



Pulse

BEHIND THE SCENES

Profile of a Believer

What would you say if you were asked to be the living symbol of absolute integrity? Asked to stand in front of your colleagues in two locations and talk about your beliefs? Have your life-sized picture hung in every available free space at every Guidant VI location? After the first flush of pride, a lot of us would run a mile.

It took a lot of courage for Debbie Schamber and the six other Guidant VI employees chosen as spokespersons for our Cultural Beliefs campaign to accept both the honor, and the personal challenges, that went along with making this vital campaign real and personal for all of VI. Here's a glimpse of what the first months of 2004 were like for Debbie.

When Dave Royster, a manufacturing group leader in Temecula, was asked who on

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Debbie Schamber

Cultural Beliefs Campaign Launched!

“That which you vividly imagine, sincerely believe, ardently desire, and enthusiastically act upon, will inevitably come to pass.”

– Dr. William R. Lucas,
NASA engineer & visionary

Dr. Lucas's words are testimony to the power of belief that inspired NASA to overcome tremendous challenges and obstacles and achieve astounding success in a very short period of time. During the last half of the 20th century, Dr. Lucas and the U.S. space program forever changed the world's understanding of what was possible by putting men on the moon, orbiting the first space station, developing the Space Shuttle program and launching the revolutionary Hubble telescope.

In recent years, Guidant has faced its own series of challenges – both internal organizational challenges, and



external challenges from competitors; new businesses have been acquired, new technologies developed and new talent incorporated. To meet the challenges VI faces, a Cultural Beliefs team was created to develop a foundation of beliefs that we could integrate into every aspect of our business.

VI's February Sitewide meetings marked the official launch of the ambitious new Cultural Beliefs campaign designed to inspire our own

“space age” era of discovery, achievement and success. By now we're all familiar with the names, faces and stories of our fellow employees chosen to impersonate our seven beliefs. Those “magnificent seven” were singled out for behavior that already exemplified the values that we all hope to incorporate into our work life.

By following their example, and framing every decision, objective, goal and

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A GUIDANT VASCULAR INTERVENTION PUBLICATION

GUIDANT

May



Our People are Our Future

Attracting and Retaining a Committed Work Force in a Changing World

What does it take to attract and retain great talent in to your organization? When you're in the process of building critical capabilities to meet the challenges of a new technology – as VI is doing in DES – having skilled employees on your team can mean the difference between success and disappointment.

I have been to many industry meetings where one company or another presented their Top Ten Objectives for success. "People" usually was one of their priorities, but, invariably, it was at the bottom of the list.

At VI, we look at things a little differently. "People" – attracting and retaining talented, committed employees, and making sure that all our employees receive the opportunity to develop, grow, and achieve their professional goals – is our Number One priority. In fact, it's listed first in our 7 VI Cultural Beliefs – and at the top of our 2004 Top Five Goals.

As we formulated our long-range plan (LRP) last year, we focused on building capability within key functions. Gaining a competitive advantage in drug eluting stents – and future technologies such as bioabsorbable stents, site-specific therapies, vulnerable plaque and gene therapies – will require that we

employ scientists, technicians, engineers, manufacturing experts and other highly skilled individuals. Simply said, putting the right people in the right jobs is critical.

How do we find the right people and ensure that they will want to work for – and remain committed to – Guidant?

Knowing that competition is fierce for the best and brightest in their fields, we continually analyze the current and future work force. And, we work hard to understand what opportunities and support we must provide for current and prospective employees to enable them to succeed professionally, achieve job satisfaction

and balance the demands of busy professional and personal lives. A tall order in anyone's book, no doubt, but critical to the success of any organization.

In the U.S. work force, several major trends are occurring:

- Our nation is increasingly diverse.
- In most families, both partners work.
- Our work force is aging. U.S. workers 45 years of age and older will grow from 33 percent in 1998 to 40 percent in 2008. In the same time, there will be 3 million fewer workers aged 25-44.
- We are all working longer,

harder hours. Excluding the Japanese, on average, Americans work longer hours, take fewer vacation days, and work more overtime than any work force in the world.

