



2025 ANNUAL REPORT

OPPORTUNITY IN ACTION

VETERAN SUCCESS GUIDED BY MENTORS, DRIVEN BY PURPOSE



Letter from Steve Mapa

President & Executive Director



After my first full year with MedTechVets, I'm more excited than ever to help Veterans find their next career with purpose in the Medical Technology Industry. Veterans followed a calling higher than themselves by serving their country in the military, and that sense of purpose translates directly to MedTech by caring for patients, families, physicians and hospital staff around the world. I'm so proud to be part of an organization that has served over 4,600 Veterans since 2012, and I continue to be inspired by the dedication of our Fellows, Staff, Board of Directors, Mentors and Partner Companies who all help make this mission a reality.

Our partnerships with AdvaMed, West Point Association of Graduates, and the U.S. Naval Academy Alumni Association & Foundation continue to strengthen, and we were proud to sponsor the "Continuing the Mission - Veterans Prepared for Patient Care" Breakfast at the 2025 MedTech Conference in San Diego.

Additionally, we were recognized as a Top-Rated Nonprofit by Great Nonprofits for the fourth consecutive year, signifying the earned trust of our donors and supporters. We also earned the Candid Platinum Badge for financial transparency, putting our nonprofit in the top 0.1% of charities nationally. We proudly conducted a successful audit for 2025.

We are delighted to welcome back Michael Minogue as Chairman of the Board, effective January 1, 2025, and embrace his vision as the original Founder of MedTechVets in 2012.

None of this would be possible without the incredible support of our Partners, Mentors, Faculty, Board of Directors and Staff who dedicate their time, expertise, and resources to help Veterans find careers with purpose. I'm proud of what we've achieved together in 2025 and look forward to growing our impact in 2026 and beyond.

Steve Mapa

President & Executive Director
MedTechVets

The Path to Success

Vision Statement

To be THE Medical Technology Recruiter, Mentor, and Industry Partner for transitioning Veterans to purposeful careers.



At MedTechVets we continue to learn and evolve, and in 2025 we experienced growth in our four key areas of focus:

Veteran Fellows: We continue to serve all Veterans and have expanded our educational offerings to include both the Foundational Program and Executive Leadership Program. As a result, we trained 65 Veterans in 2025, which represents a 14% growth over 2024. Overall, our graduates have experienced an 80% placement rate within six months of graduation.

Mentors: Our Mentorship Program is the #1 predictor to a successful Veteran transition to the civilian workforce. We formed a Mentor Advisory Board, participated in several Veteran ERG Summits and implemented several mentorship recruiting campaigns to include MedTechVets' Alumni and USMA & USNA Alumni. This allowed us to grow our Mentors to 171 in 2025, which represents an 84% increase over 2024.

Partner Companies: We added five new Veteran Placement Partners and continued our existing Corporate Partnerships with educational grants and donations. This combination will allow us to strive toward financial sustainability and program growth into the future, which will provide more opportunities for Veterans.

Purposeful Careers for Veterans: We are committed to helping Veterans find their next career with purpose to include placement support upon graduation. At our final meeting of the year, the Board approved a new vision statement and reiterated its pledge to grow the organization and programs, specifically by adding placement and recruiting talent to the team in 2026.

2025 Statistics

65 Veterans served



171 active mentors



98 faculty members



80% placement rate



Foundational Program

The Foundational Program creates access and opportunity for Veterans transitioning into careers in the Medical Technology Industry. It equips service members with the tools, industry insight, and mentorship needed to move confidently from military service into the medical technology workforce.

Guided by experienced mentors, fellows learn how to translate military leadership, operational experience, and mission focus into roles that support innovation and patient care. The Foundational Program turns **opportunity into action**—helping Veterans build clarity, professional networks, and purpose-driven careers in MedTech.



Spring '25 Fellow

Chris Somjen

Johnson & Johnson MedTech

After more than 15 years of service across the U.S. Marine Corps, military operations, and law enforcement, Chris Somjen accepted a role as **Commercial Operations Site Lead at Johnson & Johnson MedTech**. His experience leading teams and managing complex operations under pressure now translates directly to driving results and supporting innovation in medical technology.

