



#1 Best Company to Work For Medtronic Advanced Energy

Front row, from left: Lina Mikelinich, director of commercial operations; Suzanne Foster, VP and general manager; Dominika Kulinski, senior R&D engineer. Back row, from left: Brett Cromwell, marketing communications manager; Bhavesh Patel, R&D engineer; Erin Gallagher, principal HR generalist; Tom Digiuseppe, marketing manager; Diane Smith, global supply chain manager

If you work at Medtronic Advanced Energy and don't know what's going on at the company, you just aren't paying attention. This is a company where Vice President and General Manager Suzanne Foster prepares a presentation on the status of her division for her bosses, but also presents it to her entire division in NH. "Employees appreciate that transparency," Foster says.

That commitment to transparency was also apparent when Foster was diagnosed with breast cancer earlier this year. She sat in her car after leaving the doctor's office and questioned whether to share the news with her employees or privately take a leave of absence. It didn't take long for her to decide. Within three hours, she sent an email to all employees explaining her diagnosis and what it meant moving forward.

And as they have done many times during the company's history, the employees rallied. "The organization really stepped up. As I was in (treatment), the message was, 'we've got this,'" Foster says.

And that's because the company is there for them. Through the Medtronic Incentive Plan, employees receive a bonus payout at the end of the year that ranges from 5 to 35 percent of their base pay based on company performance and personal goals.

Medtronic invests in its employees. In addition to Medtronic University, an online portal offering development programs,

Medtronic offers numerous leadership development programs including the ST High-Potential Leadership Development Program, an intense five-month course that includes a personal development coach and an Emerging Leader Program for upcoming leaders.

Identifying talent to promote from within is a priority at Medtronic, even if that means transferring them to another division. "I would love to have a legacy of Advanced Energy people running other Medtronic divisions," Foster says.

She also talks to her managers about the importance of being present. "If someone comes in to talk, turn the phone over or arrange a meeting for when you can be present," Foster says. "You can't listen and email. I talk with my team about forming meaningful relationships."

The company offers a host of impressive perks: up to \$10,000 in adoption assistance and one week paid leave upon the adoption

of a child; up to four weeks of paid compassionate leave to care for a terminally ill immediate family member, and unpaid sabbaticals of four weeks to one year after seven years of service. Looking to the future, Medtronic Advanced Energy is examining "creative ways" to offer more flextime and telecommuting options, Foster says. "We're challenging policies that get in the way of engagement," she says. ■

180 International Dr., Portsmouth
medtronicadvancedenergy.com

Vice President and

General Manager: Suzanne Foster

Years in Business in NH: 16

Full-Time Employees: 400+

Years on List: 2

Company Description: A medical device company that manufactures surgical instruments.