

To:

Please distribute this to your people!

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From: Troy Hershberger

Date: 7-11-00

Subject: Project Priorities

It has always been a “Biomet tradition” to develop more products than our competition and in recent years we have held true to this philosophy. One goal of development is to maximize our return on our investment of time and resources. In other words, we want to get the “biggest bang for our development buck”. This would mean that we should prioritize our work and develop the products that will make the most money for Biomet first.

In an effort to maximize our return on investment, I would like to provide you with a clear, concise list of the top hip and knee development projects. These priorities were set by a group consisting of manufacturing, marketing, and engineering directors and VPs.

You will notice the #1 project for each group is called the group “Super Project” for lack of a better name. This is the project that each group should rally around and push to completion as soon as possible. It will have the biggest impact on Biomet’s bottom line. When a piece of this project comes into your possession, (drafting, prototypes, regulatory, tooling, production planning, rollout schedule, etc.) do not accept delays but instead focus your work on the Super Project and move it along. Make it *your #1 priority*. In fact, try to look up stream and anticipate your part of the Super Project.

When the current Super Project is complete, the management group will designate a new one. The priority lists will be updated as often as necessary. Priorities may change due to the fact that our market changes and we have to be able to take advantage of opportunities. That’s what makes us Biomet!

We hope that this new focus on project priority might simplify your life a little bit and speed up our time to market for the Biomet “money” projects.

While this program is intended to communicate the development priorities throughout the entire company, we will still remain responsive to our customers by taking on the “make a few, sell a few” projects as we have in the past.

Development Priorities

(As of 7-11-00)

Hips

1. Large Diameter Metal on Metal
“Hip Super Project”
2. 3–Piece Modular Hip or Lateralized Revision
Hip Linc Extension
3. Alliance Instrument Re-design
4. Constrained Cup II
5. M2A RingLoc Metal on Metal

Engineer

Ryan Lakin

Phil Gibbs
Jason Slone
Jason Slone
Ryan Lakin

Knees

1. SCK Super Constrained Knee
with Offset Tibial Tray
“Knee Super Project”
2. Roto-Bob Knee
3. “Convertible” Box Femurs
4. “Pop – Top” Tibials
5. Ascent P/S Box Cut Guide

Engineer

Jacy Hoepfner

Bob Metzger
Jacy Hoepfner
Bob Metzger
Jim McKale

Extremities

1. Graham Hastings Elbow
2. Shoulder
3. Palmer Wrist
4. Bi-Polar II
5. Copeland Resurfacing
6. Wolf Resurfacing

Bernie Berelsman
Nick Cordaro
(Bernie Berelsman)
Jason Shultz
Jason Shultz
Bernie Berelsman
Nick Cordaro