"As the proverb goes, 'it takes a village' and a heartfelt thank you goes out to MedTechVets, for their support of Veterans transitioning into the medical technology industry. Without your mentorship and support, I would not have known where to begin."



Winter '25 Fellow

Taylor Campbell

World Aesthetix

A former Navy Aviation Rescue Swimmer, Taylor Campbell transitioned into a role as an **Associate Sales Representative at World Aesthetix**, applying her mission-driven execution, discipline, and adaptability to a successful career in MedTech Sales.

"As I transitioned out of the U.S. Navy with little to no sales experience, I knew I would need strong mentorship, direction, and connections to break into the industry. I was introduced to MedTechVets through a fellow sailor, and that decision ultimately changed the trajectory of my career. Through mentorship, structured guidance, and meaningful networking, I gained the confidence and preparation needed to pursue opportunities in the MedTech industry."



Winter '25 Fellow

Gregory Lauer

Siemens Healthineers

A former U.S. Navy submarine officer and nuclear engineer, Gregory Lauer transitioned into a role as **Product Sales Executive, Molecular Imaging at Siemens Healthineers**, applying technical expertise and mission-driven leadership to support hospitals and clinicians with advanced diagnostic technology.

"MedTechVets is an excellent resource for Veterans looking to transition into a fulfilling career after their military service. The program connects service members with industry professionals, offers invaluable mentorship, and helps translate military skills into opportunities that truly make a difference."



Spring '25 Fellow

Craig Jungers

Intuitive

A former Navy Special Operations Explosive Ordnance Disposal leader, Craig Jungers transitioned into a role as **Clinical Territory Associate at Intuitive**, applying his experience leading high-performing teams in complex, high-risk environments to support advanced surgical technology and patient care.

"After 20 years in the military—the only job I'd ever known—adjusting to civilian life and the private sector was a steeper learning curve than I anticipated. I had never prepared for an interview, researched a company's portfolio, or navigated the nuances of medical technology and company culture. MedTechVets fully prepared me for interviews, resume writing, and most importantly, networking."

Executive Leadership Program

In 2025, the **MedTechVets Executive Leadership Program** brought together a **highly selective group of graduates** from the **United States Naval Academy** and the **United States Military Academy at West Point** for an immersive year of executive preparation and industry engagement.

Designed for a small cohort to ensure depth of mentorship and individualized support, the program included in-person sessions hosted at the **United States Naval Academy in Annapolis** and multiple sessions at **Intuitive Headquarters in Atlanta**. These experiences focused on executive interviewing, presentation skills, and professional networking. Representatives from partner organizations including **Intuitive, Insulet Corporation, J&J Medtech, Teleflex, and IQVIA**—participated throughout the year, offering mentorship, feedback, and industry perspective.



Winter '25 Fellow

Ben Vasta

Zimmer Biomet

Now an **Orthopedic Sales Representative at Zimmer Biomet**, Ben transitioned from Army Captain to MedTech sales following the program. A West Point graduate and Division I Rugby athlete, Ben exemplifies the leadership and mission focus Veterans bring to patient care.

“MedTechVets opened doors to diverse opportunities in medical technology and connected me directly with industry leaders. The program helped me identify the right role—one aligned with my skills, values, and long-term goals.”



Spring '25 Fellow

Meghan Connor

Vitara Biomedical

After 11 years of service in the U.S. Navy as a helicopter pilot and operations leader, Meghan accepted a **Program Manager role at Vitara Biomedical**. Meghan is a Naval Academy graduate and former Division I Track athlete, and her placement reflects the program's focus on equipping Veterans with the skills to translate military leadership into impactful roles that support innovation and patient care.

“MedTechVets gave me the tools to translate my military experience for the MedTech industry. The mentorship and network prepared me to network, interview, and land a role I’m truly passionate about.”



