**Kate Hoepfner-Karle - Bio**

Katherine (Kate) Hoepfner-Karle is Vice President, Talent and Organization Development at Medtronic, a leading $32 billion global healthcare products company. She is a Fortune 500 Human Resources and Organizational Development leader with innate ability to develop and implement solutions that make a difference.

• Strong leadership skills, business focus and an emphasis on forming partnerships to build the talent and business capability in pharmaceuticals, energy, technology, medical devices and utilities industries

• Global experience in corporate and business unit leadership positions with responsibility for global HR business support, talent management, HR strategic planning, organizational design, performance management, executive development, and consulting/coaching senior management teams

• Demonstrated success in leading HR to support strategic business objectives for AT&T, PSE&G, Merck, AstraZeneca, Invensys and now Covidien. Through our talent management work. Some examples include:

• developing the organizational commitment and vision to building a culture of inclusion that drives Innovation

• creating talent management practices to attract, engage and develop our people; including the development of a global talent pipeline; driving our succession planning and leadership assessment and development processes; providing development approaches for building business capability such as sales and marketing development

• designing and deploy approaches that foster a fully inclusive culture; and

• building leader and manager capability to which enables our people to be our true competitive advantage.

Prior to joining Covidien in 2008, Kate was the Vice President of Learning and Organizational Development and an HR Business Partner for Invensys PLC, a global process technology provider. In her role at Invensys, Kate was responsible for talent management, organization and leadership development, business transformation tools and process, and HR leadership for a global business unit.

A native of New Jersey, Kate received her Bachelor of Science degree from Emerson College, a Masters of Education degree in Tests and Measurement from the University of Maryland and a Master of Arts degree in Organizational Psychology from Columbia University.