With these challenges, we are more stressed, more tired and dealing with more complex business and personal issues than previous generations. Studies have shown higher levels of stress can have a negative effect:

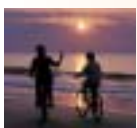
- For employers, more mistakes on the job can sabotage even the best quality systems, and overworked, stressed employees are sicker, absent and quit more often.
- For employees, longer and more difficult work hours often result in dissatisfaction with the job, poorer health and resulting healthcare costs, and difficult family and relationship issues.

HIGHER HEALTHCARE COSTS

Employer health insurance costs are projected to increase an average 12.6 percent in 2004 – the 8th consecutive year of increases. Many employers have responded by increasing employee cost-sharing, asking them to share in the costs through new (and higher) deductibles or increased premiums.

But for employees, a comprehensive, highly subsidized medical plan is one of the most valued benefits, and for companies, it can be a powerful recruiting and retention tool to attract the Best and Brightest. Guidant's company subsidy – at around 90 percent – is higher than most of its competitors, and Guidant

See OUR PEOPLE on Page 8



We believe in:

Our People

We are empowered to lead, rewarded for excellence, and celebrated for our differences.

Unrivaled Customer Relationships

We win customers for life.

Relentless Innovation

We embrace change and inspire breakthrough thinking.

National Heart Month 2004

Guidant celebrated the month of February — national heart month — with outstanding employee participation in the Inland Empire Heart Walk on the 29th, and several events surrounding the American Heart Association's recently launched "Go Red for Women" Campaign.

GO RED DAY

Closets and drawers were rummaged for the color red on February 6 as Guidant employees at all U.S. locations showed their support for the new AHA "Go Red for Women" campaign by wearing anything — and in some cases, everything — red. Heart disease is often thought of as a male condition, but is actually the leading killer of U.S. women. More than 500,000 deaths a year in



Raising money for the AHA with style.



Temecula employees celebrate "Go Red Day."

women are linked to cardiovascular disease, and the new campaign aims to raise awareness and promote prevention. The AHA's website has more information and links to fun, heart-healthy freebies like screensavers and e-cards promoting the Go Red campaign at www.goredforwomen.org.

AMERICAN HEART ASSOCIATION LEGACY LUNCHEON

Guidant was the corporate sponsor of the American Heart Association Inland Empire Chapter's Legacy Luncheon held on February 6. Guidant's Diane Brown, advisor, Workforce Development, spoke on the topic "The Importance of Balancing your Life and Preventing Stress." Many thanks to all who made this community outreach event a huge success!

INLAND EMPIRE HEART WALK

It may have been delayed by fire and weather, but nothing

held back Guidant when this year's AHA Inland Empire Heart Walk finally hit the road on February 29. Guidant beat out Bank of America for total money raised by \$15,000, raising a fantastic total of \$75,000. The event's top walker, Guidant's own Todd McKinney, vice president Information Systems (IS), single-handedly pulled in \$12,000. This year's top team award goes to the IS department, which raised more than \$22,000. The winning team had lunch served to them by president Dana Mead and the rest of the senior staff. Tamara

Bienvenue and Sharon Smith led the second place team, raising more than \$5,000. Third place went to Neil Becker's team, which raised more than \$4,000. Special recognition goes to Celeste Montoya for finding the most sponsors; she turned in eight envelopes of donations and raised more than \$900. Way to go, Celeste!

Congratulations to all the Guidant walkers for an outstanding result, and to all those who volunteered by serving breakfast, handing out shirts and staffing Guidant's newly sponsored Women's Pavilion.



Debby Plumley, technician, Telecom, shows off Heart Walk T-shirts.

Making It Happen

We make swift decisions, manage risk, and act with conviction.

Absolute Integrity

We do the right thing, individually and collectively, always.

Winning

We aggressively compete and consistently triumph.

Life!



Program Honors 10 Outstanding Managers

The Circle Of Champions program was created as a global initiative to recognize managers who exceed Guidant's expectations in developing, mentoring and coaching their direct reports.

Demonstrated leadership in coaching and development provides the opportunity for individuals to maximize their performance and achieve professional growth. In turn, the professional growth of all employees contributes to Guidant's continuing success as a corporation. Congratulations to all the outstanding individuals who were nominated by their appreciative employees!

