



Position Title:	Associate Engineer (3 positions starting October 18, 2010)
Location:	Maple Grove, Minnesota
What is an Associate Engineer?	The Associate Engineer program provides entry-level opportunities for high achievement technically-gifted individuals to start an engineering career in the medical device industry. This new program consists of a twelve month combination of training, education and hands-on assignments in R&D, manufacturing and quality engineering departments of a medical device company. A class of three Associate Engineers will be hired to start at Vascular Solutions on October 18, 2010.
Why a career in medical devices?	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.
What is Vascular Solutions' business?	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 20 new devices and over 300% revenue growth since 2003, with more than 90% of Vascular Solutions' \$70 million in 2009 revenue derived from the new products. Vascular Solutions continues to have a strong pipeline of new products in development that leverage its 88-employee U.S. sales force and its worldwide international distribution network.

Vascular Solutions' current products are grouped into five product categories:

- **Hemostat Products** that are used to stop the patient's bleeding following diagnostic and therapeutic vascular procedures,
- **Extraction Catheters** that are used to extract blood clots from blood vessels, principally following an acute myocardial infarction (heart attack),
- **Vein Products** that use laser energy to treat varicose veins,
- **Specialty Catheters** that are designed to meet unique physician requirements for devices to perform specialized vascular procedures, and
- **Access Products** that are used to gain access and manage the puncture site created in vascular procedures.

The mission for Vascular Solutions is to continue to grow as 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 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 new products and effectively launch the products within interventional cardiology and interventional radiology markets worldwide.

Vascular Solutions is headquartered in Maple Grove, Minnesota with more than 260 employees.

What are the specific job responsibilities of an Associate Engineer?

Each of the three Associate Engineers will enter the program concurrently and, after initial orientation, will be assigned to one of three specific functional areas for an initial four-month assignment:

- Research and Development Engineering – development and testing of new designs for mechanical medical devices, under

the direction of a R&D Engineer.

- Manufacturing Engineering – development, validation, qualification and improvement of manufacturing processes, under the direction of a Manufacturing Engineer.
- Quality Engineering – risk analysis and process qualification testing of new medical devices or improvements on existing products, under the direction of a Quality Engineer.

After four months in their initial assignment, each Associate Engineer will rotate to a second and then the third functional areas for successive four-month assignments. Each of the Associate Engineers will complete all three of the functional area assignments during the twelve months of the program. All of the assignments will be in Vascular Solutions' home office in Maple Grove, Minnesota.

In addition to the functional area requirements, each Associate Engineer will complete a broad range of VSI training programs during the twelve months, including a week-long VSI product training class, monthly continuing education sessions, advanced clinical education in a hospital setting, and field travel to observe clinical deployments of VSI products.

Is travel involved?

Yes. As part of the training program, each Associate Engineer will travel to observe hospital procedures with Vascular Solutions' products that are within their functional areas.

What is the career path for an Associate Engineer?

The Associate Engineer position provides a strong foundation for a career as an R&D Engineer, Process Development Engineer, Manufacturing Engineer and Quality Engineer within the medical device industry, leading to engineering leadership and unlimited potential. To prepare for these future roles, however, it is essential that each Associate Engineer first work in a support role and assume expanded responsibilities as training occurs and skills develop. The twelve months of the Associate Engineer program will be devoted to developing the skills, knowledge and performance traits necessary to function in an autonomous capacity as an engineer in a medical device company.

At any time after completing the first six months of the program, each Associate Engineer may apply for any open Vascular

Solutions' position in R&D, Manufacturing or Quality engineering. In the event that no positions become available Associate Engineers will receive at least six weeks notice that their employment will terminate upon completion of the program.

What is the compensation?

During the first year, each Associate Engineer will earn a competitive base salary. A bonus of 10% of the aggregate base salary will be paid to each Associate Engineer who successfully completes the entire twelve month program and agrees to continue with full-time employment as an Engineer at Vascular Solutions or who during the second six months of the program applies, is selected and accepts a position at Vascular Solutions outside of the Associate Engineer program.

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

What are the qualifications?

To be considered for the Associate Engineer program, a candidate must have:

- BS in Engineering degree with demonstrated outstanding achievement, or a technical degree with a minimum of two years of mechanical design experience (medical device experience not expected or desired)
- Technical competency in mechanical design, preferably including familiarity with extrusion, injection molding, metal forming, stamping and/or wire forming
- Proficiency in Microsoft Word and Excel
- Creative personality and achievement orientation
- Good interpersonal skills and quick learner with a high energy level
- Strong organizational skills and ability to focus on details

Candidates must be able to quickly learn and apply skills and knowledge of Vascular Solutions' products, clinical requirements and product design. Prior medical device experience is not expected nor desired

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 Associate Engineers 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 Associate Engineer Program, candidates are welcomed to submit their resumes to:

Jessica Dahl
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