

April 12, 2017

MEMO

The next phase of transformation – our company structure

We are ready to take the next step in our transformation by changing how some parts of our company are organized. We are making these changes to serve our customers better and do our work more effectively.

How we work may change, but the culture of Cook and our commitment to patients will remain the same. These changes will NOT result in employees being laid off or terminated. The goal of this project is to build a stronger, more efficient company for all of us at Cook.

Here are the three areas of our company that will see the most change:

Making things easier for our customers

We are merging our 10 strategic business units (SBUs) into two divisions called Vascular and MedSurg. This change will organize our sales teams to match the way our customers work in today's healthcare systems. It also helps avoid having multiple Cook sales people calling on the same customer.

More engineering support

We are separating engineering into two focus areas – Research and Development (R&D) engineering and Manufacturing engineering. The Manufacturing engineers will support the equipment and processes we use to make products every day. They will also help to continually improve manufacturing processes. The R&D team will work closely with the two new divisions – Vascular and MedSurg – to develop new products.

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Operating our business around the world

For a number of years, we have had global functions, such as finance, human resources, and marketing. In addition to the functions, we are now creating three new global operational units that will support manufacturing, customer service, and product distribution. The teams who currently do this work in different areas of the world will now be working more closely together. We will be adding global management and making some processes more consistent. We believe this will make us more efficient and be better for our customers.

These changes will not happen overnight. It will take several months to finish the work on our company structure. For that reason, we plan to communicate to the community and our customers later this year when there is more information to share.

Attached is a diagram explaining the main parts of the new structure. If you have any questions, talk to your manager or send an email to our team at questions@cookmedical.com. We will share new information and our progress with you as things move forward. Thank you for all that you do each day to help customers and patients.



Pete Yonkman

President, Cook Medical and Cook Group

