

# Colson Conversation

*A Periodic Newsletter for the Employees of the Colson Associates Worldwide Member Companies*

## Welcome

In this issue of the Colson Conversation, we are pleased to announce and bring to your attention two very important business enhancements for our employees and for our respective businesses. I invite and encourage each of you to set aside the time necessary to sufficiently understand these beneficial changes.

First, I am extremely pleased to inform you of the newly created **“Robert A. Pritzker Scholarship Program”**. This scholarship program is a tribute to Bob and has the full support of our shareholders who, as did Bob and as does Colson Associates, strongly support opportunities for higher education for children of our employees around the world. The **Robert A. Pritzker Scholarship Program** provides significant benefits, both financial and non-financial to help

*continued on next page*

## Announcing the Robert A. Pritzker Scholarship Program

*Colson Associates is pleased to announce a new benefit for all employees of a Colson member company – The Robert A. Pritzker Scholarship Program!*

### Highlights

#### Who

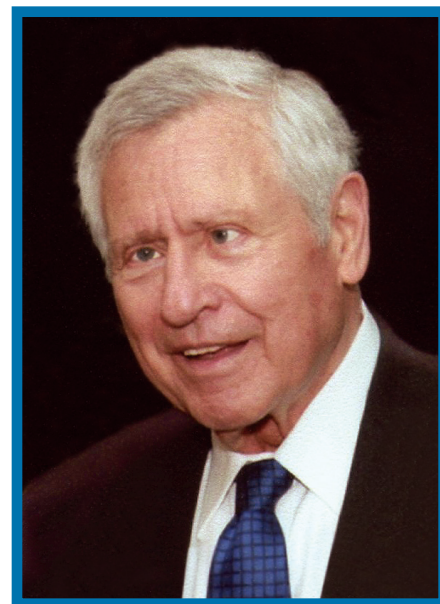
- For children of employees of any Colson Associates company worldwide
- Employees are required to have completed a minimum of 2 years of employment and must remain employed for any scholarship renewals

#### What

- \$5,000 scholarships awarded to 4 recipients each year
- To be used for postsecondary undergraduate education (including vocational/technical schools)
- Scholarship begins in sophomore year of college
- Renewal for up to three years

#### How

- Scholarship Management Services will be administering the program
- Applications are available in your Human Resource Department
- Due date for submission (directly to Scholarship Management Services) is February 20 of each year for the following fall semester



*Robert Pritzker, Founder of Colson Associates*

During Bob Pritzker's lifetime, he valued, supported and fostered higher education. This new Scholarship Program recognizes Bob's educational commitment on the part of children of Colson employees and provides assistance to further this commitment through scholarship grants.

We encourage any employee with college-age children to take advantage of this generous opportunity.

defray a portion of the costs associated with their higher and or on-going education to our employees' dependent children who apply and who are selected and granted scholarships under the program. I encourage you to read more about this new and exciting program—the details are outlined in this issue. Please remember that this was all made possible because of Bob's commitment to the companies and because of his trust, love and commitment to the employees of Colson Associates.

Second, we continue to look for ways to best insure that our commitment as an organization to integrity, to accountability to one another, to achieving the highest level of product quality and to “doing business the right way”. With this enduring objective in mind, we have introduced the “Confidential Reporting Hotline” to further facilitate the reporting of any instances where any employee may observe, suspect or have knowledge of any breaches of the company's policies and procedures or of any unethical business behavior or of any business wrong-doing. While we would expect and sincerely hope that such instances will

be just as rare as they have been in the past, nevertheless, it is essential that each of the Colson Associates employees have this additional avenue to report matters of ethical concern.

Please understand, and I hope you already do, that there are many options available to you for raising concerns about possible violations of the Company's policies and to get answers to your questions about integrity issues.

**It is our responsibility to preserve and strengthen for us and for those who will follow us what has been Colson Associates' foundation for success.**

Generally, your supervisor or manager will be in the best position to resolve an issue quickly. However, if after raising an integrity concern the issue is not resolved, then you should immediately elevate the concern to the next level of management. If the matter is not resolved or if the concern deals with local management, then please utilize the

**Confidential Reporting Hotline.** The details of this new Confidential Reporting Hotline are explained in much more detail within this issue of the Colson Conversation.