THIS YEAR'S WINNERS ARE:
Jessica Chiu, manager, Product Engineering Design, Vascular Intervention (VI), Santa Clara

Jessica was nominated for her empathy, willingness to listen and her open and honest communication style. She works closely with each engineer on her team to develop and define project plans and KRAs, with the

intent of helping each employee succeed and grow.

Lisa Damkroger, director, Product Marketing, Cardiac Surgery (CS), Santa Clara

Lisa was nominated for making coaching, goal setting and performance management priorities in an effort to build her team. As a result of her efforts, a number of employees have been promoted in her group. She has created an open culture, which energizes the people around her.

Eliezer De Jesus, director, Manufacturing, Cardiac Rhythm Management (CRM), Puerto Rico

Eliezer was nominated for displaying confidence in his employees' abilities and skills, and for empowering his employees to attain professional development and promotion. Eliezer targeted specific areas of improvement for his employees (communication, time management, presentation skills) and worked with them to develop skills which ultimately led to promotions.

Joseph De La Fe, supervisor, Manufacturing, Endovascular Solutions (ES), Temecula

Joseph was nominated for being "an awesome motivator" and an inspiration to his direct reports. As a supervisor in the manufacturing environment, Joe is a leader who shows great respect to his employees and actively helps them achieve their goals. The many nominations received from Joe's direct reports indicate that his employees hold him in high regard.



Our VI Champions!



Kurt Vedder



Jessica Chiu

Frank Guenther, country manager, VI, Germany

Frank was nominated for his cooperative leadership style and his ability to motivate his employees. According to one nominator, Frank proactively seeks out discussions with his employees to determine opportunities for further development. Frank's accessible personality and positive approach to life motivate his employees to achieve greater results in their work.

Nancy Harper, director, Customer Service, CRM, St. Paul

Nancy Harper was nominated for demonstrating outstanding performance in coaching and employee development at organizational, departmental and individual levels. Every month, Nancy requests nominations for spot bonuses, and challenges her management team to provide her with names of employees who have displayed exemplary performance.

Mary McMahon-Busch, manager, Regional Sales, U.S. Sales Operations, Seattle

Mary was nominated for consistently demonstrating outstanding performance in the areas of coaching and employee development. Mary's coaching and

encouragement have allowed her tenured reps to achieve new sales levels and be creative in finding new methods of reaching challenging customers.

Wendy Sawyer, director, Manufacturing Engineering, CS, Santa Clara

Wendy was nominated because she is a great example of someone who takes the time to lead, champion and mentor. She is excellent with career path discussions as well as career and personal developmental ideas.

Kurt Vedder, manager, Business Development, VI, Santa Clara

Kurt was nominated for his "open door" management style. Kurt's positive attitude, motivation and employee recognition have led his team to increase its performance two-fold under his leadership.

Jeanne Weinreich, executive assistant, CRM, St. Paul

Jeanne was nominated for being a highly motivated, hard-working, efficient and resourceful mentor and champion to the entire team of CRM administrative assistants. She has helped many administrative assistants with their development by listening, helping with daily challenges and providing guidance and support.

Helping Others Succeed

TRAINING SUCCESS DEFINED

Do survey results mean anything? When you go to a training class, does it really make a difference in job performance? These are tough questions organizations ask all the time. Last year, Guidant rolled out a class called "Helping Others Succeed" (HOS). HOS is one part of a larger initiative devoted to performance development, and it aligns with the VI cultural belief in "Our People." The objectives of the HOS class are to provide tools and processes to enable effective coaching discussions, and to increase manager accountability and commitment to coaching and development.

To date, approximately 450 employees have taken the class. The class is open to group leaders, managers and supervisors – anyone with a direct report. Feedback from the first round of surveys has been positive. Below is a sampling of the responses:

"I think the HOS program has already been beneficial. I now have written objectives to meet for my October focal."

"Continue to offer programs like HOS, maybe for non-management employees."

"Prior to the HOS training, I had never been asked for feedback...seems like a great tool."

In addition to the survey, Human Resources interviewed many employees to see how they were integrating what they

Quick Bites

learned from HOS into their everyday management routine. Since HOS, one manager has met to conduct numerous follow-up HOS sessions, and many interviewees indicated that HOS was a valuable tool that was most beneficial when referred to and used regularly.

Finally, Human Resources is in the process of creating an HOS database to help track the use of this tool beyond the classroom. In addition to sharing trends, the database can be used to tap into areas where usage is high. More details and data will be published soon.