Summer '25 Fellow

Stephen Hincks

Stryker

A former U.S. Navy Lieutenant, Naval Academy graduate, and NCAA Division I Lacrosse athlete, Stephen now serves as **National Traveling Associate Sales Representative at Stryker**. His focus on discipline, accountability, and effective communication ensures his success in achieving targets and delivering exceptional customer experience in medical sales.

“MedTechVets gave me the tools and opportunities I needed to successfully transition from the Navy into a medical device sales role. The training provided valuable connections and helped translate my military experience into skills that directly apply to the MedTech industry.”

Mentorship Program

The MedTechVets Mentorship Program remains a cornerstone of our mission, connecting Veterans with experienced industry leaders who guide, support, and advocate for them throughout their transition into MedTech. In 2025, the program surpassed a major milestone, **growing from 93 active mentors in 2024 to 171 active mentors today**. This exceeds our Board's goal of 150 mentors for 2025 and reflects the strength of our mentor-driven community.

Many of these mentors are former fellows who have successfully transitioned into MedTech or industry leaders who come back time and again and return to lead the next generation. Two such individuals are **Kip Wolf and Vorry Moon**, who have become pillars of our program both as mentors and key faculty for the programs.



Vorry Moon

Vorry Moon is an experienced medical device professional and mentor with a background in Veteran transition support. He currently serves as Associate Area Manager at Johnson & Johnson Heart Recovery (Abiomed).

Vorry has faithfully served as a faculty member 9 times for Week 4 of the MedTechVets program, "Mastering the Interview", for the past four years, providing invaluable guidance to fellows on interview preparation, professional presentation, and career strategy. Drawing on his leadership experience from the Army and his transition journey, Vorry is passionate about connecting talent with opportunity and mentoring others through their career transitions. He has served as a mentor 6 times since 2022.

Hours Contributed to MedTechVets

80+ hrs since 2022 



Kip Wolf

Kip Wolf is a seasoned professional with deep expertise in career development and personal branding. He has served as a faculty member 16 times for Week 2 of the MedTechVets program, leading instruction on LinkedIn best practices to help fellows strengthen their professional presence, expand their networks, and optimize visibility with recruiters and hiring managers.

Kip's guidance has been instrumental in helping participants refine their profiles, articulate their value, and more effectively connect with opportunities in the medical technology industry. He has served as a mentor 5 times since 2021.

Hours Contributed to MedTechVets

100+ hrs since 2021 

Third Annual MTV Breakfast Panel

Continuing the Mission: Veterans Prepared for Patient Care

On October 7th, MedTechVets returned to **The MedTech Conference** in San Diego to host its **Third Annual Breakfast Networking and Panel Event: *Continuing the Mission: Veterans Prepared for Patient Care***. The event welcomed **135 attendees** and brought together Veterans, industry leaders, and partners for a focused discussion on Veteran pathways into the medical technology workforce.

The morning opened with remarks from **Steve Mapa**, President and Executive Director of MedTechVets. He shared updates on program growth and the continued expansion of the mentor network. A fireside chat followed with **Scott Whitaker, President and CEO of AdvaMed**, and **Peter J Arduini, President and CEO of GE HealthCare**. They spoke about the responsibility the MedTech industry has to create clear and intentional pathways for Veterans. Both emphasized that military leadership, discipline, and mission focus directly support patient care and innovation. Arduini noted that **approximately 10% of GE HealthCare's workforce comes from this Veteran talent pipeline**.



"We are not asking anyone to hire Veterans just to hire Veterans. We want you to look at the qualities they bring that go on to break barriers and build strong teams."
-Marc Chauvette

The panel featured Veteran leaders sharing firsthand perspectives on recruiting, retaining, and advocating for Veteran talent across the industry. Panelists included **Derek Herrera of Bright Uro**; **Brandon Fertig of Philips**; **Will Cambardella and Melissa Burton of Intuitive**; **Marc Chauvette of Boston Scientific**; and **Katie Moynihan**, a graduate of the MedTechVets Executive Leadership Program.

