

Colson Conversation

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

Welcome

With the end of another year quickly approaching, I want to take this opportunity to convey my sincere thanks and great appreciation to each of you, each of the Colson Associates employees around the world, for your contributions, enthusiasm, support for and accountability to one another, and for your adherence to the ethical environment in which we all operate and that we strive each day to protect, nurture and reinforce.

With our busy lives, both from the personal side and our daily engagement in the businesses, each of us sometimes may tend to not fully appreciate the unique environment of respect, encouragement of ethical behavior, accountability, and the opportunity provided to us all, which was entrusted by Bob Pritzker, and which has continued to be keenly supported by our Shareholders.

We truly do have a unique environment that is focused on the interests of our employees and the interests of the patients who benefit from the high standard of care provided

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Educational Scholarship Opportunities

Since its inauguration in 2015, the Robert A. Pritzker Scholarship Program has had over 30 applicants with 12 recipients receiving scholarships in the aggregate of \$102,500 to date. These scholarship awards represent meaningful additional education assistance to students.

The program is available for dependents of any employee of the Colson Associates companies. Eligibility begins with the sophomore year of

college or technical school.

Current awardees are studying bioengineering, biology, economics and finance, occupational therapy, political science, and public policy.

We're looking forward to another robust round of applications for 2018! Please talk to your Human Resource Director for more information and applications. The deadline for fall 2018 is February 20, 2018.

2017 Recipients



John Lauer, MicroAire Surgical Instruments President (right) with Chris Ackerman and his daughter, Casey



Todd Fewins, Precision Edge Surgical Products President (left) with Gabby Pepin, daughter of Katie and Duke Pepin

Acumed recipients (left to right): Dave Loseke, Katie Loseke, Elizabeth Loseke; Heidi VanVleet, Dave VanVleet, Abby VanVleet; Tim Smith, Noah Smith, Sharon Wolfington (President of Acumed)



by the products we, working together, provide.

I am very proud of the meaningful diversity and opportunities for employment and advancement you and each of our companies provide, without regard to ethnicity, gender, sexual orientation, or any other limitations within the Colson Associates companies. All that matters is that you are good at what you do, you believe in and abide by the highest ethical behavior and that you want to grow the value of our businesses and be part of an exciting adventure of creating and providing innovative products that will improve patient care.

Calendar 2017 will be another outstanding year of successes on many fronts for our companies.

Thank you so much for being part of this adventure in improving patient care around the world through the design and development, manufacture, education and distribution of an ever growing wide-range of orthopedic products.

On behalf of everyone here at Colson Associates in Chicago, our very best wishes to each of you and your families for a wonderful holiday season filled with happiness and blessings.

**Louhon Tucker
President & CEO
Colson Associates, Inc.**

A Safe Work Environment Free From Harassment

The national news seems to bring almost daily a new revelation of a prominent individual acknowledging sexual harassment of a co-worker or of an associate, or allegations surfacing regarding occurrences of sexual and other forms of harassment in the workplace. As troubling as these situations are when they come to light, there is one good factor and that is to raise the awareness of the total inappropriateness of harassment—no matter what the form of the harassment may be.

Within each of the Colson Associates work environments around the world, it must always be clearly understood by each of us (each employee)

that we promote diversity and respect all human differences. We do not tolerate and will not allow or permit any of our employees to be subjected to any form of harassment—period! This philosophy regarding how we are expected to treat one another with respect and kindness (that is to say we are to treat one another the way we would want to be treated), has been a long-standing pillar of our culture for a safe and harassment-free work environment.

If you, as an employee within any of the Colson Associates companies around the world, should ever feel you are being subjected to any form of harassment, you must protect yourself, and others who may also be subjected to such harassment if not reported, to insure that such harassment ceases immediately

and that it does not resurface. We sincerely hope that the message is abundantly clear that harassment is not tolerated in any form and, that as a result, our work environments continue to always be safe and great places to work, learn and contribute.

But, if you should experience any form of harassment or believe that you have been subjected or faced such harassment (from a fellow employee at any level within the organization or anyone with whom the company does business), we can only address and eliminate such harassment if it is reported—and it must be reported. Please confidentially report any such situations to your immediate supervisor,

to the head of human resources for your company or to the president of your company.

Also, please report, again for your protection and the protection of others, any such situations to the **Colson Associates Confidential Reporting Hotline (1-855-900-0093 U.S.; 1-800-603-2369 outside of North America; www.lighthouse-services.com/colsonassociates).**

We all have a responsibility to work each day to insure that the safe and great workplace environments which we enjoy within the Colson Associates companies, where each employee can freely express views and opinions free of harassment in any form, is cherished and protected.

Thank you.

We promote diversity and respect all human differences.



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

Welcome to Sharon Wolfington

During 2017, Sharon Wolfington joined the Colson Associates team as President of Acumed. Sharon has extensive experience in the medical device industry and brings significant knowledge in product innovation, building surgeon and caregiver relationships and in positioning companies for profitable growth. She is committed to employee engagement and in seeing that Acumed operates at the highest ethical level.