If you haven't had a chance to attend the class or to use the HOS tools beyond the class, consider doing so. If you have a new idea or suggestion that will make the HOS experience more meaningful, please forward it to your HR representative!

Prestigious Industry Ranking

GUIDANT WINS TRAINING TOP 100 AWARD

Guidant has been named to the 2004 Training Top 100, a prestigious industry ranking of companies that excel at employee training through the fostering of employee learning, development and relationships within the company. Out of more than 550 applicants, Guidant was ranked 67th this year, up from 72nd in 2003. Accepting the award at a ceremony in Atlanta were Learning and Development's Susan Norton and Beverly Mehlhoff.

According to Roger Marchetti,



Susan Norton (right) and Beverly Mehlhoff

Guidant vice president of Human Resources, "Guidant's placement in this year's Training Top 100 is yet another indication of our strong commitment to employee development. Not only is continuous training critical to our future business success, but it is essential to the professional growth of every Guidant employee. We encourage everyone at Guidant to create a personal development plan."

New Spot Awards

PROGRAM REFLECTS CULTURAL BELIEFS

The VI Spot Award program now recognizes outstanding personal commitment to our Cultural Beliefs! If you notice a fellow Guidant VI employee living one of our beliefs, you are encouraged to recognize their achievement with a nomination for a spot award. The process has never been easier – just fill out the new nomination form, get the approval of your manager and your nominee's manager, and submit the form to your group admin for executive review. Once approved, a special certificate of achievement will be issued, and your nominee will receive a monetary bonus!

The nomination form and detailed instructions can be found on the Source.

GUIDANT PLEDGES \$900,000 TOWARD NEW YMCA FACILITY NEAR TEMECULA



From Left to Right: Carl Burke, manager, HR Global Services at Guidant and chair of the YMCA Capital Campaign; Jim Morgan, executive director, and Janese Reyes, board chair, Southwest Family YMCA; Susan Norton, vice president, L&D; Ron Dollens, president and CEO; Dana Mead, president, VI, all of Guidant.

Embolic Protection Systems

**John Papp,
Anuja Patel,
Kent Stalker,
Christopher Tarapata**

Composite Stent with Regioselective Material

**Syed F.A. Hossainy,
Orlando Padilla,
Daryush Mirzaee**

Intravascular Stent

**Andreina Gomez,
Diem Uyen Ta**

Embolic Protection Devices One Way Porous Membrane

William J. Boyle

Microparticle Coated Medical Device

**Steven Z. Wu,
Syed F.A. Hossainy,
Sameer Harish,
Deborrah Sanders-Millare,
Daryush Mirzaee**

Therapeutic, Diagnostic, or Hydrophilic Coating for an Intracorporeal Medical Device

**Eugene T. Michal,
Christopher J. Buchko,
Stephen J. Bigus**

Intravascular Device and System

**Olin Palmer,
Christopher T. Shen,
Robert LaDuca,
Larry Voss,
Saypin Phonthalasa,
John E. Papp,
Stephen A. Morales,
Coeta K. Peloquin,
Charles R. Peterson,
Anuja H. Patel**

Stent for Increasing Blood Flow to Ischemic Tissues and a Method of Using the Same

**Evgenia Mandrusov,
Paul Consigny,
Syed F.A. Hossainy,
Dary Mirzaee**

Catheter Shaft Having Variable Thickness Layers and Method of Making

Mark Carter

Permeabilizing Reagents to Increase Drug Delivery and a Method of Local Delivery

**Wouter E. Roorda,
Vinayak D. Bhat,
Paul M. Consigny**

Guide Wire Having Linear Change in Stiffness

**Wayne E. Cornish,
John Schreiner,
James Jacobs,
Marc M. Jalisi,
Mark Richardson,
Kent C. Stalker,
Olin J. Palmer**

Method and System for Securing a Coated Stent to a Balloon Catheter

**Jessica Chiu,
Keith Edward Fong**

Guide Wire with

Tapered Distal Coil

**David M. Anderson,
Emmanuel C. Biagtan,
Wayne E. Cornish,
Sharon Y. Wong**

Perfusion Catheter

William E. Webler

January 2004

Polymer Coated Guide Wire

**Mark T. Richardson,
David M. Anderson,
Emmanuel C. Biagtan,
Lawrence E. Brennan,
David H. Burkett,
Wayne E. Cornish,
Robert C. Esselstine,
James Jacobs,
Marc M. Jalisi,
Daryush P. Mirzaee,
Olin J. Palmer,
John Schreiner,
Kent C. Stalker**