The whole idea is to speak up when you see or hear of any matters of ethical concern. You are my eyes and ears around the world and I look to you to help us do everything possible on your behalf to insure that we all have a great ethical environment in which to work and a business environment that we are proud to have our names associated with. It is our responsibility to preserve and strengthen for us and for those who will follow us what has been Colson Associates' foundation for success—our commitment to the highest standards of integrity and ethics.

Thank you for everything you do to help serve our customers and in serving one another.

Best wishes to you and to your families for a very happy and peaceful holiday season.

All the best,

Louhon Tucker  
President & CEO  
Colson Associates, Inc.



*The purpose of this program is to ensure that any employee wishing to submit a report can do so confidentially and without fear of retribution.*



## Help – my coworker just violated our policy on discrimination! What can I do?

One of the most important responsibilities each of us has as an employee of any of the Colson Associates companies is the obligation to raise a concern about any possible violations of a company policy or the law. Sometimes it may seem difficult to raise such a concern. Some may even feel it is a breach of personal ethical standards to do so. However, if you experience that sense of conflict, it is important to remember the tremendous harm that not raising a concern can cause.

Effective November 1, Colson Associates launched the “Confidential Reporting Hotline” for reporting any possible ethics and compliance violations. We have partnered with Lighthouse Services to provide this independent third-party hotline service. The purpose of this program is to ensure that any employee wishing to submit a report can do so confidentially and without fear of retribution.

A toll-free number and website, all of which are available 24 hours a day, seven days a week, can be used by employees to file a report.

### Telephone

- English-speaking USA and Canada:  
**855-900-0093**
- Spanish-speaking USA and Canada:  
**800-216-1288**
- Spanish-speaking Mexico:  
**01-800-681-5340**
- Employees outside of North America:  
**(800) 603-2869**  
(must dial country access code first)

### Website

**[www.lighthouse-services.com/colsonassociates](http://www.lighthouse-services.com/colsonassociates)**

Please contact the Confidential Reporting Hotline to report any of the following incidents:

- Ethical violations
- Unsafe working conditions
- Quality of service
- Theft
- Discrimination
- Alcohol and substance abuse
- Fraud
- Conflict of interest
- Embezzlement
- Violation of the law
- Wrongful discharge
- Internal controls
- Vandalism and sabotage
- Improper conduct
- Conduct violations
- Threats
- Bribery and kickbacks
- Misuse of company property
- Violation of company policy
- Falsification of contracts, reports or records
- Unauthorized disclosure of confidential information
- Inappropriate or illegal business practices of any other nature



*Designs and manufactures a wide array of medical devices for the North American, European and Asian markets. Located in Guangzhou, China.*



*Designs, manufactures and markets powered surgical instruments for joint replacement surgery, orthopedic surgery of the extremities, aesthetic and reconstructive surgery, endoscopic carpal tunnel release, and sterile orthopedic blades. Located in Charlottesville, Virginia.*



*An industry leading contract manufacturer of precision surgical components, cutting tools and instrumentation for use in the orthopedic industry. Located in Sault Ste. Marie, Michigan and Boyne City, Michigan.*



*Designs, manufactures and markets orthopedic implants, instrumentation and bone biologics for the upper and lower extremities. Located in Hillsboro, Oregon.*



*Designs, manufactures and markets products for small bone reconstruction, spinal fusion and trauma surgical devices. Located in Addison, Texas.*



*Develops, manufactures and markets bone cements and related biologic products. Located in Cupertino, California.*

**This newsletter is about you, our companies and our communities. If you have any stories or news that you would like to share, please send it our way—we'd love to include it.**



## Colson Associates, Inc.

One North Franklin Street, Suite 2400, Chicago, Illinois 60606-3452  
Telephone 312.980.1100 Email [Rebecca.Spooner@colsonassociates.com](mailto:Rebecca.Spooner@colsonassociates.com)  
[www.colsonassociates.com](http://www.colsonassociates.com)