

From: Omar Ishrak

Sent: Tuesday, October 10, 2017 10:34 AM

To: 'RS.Omar.Ishrak@medtronic.com' <RS.Omar.Ishrak@medtronic.com>

Subject: A Message from Omar Ishrak and Carol Surface: Employee Emergency Assistance Fund

Medtronic

A MESSAGE FROM **OMAR ISHRAK**

Dear Colleagues:

The situation in Puerto Rico continues to remain challenging for our 5,000 plus Medtronic family members on the island; but we are making progress, and the spirit of those impacted by this storm is inspiring. And, at the time of this writing, we are learning more about the terrible impacts that wildfires are inflicting on our colleagues in California. We ask that you keep our California colleagues in your thoughts and prayers as we have confirmed that some have lost their homes and belongings in these fires.

This unparalleled period of natural disasters in Texas, Florida, Puerto Rico, Mexico and California has left many of our colleagues and their families with damage and loss. We have heard from many of you that you would like to stay updated on how we are helping our employees and how you can contribute to relief efforts that directly benefit Medtronic employees. **Today, we share with you two developments that respond to these requests.**

DONATING TO YOUR COLLEAGUES IMPACTED BY NATURAL DISASTERS

Many of you have inquired about how you can help your fellow Medtronic colleagues. We are pleased to announce that the new **Medtronic Employee Emergency Assistance Fund** is ready to accept employee donations. This Fund, which was just recently announced, will also qualify for a matching grant through our Foundation. You can donate to the Fund [here](#).

As mentioned in previous communications, the Medtronic Employee Emergency Assistance Fund was launched with an initial company contribution of \$250,000 to support employees impacted by Hurricanes Irma and Harvey. We then added an additional \$1 million to help the more than 4,000 employees impacted by Hurricane Maria. We will also continue to monitor the events developing in California and assess the needs of our employees there as well. We are also pleased to pass along that over the past week, our Executive Committee members and Board of Directors have personally donated an additional \$200,000 to the Fund to directly support our colleagues and their families.

We know the needs in Puerto Rico are extensive. The support and generosity of our Medtronic

much money we can raise for our colleagues impacted by these events... Together!

STAY UP TO DATE: NEW INTRANET SITE

We have created a new intranet site, accessible by all employees, to help share information about our activities specifically in Puerto Rico. This site captures the latest updates from our teams on the island. Please visit [the site](#) to read more about our relief activities and learn more about how you can best support our colleagues in Puerto Rico.

We will stay focused on doing everything we can to support our employees and their families. Thanks to everyone in the Medtronic community for your efforts to support Puerto Rico and all of our colleagues impacted by these natural disasters.

Sincerely,

Omar Ishrak
Chairman and CEO

Carol Surface
Chief Human Resources Officer