Metal Prosthesis Coated with Expandable ePTFE

Yung-Ming Chen

Bifurcated Stent and Method of Making

**Brian D. Brandt,
Joseph R. Callol,
Hans F. Valencia**

Stent Mounting Device to Coat a Stent

**Stephen D. Pacetti,
Plaridel K. Villareal**

Methods for Polymeric Coatings Stents

**Ni Ding,
Deborrah Sanders-Millare,
Syed F.A. Hossainy**

Apparatus and Method for Delivering a Self-Expanding Stent

**Brent Belding,
Steve Bigus**

Stent with Radiopaque Core

**James M. Jacobs,
Ryan John Santos**

Composite Radiopaque Intracorporeal Product

Mark Mehrzad Jalisi

Reduced Profile Delivery

Sheath for Use in

Interventional Procedures

**William J. Bole,
Andy E. Denison,
Benjamin C. Huter**

Rapid Exchange Delivery System for Self-Expanding Stent

**Winnette S. McIntosh,
Christopher J. Tarapata**

Apparatus for Electropolishing a Stent

**Anthony Andreacchi
System and Method for
Stent Retention**

William E. Webler, Jr.

Superelastic Guiding Member

**Robert M. Abrams,
Sepehr Fariabi**

February

Catheter System with Catheter and Guide Wire Exchange

Barry L. Kramer

Endoluminal Stent Cross Section for Optimum Biocompatibility

Stephen D. Pacetti

Method of Using a Catheter for Delivery of Ultrasonic Energy and Medicament

**Henry Nita,
Timothy Mills,
Robert Siegel**

Local Drug Delivery Injection Catheter

Daryush Mirzaee

Expandable Stents and Method for Making Same

**Lilip Lau,
William M. Hartigan,
John J. Frantzen**

Catheter Tip

Kenneth Wantink

Catheter System with Catheter and Guide Wire Exchange

Barry L. Kramer

Drug Delivery Catheter with Retractable Needle

**Mina Chow,
Paul John Kawula,
Jeffrey Steward**

Method of Forming a Thin Walled Member by Extrusion and

Medical Device Produced Thereby

Stephen J. Tiernan

Method of Making a Guide Wire Core

**Marc Mehrzad Jalisi,
Mark Richardson,
David M. Anderson,
Wayne E. Cornish**

Catheter Balloon with a Discontinuous Elastomeric Outer Layer

Jeong S. Lee

Catheter with Enhanced Flexibility

**Edward A. Estrada,
Mina W.B. Chow,
Kenneth L. Wantink,
Barbara E. Stamborg,
Chi Le Long**

Embolic Protection Devices

**William J. Boyle,
David H. Burkett,
Andy E. Denison,
Benjamin C. Huter,
Scott J. Huter,**

**Arkady Kokish,
Kent C.B. Stalker,
Chicheng Wang,
John D. Whitfield**

Bleed Back Control Assembly

**Kenneth K. Armstrong,
Vito Foggetti,
Charles R. Peterson,
Albert A. Quinones**

Self-Expanding Stent with Enhanced Delivery Precision and Stent Delivery System

Daniel L. Cox,
Matthew J. Fitz,
William James Harrison,
Michael D. Schultz,
Joseph A. Ventura

Sheath for an Adjustable Length Balloon

Kamal Ramzipoor,
James C. Peacock III,
Gary Schneiderman

Method and Apparatus for Polymer Application to Intracorporeal Device

David Burkett,
Emmanuel Biagtan

Mandrel for Supporting a Stent and a Method of Using the Mandrel to Coat a Stent

Stephen D. Pacetti,
Mohammed E. Moein

Apparatus and Method for Locating Coronary Sinus

Jeong S. Lee,
Bruce Wilson,
Deborah Kilpatrick,
Robert Ainsworth,
Bridget A. Hurley,
Jeffrey T. Ellis

