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Rhythmink Named One of the Best Companies to Work For

COLUMBIA, S.C. - Medical Device and Diagnostic Industry (MD+DI) has named Rhythmink International as one of the best companies to work for in the device and diagnostic industry. Recognized for its exceptional work environment, Rhythmink CEO Shawn Regan shared in the excitement after the announcement was made.

"I think there are a lot of companies out there that say it is important to create a workplace that employees will enjoy, but there are few that actively work to make that vision a reality. I'm honored to be part of an organization that is dedicated to working as a team, in turn creating an enjoyable workplace. From top to bottom, everyone here has bought into this vision and understands the benefits and rewards that come with working within a fantastic organization that Rhythmink has become," said Regan.

Award recipients were selected based on various components of the business and its relationship with employees. Rhythmink regularly hosts company sponsored outings, such as boating on the lake and attendance at local baseball games, participates in community service projects each quarter and provides lunch each Wednesday for all employees.

"Rhythmink is a great place to work for. Opportunities for travel to experience manufacturing environments, trade shows and face-to-face contact with customers abound. The office atmosphere is open and employees are encouraged to share their ideas; in other words, it is okay to disagree with your boss. Corporate growth hasn't widened the gap between contributory roles and the upper management. As employees, we still communicate freely," commented Daniel Smith, one of Rhythmink's product engineers. Visit

<http://www.mddionline.com/article/best-companies-work-rhythmink> to read the entire article by MD+DI.

To learn more learn more about Rhythmink and its services and products, visit Rhythmink.com.

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About Rhythmink International, LLC

Rhythmink International, LLC designs, manufactures and distributes neurodiagnostic accessories and provides custom packaging, private labeling, custom product and contract manufacturing to its customers. Based in Columbia, S.C., Rhythmink was established in 2002 and is owned and operated by CEO Shawn Regan and COO Michael O'Leary. Rhythmink's advancements and improvements in the areas of technology, business development and corporate branding have been recognized by entities such as the Columbia Information Technology Council, *Inc. Magazine* and the International Academy of the Visual Arts. For more information about Rhythmink International, its products or services, visit Rhythmink.com.

10 BEST Companies to Work For

Rhythmink

Columbia, SC

On a professional level, employee motivation at Rhythmink clearly ties back to the company's unofficial policy of bonding outside of work and giving back to the community. Employees at Rhythmink can enjoy 20-mile bike rides on their lunch breaks, trips to a baseball game or fun park, and gathering at a nearby lake for a huge barbecue. "About once a quarter, we try to do something fun outside of work," says Lori Melton, director of marketing at Rhythmink. "The company pays for each employee and family members (depending on what we're doing) so that everyone bonds, and we work better in the workforce."

Employee enthusiasm extends into volunteer work, too. Every quarter, they participate in a community service project. In the past year, employees conducted a blood drive that collected more than 100 pints of donated blood, cleaned up highways, and purchased Christmas gifts for families that they adopted. "Shawn [Regan, CEO] and Michael [O'Leary, COO] encourage everyone to participate," says Melton. "The community sees how much we care, and it has been good for the employees because they feel like they can make a difference."

CEO: Shawn Regan
Employees: 115
Key Products: Neurodiagnostic accessories, including custom products and packaging
Annual Revenue: N/A (private company)

Let's not forget how hard the employees work either. Employee success goes beyond the company's good communication among departments and its open-door policy. Regan advocates for growth through classes, webinars, and reading self-improvement books, which is followed by an open discussion during the firm's weekly group lunches. "The company is also sending engineers to a three-day course that will help them learn how to use a design program that the marketing department uses. Employees are encouraged to learn about aspects of the business beyond their formal titles."



Rhythmink employees gathered to show their support of Breast Cancer Awareness by wearing pink clothing and accessories to work.

"Being a relatively small company provides the advantage of not getting lost in the shuffle. I think that we are a large enough company that we're growing and we have lot of opportunities, but also small enough that you don't feel lost in the numbers and your voice is heard," says Melton. The company's headquarters serve as a distribution center and is home to 28 employees. Its manufacturing facility is located in China, where more than 80 people work. Three members of Rhythmink's team work remotely. "One of the great things about Rhythmink is that they don't let boundaries confine them," says Melton. "They find the best people, and if [you're] not in Columbia, SC, they'll work with you regardless of your location."

Synthes Inc.

Solothurn, Switzerland

There are many ways to judge the quality of a workplace, but one sign that something good is going on is that the people who work there want to be there. At Synthes, the employees rarely want to leave, and the company hardly ever asks them to.

"We have applicants come in and they say, 'What's the climate like? What's the culture like?' And the first thing I do is tell them about the turnover..." says human resources business partner Mike Sticklin, who has been at the company for 11 years. According to Sticklin, the voluntary turnover rate at the company's facility in West Chester, PA, was 4.1% in 2010. "What that's telling you is, employees are staying here," Sticklin says. "It's a good place to work, and it's a great indicator of employee morale."

The company has also never laid off a single employee in its history. Even with the reported acquisition of Synthes by Johnson & Johnson in April, Sticklin says Synthes may not lose any people.



Synthes has never laid off a single employee.

One might expect a certain amount of coddling with stats like that, but Sticklin says that isn't quite the case. In fact, he says, while the numbers would seem to suggest a certain amount of job security for Synthes employees, president and CEO Michel Orsinger does not actually like to call it job security because "if people aren't doing their job, [they're not] going to be here." And while there hasn't been a layoff to date, Sticklin says that doesn't mean the company wouldn't do it if it had to. So what is it that gets workers to stay at Synthes in droves?

"If you talk to the employees here, what stands out is that they really enjoy working here because they know it's going to improve patient care, to help people out," Sticklin says.

Another factor, Sticklin says, is that "we treat people like adults... Nobody likes to be micromanaged. The environment here is that you've got room to breathe."

Finally, Sticklin says the company's impressive ability to avoid layoffs can be primarily attributed to one thing: success. The company, which sees average sales growth of 15.6%, added 721 jobs in 2010. The layoff-free history, then, is "a point of pride," he says, "because it's a sign of growth."

CEO: Michel Orsinger
Employees: 11,400
Key Products: Matrix craniomaxillofacial systems; Synapse spinal stabilization system; Variable angle distal radius plate
Annual Revenue: \$3.7 billion (FY10)

Image 1: MD+DI article excerpt about Rhythmink.