

**Urologix, Inc.**  
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## **UROLOGIX, INC. LEADERSHIP BIOS**

### **Stryker Warren, Jr., Chief Executive Officer and Director**

Mr. Warren joined Urologix on June 24, 2008 and has over thirty years of experience in the health care field as an executive and a successful entrepreneur. From May 1997 through April 2007, he served as President and Chief Executive Officer of Urology Healthcare Group, Inc (doing business as CIMply, Inc.). Urology Healthcare Group (UHG), founded in 1997 as a urology practice management company provides a portfolio of value-added services including practice enhancement: facilities and ancillary services development and management; revenue cycle management; software and services for ASP based practice management and electronic medical records; and, reporting for urology practices. UHG also provides state-of-the-art medical equipment on an as-needed basis—to include Urologix' CTT through wholly-owned subsidiary Urotech since 1997. Urotech remains one of Urologix' largest customers. From May 2007 until he joined Urologix, Mr. Warren served as a health care consultant. Prior to UHG Mr. Warren was a founder, CEO and Director of Meridian Occupational Healthcare Associates now part of Walgreen Co. and FOCUS Healthcare Management, Inc. acquired by United Healthcare, Inc. and now a part of Coventry Health Care, Inc. Earlier in his career Mr. Warren held executive and management positions in the HMO industry. Mr. Warren received his Bachelor of Science degree in pharmacy from Oregon State University.

### **Greg Fluet, Executive Vice President, Chief Operating Officer**

Mr. Fluet was appointed Executive Vice President and Chief Operating Officer on July 14, 2008. Mr. Fluet initially joined Urologix as a consultant in February 2008 to provide strategic analysis and tactical support during the management transition. Prior to joining Urologix, Mr. Fluet was an Associate at Sapien Capital Management, LLC, a venture capital firm focused on early stage investing in the healthcare industry with a primary focus on minimally invasive therapeutic medical devices. During his tenure at Sapien Capital he worked with portfolio companies that raised multiple rounds of private financing, held successful Initial Public Offerings and/or were acquired. While with the fund he worked with and supported the fund's investment in multiple portfolio companies including Hansen Medical (Nasdaq: HNSN), TranS1 (Nasdaq: TSON), ValenTx, Inc., and Hemosphere, Inc. Depending on the portfolio company the position required active involvement in or analysis of all aspects of early stage medical device company development including fund raising, being a Board observer, product development, intellectual property development, regulatory analysis, financial modeling, milestone based budgeting, clinical research and strategic market assessment for portfolio companies or potential investments. Mr. Fluet graduated from Stanford University with a Bachelor of Science degree in mechanical engineering.

### **Brian Smrdel, Chief Financial Officer**

Mr. Smrdel was appointed Chief Financial Officer on May 10, 2010. Prior to joining Urologix, Mr. Smrdel served as the Corporate Controller of Angeion Corporation (Nasdaq: ANGN), a publicly-held medical technology company headquartered in St. Paul, Minnesota, since November 2007. As Angeion's Corporate Controller, Mr. Smrdel was responsible for all aspects of the accounting process, SEC reporting, financial statement preparation and expense analysis. From October 2005 to November

2007, Mr. Smrdel was the Manager, Worldwide Financial Planning and Analysis at PepsiAmericas, Inc., a manufacturer, distributor and seller of a portfolio of beverage products in the United States, Central Europe and the Caribbean. PepsiAmericas, Inc. was publicly-held until it was purchased by PepsiCo, Inc. in February 2010. In this role, Mr. Smrdel consolidated the forecasts from the various PepsiAmericas geographies and was responsible for modeling the three-year worldwide strategic plan, among other duties. From September

2004 to October 2005, Mr. Smrdel was Manager, Financial Planning and Analysis at Land O'Lakes, Inc., a diversified cooperative with dairy foods, feed, seed, agronomy and layers businesses. Land O'Lakes was a public reporting company until December 2009. While at Land O'Lakes, Mr. Smrdel facilitated the company-wide financial planning process, was responsible for the capital and acquisition approval process with \$120 million in annual spending, and assisted in due diligence process for the acquisition or disposition of business units or segments, among other duties. Mr. Smrdel received his Masters of Business Administration degree in finance from Indiana University's Kelley Graduate School of Management, in Bloomington, Indiana. He received a Bachelor of Arts degree in both accounting and music-voice performance from the University of St. Thomas in St. Paul, Minnesota.