Sharon Wolfington, President, Acumed; and Louhon Tucker, President and CEO, Colson Associates

Acumed Social Responsibility—STEM Connect Program Highlights

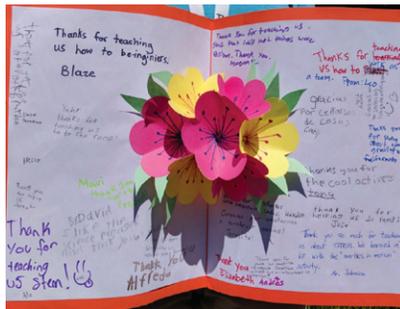
Participation in Acumed’s STEM (Science, Technology, Engineering and Math) Connect program will hit an all-time high in 2017! Thirty-two employee volunteers (up from 18 employees in 2016) are committed to 4th & 5th grade classroom visits throughout the 2017-2018 school year.

During each classroom visit, Acumed employees partner with students to conduct science, engineering and math experiments ranging from “Marbles in Motion” and “Jet Car” to “Water Filtration” and “Breaking Bones”, each intended to stimulate enthusiasm, creativity and fun related to STEM concepts. Employees also join students

and their families for special STEM events including the annual Science Fair and Math Night.

This year, Acumed’s STEM Connect efforts are positively impacting over 225 students at three local Hillsboro grade schools. These schools have a particularly high poverty rate, making employee volunteer efforts even more meaningful.

In continuing support of Acumed’s Social Responsibility initiatives, 2017 marks Acumed’s 6th year of involvement with the STEM Connect program and plans are in place to continue supporting this worthy business/community partnership.



Thank you note from grateful students



Acumed Engineering Manager, Ravi Ananthan with grade school students



Chris Bence, Senior Sustaining Engineer, working with future scientists

APEX iTool®

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



Team Building activities with the Apex employees



Attending the China Orthopedic Show in November, (left to right) Li Peng (Apex Distributor), Becky Spooner (Colson Associates); Scott Liang (President of Apex); Chris Smith (Colson Associates)



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. Headquartered in Charlottesville, Virginia.

University of Virginia’s Darden Students Are Frequent Visitors at MicroAire

For the past several years MicroAire has partnered with the University of Virginia’s Darden School of Business by welcoming numerous Darden tour groups to their facility. The visit consists of a tour of the facility and concludes with a panel discussion with the MicroAire senior leadership team. Many times, these students have sought out internship opportunities at MicroAire.

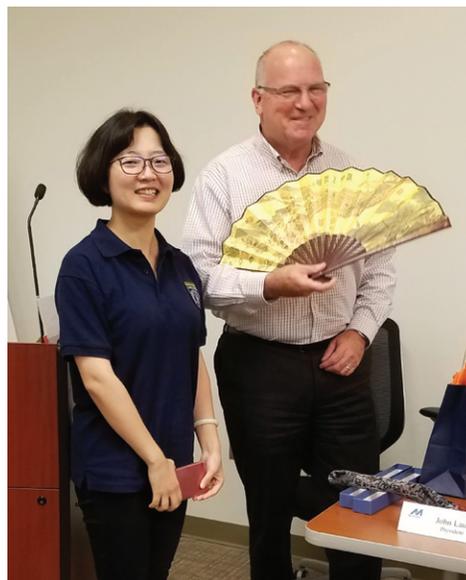
In 2017, two groups visited the company. The first was a class of international students from China

who visited in July. Lorenda Mielke, Senior Director, Executive Education at Darden shared the following comment with MicroAire after the visit “It was interesting that the Chinese students picked up right away on the caring connection with the employees. You all are doing a super job there and thank you for sharing it with us”.

In November, there was a large group of first year students who also visited MicroAire.



Visiting Darden students with MicroAire employees



A member of the Chinese tour group with MicroAire president, John Lauer



Designs, manufactures and markets specialty medical devices, surgical implants and powered surgical instruments. Headquartered in Addison, Texas.

Help for Hurricane Harvey Victims

Hurricane Harvey had a direct impact on many of OsteoMed’s employees, customers and business associates. To show their support and provide help to their fellow Texans, OsteoMed partnered with Convoy of Hope and matched all employee donations. Approximately \$4,000 was raised!

Convoy of Hope (www.convoyofhope.org) is a highly regarded charity that has been providing disaster aid to areas in Texas, Florida, Puerto Rico and the Caribbean that have been affected by the recent hurricanes.

Scenes From OsteoMed’s Employee Event – August 2017



Precision Edge[®]
Surgical Products Company LLC

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.

Helping Hands Committee Gives Back to Community

At Precision Edge, the Helping Hands Employee Committee chose as their 2017 project to support one of the local food pantries. This food pantry serves over 400 students in the area high schools that are in need.

The committee created a challenge between all departments and the winning

department received not only bragging rights, but a traveling trophy! At the end of the 10 day collection period, 597 pounds of food had been collected. Employees also volunteered to deliver the food to the schools and also the Salvation Army.



Helping Hands Committee with food donations

The Traveling Trophy

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.



*Front row left to right: Becky Spooner, Louhon Tucker, Catie Economos
Back row: Chris Smith, Aga Chrzan, Eva Kintner*

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