Samir Patel,
Christopher J. Tarapata,
Chicheng Wang,
Francisco Sanchez,
Kent C.B. Stalker

Method of Processing Open-Cellular Microcellular Polymeric Foams with Controlled Porosity for use as Vascular Grafts and Stent Covers

Deboshis Dutta,
Chicheng Wang,
Kondapavulur T. V. Rao

Variable Length Drug Delivery Catheter

Vinayak D. Bhat,
Steven B. Choi,
Paul M. Consigny,
Syed F.A. Hossainy

Process for Agent Retention in Biological Tissues

Vinayak D. Bhat

Stent and Catheter Assembly and Method for Treating Bifurcations

Joseph R. Callol,
Brian D. Brandt,
Nazanine Matin,
Hans F. Valencia,
W. Stan Wilson

Self-Expanding Stent with Enhanced Delivery Precision and Stent Delivery System

Daniel L. Cox,
William James Harrison

Rotary Coating Apparatus for Coating Implantable Medical Devices

Syed F.A. Hossainy
Method of Making a Catheter Balloon

Jeong S. Lee,
Jose A. Romero,
Roseminda J. White
Coating for a Stent and a Method of Forming the Same

Syed F.A. Hossainy
MRI Compatible Stent

Stephen Dirk Pacetti
Biocompatible Coating for a Prosthesis and a Method of Forming the same

Syed F.A. Hossainy,
Deborah Sanders-Millare,
Judy A. Furuwaiya,
Daniel A. Castro,
Sameer Harish,
Steven Z. Wu

■ BEHIND THE SCENES -

Continued from Page 1

his team lived the belief of “absolute integrity,” he didn’t hesitate. He said, “Debbie Schamber, by far!” That’s quite a compliment – and an awesome responsibility to live up to. Debbie, like all the spokespersons chosen, accepted the invitation to participate in the launch with some understandable trepidation. When asked why she thought her supervisor chose her, Debbie said, “Yeah, he calls me a ‘bulldog.’ I really try not to let anything get by me.”

When asked to explain what “integrity” meant to her, Debbie responded with this list:

- It is asking questions when something does not look right
- It is not hiding mistakes
- It is treating others with respect, even when you disagree
- It is following a strict ethical code
- It is knowing honesty is the best policy
- It is not taking credit, but giving credit where credit is due
- It is doing what you know is right in your heart
- It is doing what is right when no one is looking

In a closely regulated industry that makes products that intimately affect the health and well-being of millions of heart patients, it’s absolutely crucial that we all follow Debbie’s example and perform our jobs with absolute integrity. Thank you, Debbie, for embracing this belief and serving as a role model to all of VI.

March

Agents that Stimulate Therapeutic Angiogenesis and Techniques and Devices that Enable their Delivery

Evgenia Mandrusov,
Murthy V. Simhambhatla,
Syed F.A. Hossainy,
Eugene T. Michal,
Charles Claude,
Jessica G. Chiu

Apparatus and Method for Joining Two Guide Wire Core Materials without a Hypotube

Mo Jafari,
David H. Burkett,
Edwin P. Mahieu,
Brad Kellerman

Embolic Protection Devices

John F. Boylan,
William J. Boyle,
Andy E. Denison,
Debashis Dutta,
Benjamin C. Huter,
Scot J. Huter,
Paul F. Muller,

■ CULTURAL BELIEFS - *Continued from Page 1*



initiative around our seven beliefs, we are empowered to succeed beyond expectations.

Within VI’s Long Range Plan, the key Culture/Vision initiative is one of three that serve as the foundation for every other goal in the LRP model. The importance of building a strong VI culture and uniting behind a shared vision is essential. As we move forward, you will notice that a conscious effort is being made to tie every new initiative to our beliefs.

For example, the VI Spot Award program now rewards employees who noticeably embrace a belief, so be sure to nominate a believer!