Throughout the conference, MedTechVets also connected with attendees at its booth, leading to new mentor commitments after the event. The 2025 Breakfast Panel reinforced the value Veterans bring to patient care and MedTechVets' mission to prepare them for meaningful, long-term careers in medical technology.

Expanding Opportunity

Mentor Advisory Board

The Mentor Advisory Board (MAB) is a hand-selected group of highly engaged mentors who play a critical role in advancing MedTechVets' mission by strengthening mentor engagement and driving meaningful outcomes across **three focus groups: Education & Career Development, Fundraising & Strategic Outreach, and Mentorship Experience & Engagement.** Through structured collaboration, the MAB delivers actionable insights, pilots new initiatives, and provides strategic guidance that informs program development and organizational decision-making.

The goal of the Mentor Advisory Board is to **leverage mentor expertise through focused collaboration**, ensuring MedTechVets' programs remain impactful, relevant, and aligned with the evolving needs of both Veterans and the MedTech industry.

MAB Members

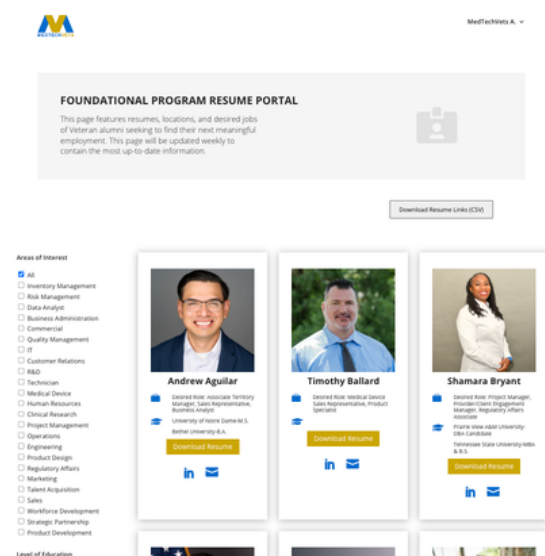
Adam Cantrelle, *J&J MedTech*
 Brandon Fertig, *Philips*
 Eric Filipowicz, *J&J MedTech*
 David Frost, *J&J MedTech*
 James Gonzalez, *Karl Storz*
 Greg Lisi, *PrepMD*
 Joe Lopez, *Zimmer Biomet*
 Richard Oberreiter, *Hamamatsu Ventures*
 Trent Taylor, *J&J MedTech*
 Ray Weatherby, *Conformis*

Resume Portal Relaunch

MedTechVets **refreshed the MedTechVets Portal** to better connect partner companies with Veteran talent and provide fellows with expanded career resources. **The updated portal improves accessibility, searchability, and engagement across the MedTechVets network.**

Partner companies can access Foundational and Executive Leadership program resumes based on partnership level, with filters for areas of interest, education, and medical or clinical experience, along with the ability to download resumes in bulk via auto-populated CSVs. Fellows and alumni benefit from a searchable directory, direct links to partner company job boards, interview preparation resources, and a resume showcase for recruiters.

Looking ahead, MedTechVets plans to reintroduce a job newsfeed and expand the directory to include employee roles, strengthening peer connections and career visibility across the network. We also plan to utilize the portal for mentor engagement, adding a discussion board for mentor-to-mentor communication, supporting documents, and more!



Program Engagement

Service Academy Partnerships

In 2025, MedTechVets proudly partnered again with the **West Point Association of Graduates (WPAOG)** and the **U.S. Naval Academy Alumni Association & Foundation (USNAAAF)** to promote the Executive Leadership Program. WPAOG supported the program through strong social media promotion and one-on-one career counseling, driving continued engagement and interest. MedTechVets also hosted the Summer Executive Leadership cohort at the Fluegel Alumni Center at the U.S. Naval Academy in Annapolis, MD.



Expanding these efforts, MedTechVets established a **new partnership with the U.S. Coast Guard Academy Alumni Association**, participating in an alumni webinar to share an overview of the Executive Leadership Program and highlight the success of a recent graduate.



