

MODERNIZE SALES AND OTHER TRAINING EXERCISES

RESOLVED, that the Board of Medtronic, Inc. report to shareholders on the feasibility of phasing out Medtronic's use of live animals for sales and other training exercises.

Supporting Statement:

The most recent U.S. Department of Agriculture (USDA) records available show that our Company used 4,420 animals — of whom 1,280 dogs, 861 pigs, 629 sheep, 357 rabbits and hundreds of other animals were used in invasive and deadly experiments that, according to USDA documents, causes these animals "pain or distress."¹

Medtronic has *sales representatives* surgically cut open and implant medical devices in live animals,² and hosts an "Invasive Skills Course" in which physician assistants practice cutting open the chests and arteries of live animals.³ The use of animals in this fashion is a significant social issue. These outdated practices do not ensure product safety and are unnecessary for ensuring that these products are properly used. At least one of our Company's major competitors has prohibited the use of animals in sales training and has committed to using non-animal methods exclusively.⁴

Medtronic spent almost \$1,000,000 on Congressional lobbying in 2007, in part to defeat proposed legislation that would have prohibited sales representatives from mutilating live animals.⁵ Yet studies document that even physicians find alternative models "superior" to live animals for surgical training.⁶

¹ USDA, "Annual Report of Research Facility," 2006-2008. USDA does not require facilities to report the vast majority of animals used in tests, rats and mice, and no numbers are available for the use of these animals by Medtronic in 2006 and 2007.

² Medtronic Careers, "Clinical Consultant," 8 Jan. 2010.

³ [http://www.apacvs.org/documents/PDF/COC2008_\(Prior\).pdf](http://www.apacvs.org/documents/PDF/COC2008_(Prior).pdf)

⁴ Private Correspondence with PETA, 6 Jul. 2009.

⁵ Senate, "Lobbying Report," Medtronic, Inc., 14 Feb. 2008.

⁶ <http://www.ncbi.nlm.nih.gov/pubmed/14512654>

The well-known Cleveland Clinic has stated it “does not allow procedures with animals for the sole purpose of sales training.”⁷ Many companies design simulators specifically for device training. Symbionix works with eight of the top ten medical device companies, “[f]rom explaining and illustrating complex physiological processes to designing practical training solutions for innovative new approaches.”⁸ SynDaver Labs develops synthetic human tissues and body parts and offers public laboratories that make SynDaver’s “products available to ... sales and marketing professionals for medical product demonstrations, and to medical professionals for surgical simulation and clinical task training.”⁹

More than 95% of medical schools in the U.S. and Canada do not use animals in their curricula and – for both ethical and scientific reasons – the American Medical Student Association “strongly encourages the replacement of animal laboratories with non-animal alternatives...”¹⁰ If physicians do not need to use animals for their training, surely Medtronic’s sales representatives do not need to cut open animals to teach doctors about medical devices.

We urge shareholders to support this socially and fiscally responsible resolution to identify ways to modernize our Company’s training policies so that they are both effective and ethical.

⁷ <http://www.woio.com/Global/story.asp?S=5927587>

⁸ <http://www.etrinsic.com/Company.aspx>

⁹ <http://store.syndaver.com/lab.php>

¹⁰ http://www.amsa.org/AMSA/Libraries/Exec_Docs/2009_AMSA_Preamble_Purposes_and_Principles.sflb.ashx