OUR BELIEFS:

*We believe in **Our People** – we empower them to lead, reward them for excellence, and celebrate our differences. We believe in **Unrivaled Customer Relationships** – we win customers for life. We believe in **Relentless Innovation** – we embrace change and inspire breakthrough thinking. We believe in **Making it Happen** – we make swift decisions, manage risk and act with conviction. We believe in **Absolute Integrity** – we do the right thing, individually and collectively, always. We believe in **Winning** – we aggressively compete and consistently triumph. We believe in **Life!***

Condolences

Guidant VI extends its deepest sympathy to the following employees during their time of loss:

- Maraji Taratibu, lead operator, Pearland, lost his father, Hussein, on Dec. 28, 2003.
- Tom Jaeger, expert technician, Pearland, lost his mother, Kathleen, on Jan. 1, 2004.
- Ma-Theresa Shelton, technician, Temecula, lost her husband, Gary, on Jan. 4, 2004.

In Memoriam

Our colleague, Lisa (Behr) Tar, passed away Dec. 20, 2003.

Lisa was hired in 1986 as a document control specialist, Temecula. Lisa is survived by her husband, Jeffery, and her parents, Iris and Jack Behr.

Guidant extends its deepest sympathies to her family.

Events

- 6/3 - Venture Adventure Kick-Off
- 6/4 - AHA Luncheon (TEM)
- 6/18 - Heart Walk Kick-Off (SC)
- 9/8 - GTE Santa Clara
- 9/9 - GTE Temecula

Mergers & Acquisitions

ACQUISITIONS

The following Guidant VI employees welcomed a new addition to their family:

- Raymond – Alexander James, 6 lbs., 12 oz., and Jeremiah Jude, 6 lbs., 8 oz., born Sept. 5, 2003. Sons of Jennifer (group lead, Pricing & Contract Systems, Temecula) and Steve Raymond.
- Adams – Zoe Jewel, 8 lbs., 1 oz., born July 29, 2003. Daughter of Carolyn Gonzales (document control supervisor, Temecula) and Joe Adams.
- Buchko - Edelle "Eddie" Fecker, 8 lbs., 1 oz., born May 17, 2004. Daughter of Christopher (associate, Legal, Santa Clara) and Jennifer Buchko.

MERGERS

- Karen (Sanwo) Morioka (engineer, Process/Quality, Santa Clara) and Michael Morioka were married on March 13, 2004.

Congratulations, everyone!

CONTRIBUTORS

Would you like to report for *The Pulse*? If so, please contact Karen Rathmell, Corporate Communications, ext. 51778.

OUR PEOPLE - Continued from Page 2

employees' annual medical premiums are below the market average. Still, companies have an obligation to manage costs, and rising healthcare costs present a challenge to any organization looking to balance shareholder value with attracting and retaining employees.

BALANCING WORK & LIFE

Besides working longer and harder hours, we have to balance more hectic home lives. The research tells us that:

- Women, who make up 49 percent of the U.S. work force, still do most of the housework, child rearing, and caring for aging parents.
- Men are also facing new challenges, as they cope with the pressures of a tight job market, competition from younger job seekers – and taking a larger role in raising the children.

To help our employees meet these challenges, Guidant – and VI – work hard to create an environment where our employee-owners can contribute at the highest level. And, through our stock purchase and other financial programs, employees have the opportunity to share in Guidant's success.

Our Work/Life initiative, for example, offers employees a wide variety of educational, assistance and counseling programs to help them meet the challenges and ease the burdens of their multiple roles as employees, family members, parents, caretakers and community citizens.

Our ongoing Learning & Development programs help our employees expand their skills and increase their professional opportunities, and our recently announced Diversity and Affinity Group initiative provides developmental and networking opportunities for our diverse, talented employee population.

At VI, we want to ensure that every employee has the opportunity for development, growth and advancement. We are committed to providing the programs and ongoing education that will allow employees to achieve a high level of participation and job satisfaction. Our employees are the foundation of our company, and we value and recognize their dedication and commitment to our long-term, sustainable success.

Dana Mead recently spoke on the topic of "Mapping the Future: Understanding 21st Century Mindsets" at the 15th Annual Conference of the Professional Businesswomen of California in San Francisco.

May Sitewide



Pepe Calle gives a DES update.



Mark Murray reviews the financial outlook.



Dana Mead kicks off the 2004 Venture Adventure competition.

The Pulse Staff

WOULD LIKE TO KNOW

Welcoming a new life, joining two lives in marriage, and saying goodbye to a loved one are experiences we have all had. Guidant's Vascular Intervention group would like to support its employees during these important times. If appropriate, please notify Corporate Communications at ext. 51778, or email krathmel@guidant.com.



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