These collaborations have played a pivotal role in **identifying qualified candidates for the program** to prepare them for **leadership opportunities in the MedTech industry**.

VET ERG Summit Visits



MedTechVets **strengthened its engagement with Veteran Employee Resource Groups (ERGs) across partner companies**, reinforcing pathways from military service to purpose-driven careers in MedTech. Steve Mapa participated in four ERG-focused events, connecting directly with Veterans to share updates, recognize mentors, and identify new opportunities for collaboration.

Steve attended **Intuitive's VETS Leadership Retreat** and the **Military Influencers Conference**, participated in the **Heart Recovery Veteran Summit at Johnson & Johnson MedTech** in Danvers, MA, and met with the **B. Braun Veterans ERG** in Allentown, PA.

Opportunity In Action

MedTechVets Climbs Kilimanjaro: Push Limits. Empower Veterans.

In 2025, MedTechVets carried its mission to new heights—literally. **Air Force Veteran and MedTechVets mentor Brandon Fertig**, climbed Mount Kilimanjaro to raise awareness and funds to support Veterans pursuing purpose-driven careers in MedTech.

Brandon completed an 8-day ascent, beginning at Londorosi Gate and finishing at Uhuru Peak, a journey of approximately 42 miles on foot, culminating at 19,341 feet above sea level. His final push to the summit was an 11-hour, 5-mile effort, testing endurance, resilience, and resolve. At the top, **Brandon raised the MedTechVets flag, symbolically bringing the organization, and every Veteran it serves, with him to the summit.**



Brandon's story was featured on [KARK 4 NBC News](#), inspiring others to share our mission across the nation. All contributions were **matched dollar-for-dollar by the MedTechVets Board of Directors**, amplifying the impact of every gift. Together, the campaign raised just over \$5,000, making it MedTechVets' most successful fundraising effort to date. **Thank you to everyone who donated to support Veterans in their military transition!**

Through leadership by example, Brandon showed Veterans everywhere that their next chapter matters and that they don't climb alone. This climb was about more than a mountain. It reflected the reality many Veterans face when transitioning out of service; starting at the base, navigating uncertainty, and pushing forward with determination. As Brandon shared, **"Reaching the summit isn't the end—it's where the real work begins."**



'25 Partners & Donations

Placement Partner Companies

MedTechVets' Placement Partners play a vital role in connecting Veterans to meaningful careers in MedTech by actively engaging in mentorship, career preparation, and hiring. In 2025, partnerships with **Intuitive**, **Teleflex**, **Insulet Corporation**, **Peerbridge Health**, and **Boston Scientific** expanded access to Veteran talent while strengthening each organization's commitment to leadership, innovation, and patient care.

Together, these **partnerships demonstrate the impact of collaboration**—where mentorship, trust, and shared purpose create real career outcomes for Veterans.

Boston
Scientific

Insulet

INTUITIVE



We are grateful for all the financial support we received in 2025, including impactful participation by our Board of Directors. **Thank you to our partner companies, board members, and individual donors for making this year our most successful yet!**



Johnson & Johnson
MedTech

BOOST
OXYGEN



BANK OF AMERICA



PHILIPS

B | BRAUN



ABIOMED

THE MULLINGS GROUP

Employee Spotlight

**Steve Mapa**

President & Executive Director

As President and Executive Director, Steve Mapa expanded placement partnerships, strengthened MedTech company relationships, and represented MedTechVets at Veteran ERG summits across the industry. He also maintained strong partnerships with West Point and the U.S. Naval Academy at Annapolis, supporting a consistent pipeline of Veterans prepared for leadership roles in MedTech.

**Mary McLoughlin**

Strategic Advisor

Mary McLoughlin played a key role in advancing the Executive Leadership Program while helping shape the resume portal into a stronger recruiting tool for placement partners. Her strategic guidance strengthened alignment between Veteran talent, partner needs, and leadership-level opportunities in MedTech.

