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## PEOPLE ON THE MOVE

By ANGELA RATZLAFF  
THE ORANGE COUNTY REGISTER

Karen Reis Joins Westin  
South Coast Plaza as  
Sales Manager

**KAREN REIS** joined **Westin South Coast Plaza** in Costa Mesa as a sales manager. She most recently worked as an executive meetings sales manager for the Island Hotel Newport Beach. She also has worked for California hotels Embassy Suites Temecula Valley Wine Country and Santiago Star Ranch of Corona.



Karen Reis

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## TOP 100 | FEATURED MICROVENTION INC.

BACK *to its* ROOTSNeurovascular company to come  
home to much bigger house

By BILL QUINNAN | FOR O.C. REGISTER SPECIAL SECTIONS

employs about 650 people but plans to hire more.

**M**icroVention is coming home again, in a big way. A global neurovascular company and wholly owned subsidiary of Terumo Corp., Microvention broke ground in June on its new 205,000 square-foot worldwide headquarters at the Summit Office Campus in Aliso Viejo, the city where the company was originally founded.

Scheduled for occupancy in January 2017, the new facility will consolidate all of MicroVention's Orange County operations into the 5.13-acre site, accommodating more than 800 employees and offering an 822-stall parking structure. MicroVention currently em-

ployed about 650 people but plans to hire more. "MicroVention Inc. has been an innovation center for Terumo, consistently developing new products. Aliso Viejo, and the surrounding region, is one of the leading medical technology business clusters in the U.S. and offers access to a large pool of 'med tech' experts," said MicroVention president and CEO Richard Cappetta. "This move will allow Terumo to be firmly poised for accelerating interventional business growth worldwide."

MicroVention has been named among the Orange County Register's Top Workplaces for the last two years. The company lists its world-class vision, technological innovation and unique culture among the defining factors of its work environment. MicroVention's goal is to be the leading

global neurovascular company, which it intends to accomplish by producing the most reliable, easiest to use and most technologically advanced products supported by proven clinical data.

## INNOVATION AND GROWTH

A rapidly growing, global medical-device company, MicroVention has been a pioneer in the development of catheter-based, minimally invasive neuroendovascular technologies that provide therapeutic advantages for cerebral aneurysms and other neurovascular diseases. MicroVention products are sold in more than 70 countries through a direct-sales organization in key markets, including the United States, Canada, France, Denmark, Germany, Austria, Switzerland, Italy, and the United Kingdom, as well as through MicroVention distributor partners worldwide.

TOP  
WORK  
PLACES  
2014ORANGE COUNTY  
REGISTERCOMPANY  
STATS

- Sector: Manufacturing
- Employees in region: 650
- Headquarters: Tustin
- Founded: 1997
- Web site: [microvention.com](http://microvention.com)

## AWARDS:

- Top Workplaces – Orange County Register, 2013, 2014
- California Excellence Award – United States Trade and Commerce Institute, 2013
- Corporate Rideshare Diamond Award
- Terumo Global Awards – 3 silver awards for product excellence, Terumo Corp., 2015

WHAT DO EMPLOYEES SAY  
ABOUT THE COMPANY:

"I feel MicroVention fosters an environment of support and upper management truly cares about all associates."

"I have been afforded the opportunity to start a new career, which I have enjoyed tremendously."

"It is always changing."

"The young spirit and entrepreneurial atmosphere. New products that advance medicine."

"Their creativity and focus."

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FROM **ROOTS** pg 1 >

The firm's worldwide headquarters and main manufacturing facility are currently located in Tustin, with additional manufacturing facilities in France and San Jose, Costa Rica.

Also within the MicroVention's Tustin plant is a large research and development laboratory enabling the firm to more rapidly iterate its products. Its workforce includes skilled associates in production; quality and regulatory; engineering and research and development, as well as support positions, such as marketing; direct sales and distribution; finance and administration; and supply chain, enabling the firm to market and sell its devices on a worldwide basis.

Its Costa Rica facility, currently employing approximately 700 associates primarily in production, is also now at about maximum capacity for headcount. The company continues to grow and expand with its products as well as its workforce, said MicroVention Corporate Communications Director Cathy Demyanovich.

### **THRIVING CULTURE**

Maintaining high morale within the firm begins with the company's culture, Demyanovich said. MicroVention's work environment, charitable program, personal-time-off donation policy, training opportunities, open-door policy and willingness to listen to associates are among the factors contributing to a positive work experience. Other factors include showing its appreciation of its associates and sponsoring associate sports teams.

MicroVention's commitment to support the professional growth and development of its associates is realized through learning and advancement opportunities within the firm. Internal job postings allow associates to learn about and apply for open positions, and internal training enables associates to learn new technologies, stay current in the industry and improve job skills.

MicroVention also offers an education-assistance program for associates wishing to participate in outside training programs in order to improve job performance and skills, complete educational degrees or prepare for other opportunities within the organization.

### **PERKS AND BENEFITS**

A wide range of benefits are available to MicroVention associates to enhance life within and outside of the workplace. For example, the company offers an alternative commuter program encompassing 43 fully subsidized vanpools, rideshare incentives, a railway subsidy and other options. The program has received a Corporate Rideshare Diamond Award, honoring the firm for outstanding contributions toward relieving traffic congestion, reducing greenhouse gas emissions and improving mobility in Orange County.

The firm's personal-time-off donation policy allows associates to donate their own time off to fellow associates in need, such as those faced with medical conditions necessitating prolonged absences from work, which would otherwise result in a loss of income. Benefits also include long-term care, a scholarship program for children of associates and an adoption-assistance program.

### **COMMITMENT TO COMMUNITY**

MicroVention supports the communities in which its associates live and work by matching eligible charitable contributions up to a defined amount. The company considers requests to support social, community, civic, educational and economic endeavors that support corporate business goals, demonstrate social responsibility and meet contribution guidelines.

The company is involved with several charitable events throughout the year, including the American Heart Association's Go Red for Women initiative, which spreads awareness of heart disease and empowers women to take charge of their heart health. The AHA's Heart and Stroke Ball, with which MicroVention is also involved, contributes to critical research and educational programs related to the AHA's mission.

Through MicroVention's participation in the JOY (Just One day a Year) Program, associates are paid for volunteering their time to an eligible charity of their choice one work day per year. ■