedTechVets, Patrice!