**Breanne Tarrant**

Program Manager

As Program Manager, Breanne Tarrant drove program development while supporting significant growth across mentorship initiatives. Her leadership helped expand the mentor network, launch the Mentor Advisory Board, and enhance the overall fellow experience.

**Korinne Osterhoudt**

Content & Marketing Manager

Korinne Osterhoudt led the relaunch of the MedTechVets Portal and supported social initiatives that expanded visibility across the organization. She also drove donation outreach and campaign awareness, for MedTechVets Climbs Kilimanjaro fundraiser.

Board of Directors



Michael Minogue

Founder & Chairman
CEO, Minogue Consulting
& Heartwork Capital
(USMA '89)



Robert Neuner

Treasurer
CEO, Boost Oxygen



John DeBlasio

Secretary
Chairman, DT Global &
DT Institute
(USMA '89)



Steve Mapa

Board Member
President & Executive
Director
(USMA '89)



Michael Grice

Board Member
COO, Boost Oxygen
(Former Marine)



Gregory Gadson

Board Member
Co-Founder, Leaderly
Software
(USMA '89)



Derek Herrera

Board Member
Founder/CEO, Bright Uro
(USNA '06)



Ann Holder

Board Member
CEO, Marani
(USMA '89)



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Webster
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Patrice Sutherland

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Dir., Kerecis
(USMA '89)



Ramzi Nuwayhid

Board Member
Managing Director, Merrill
Lynch



Scott Whitaker

Board Member
President/CEO,
AdvaMed

Daniel P. Minogue Excellence Award

The Daniel P Minogue Excellence Award recognizes an individual who embodies leadership, integrity, faith, and service.

This award honors **Daniel P. Minogue**, United States Air Force Officer and father of Michael Minogue, founder of MedTechVets, whose lifelong commitment to mentorship, service, and professional excellence inspired the creation of the organization. Michael grew up watching his dad edit resumes and letters and do mock interviews for transitioning veterans to help them find a purposeful career. Through this award, MedTechVets carries forward Dan's legacy of coming alongside veterans as they transition from military service and pursue lives of continued purpose and impact.



Selected by Mike Minogue and the Governance Committee as the **inaugural recipient**, **Brit Bly** exemplifies the values and grit at the heart of the **Daniel P. Minogue Excellence Award**. A Naval Academy graduate and Abiomed leader based in Houston, TX, Brit completed 2025 as the #1 Senior Area Manager in the United States, leading the #1 franchise nationally in Heart Recovery at Johnson & Johnson MedTech. She was in the first class at Abiomed for the Commercial Leadership Program. Her success provides inspiration for other transitioning veterans that continue to live a life of purpose helping patients.



“Transitioning from the Navy to a career in MedTech was one of the most challenging and rewarding chapters of my life. Although I did not come from a traditional sales background, my education at the U.S. Naval Academy and experience in military logistics gave me a unique perspective—one grounded in discipline, teamwork, and mission-driven resilience. Those skills became the foundation that allowed me to grow in a demanding field and ultimately lead my team to become the #1 Franchise of the Year, impacting the lives of more patients and their families.

Losing my father at a pivotal time in my life gave me my why— a profound sense of purpose that fuels my grit, perseverance, and dedication to helping and advocating for others. His strength and optimism continue to guide me, reminding me that every challenge is an opportunity to serve, to lead, and to make a difference.

Receiving the Daniel P. Minogue Excellence Award is deeply humbling and meaningful. It not only recognizes the pursuit of excellence but honors the legacy of a father who inspired others to do more and be more— a legacy that mirrors the values my own dad instilled in me. I am truly honored to carry forward his spirit of service, impact, and hope for future leaders in MedTech.”

**PLEASE CONSIDER DONATING
TO SUPPORT OUR MISSION**



**MEDTECHVETS IS A 501(C)(3) NON-PROFIT
AND ALL DONATIONS ARE TAX-DEDUCTIBLE**

TO LEARN MORE ABOUT OUR MISSION VISIT:
WWW.MEDTECHVETS.ORG

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Platinum
Transparency
2025

Candid.