### **Ralph Cardinal, VP, Research and Development**

Mr. Cardinal was appointed Vice President of Research and Development on June 4, 2010. Prior to joining Urologix, Mr. Cardinal served from January 2007 to February 2010 as the Vice President of Product Development at Leptos Medical Inc., a start up medical device company that was developing a neurostimulation device to treat obesity and diabetes. In this role, Mr. Cardinal built and led a cross-functional domestic and global team in the development, testing and use of Leptos' device and successfully directed the project to first use in humans. From April 2006 to January 2007, Mr. Cardinal was the Director of Reliability and Product Return for the cardiac rhythm management division of Boston Scientific Corporation. As the Director of Reliability and Product Return, Mr. Cardinal developed and implemented programs to increase product reliability and more robust design and manufacturing processes. From January 2004 to April 2006, Mr. Cardinal served as the Director of Research and Development for Guidant Corporation, a public company that developed, manufactured and marketed products for the treatment of cardiovascular disease; Guidant was acquired by Boston Scientific Corporation in April 2006. At Guidant, Mr. Cardinal was responsible for directing a group of over one hundred managers, engineers and technicians providing support for all research and development efforts. Mr. Cardinal received a Bachelor of Science degree in electrical engineering and computer engineering from the University of Wyoming and a Master of Science degree in computer engineering from National Technological University in Fort Collins, Colorado.

### **Lisa Ackermann, VP, Sales and Marketing**

Ms. Ackermann joined Urologix June 16, 2011 and brings to Urologix a strong background and passion for developing and leading high performance teams, building and cultivating large Key Opinion Leader networks in both the academic and private medical communities, and maximizing product launches and market development opportunities. We are confident Lisa's significant talents will contribute to our efforts to grow Cooled ThermoTherapy(TM) as the standard of care for the in-office treatment of BPH. Ms. Ackermann has spent the past twelve years with Ethicon Endo-Surgery in a variety of roles with increasing responsibility in sales, commercial operations, and marketing. Most recently, she led strategic marketing initiatives in the endoscopy franchise. Previously, she led the US Bariatric Sales Organization through the largest product launch in Ethicon Endo-Surgery history, the REALIZE(TM) Gastric Band.

### **Jennifer Willner, Director of Regulatory and Quality**

Ms. Willner was appointed Director of Regulatory and Quality in November 2007 and brings to Urologix over 15 years of prior comprehensive Regulatory, Operations and Quality experience in medical device manufacturing and blood banking. Prior to joining Urologix, Ms. Willner served as Regulatory Affairs

Manager for 2 years at Boston Scientific, leading a team of six professionals with global responsibility of fifteen US Class II and Class III disposable, electrical and implantable devices used in cardiology and peripheral vascular interventions. For 1 year prior to taking the leadership role at Boston Scientific, Ms. Willner served as Senior Regulatory Affairs Specialist authoring several PMA supplements and design dossiers for bare metal and drug eluting stents where she continued to develop effective relationships with US and European regulatory authorities. Ms. Willner started her regulatory career at St. Jude Medical, Daig Division, where she served for 2 years as Regulatory Affairs Specialist, authoring several global regulatory submissions for US Class II and Class III cardiovascular and electrophysiology devices. For 3 years prior to joining the Regulatory Affairs team, Ms. Willner served in Operations Management where she lead a production team of 62 and implemented lean manufacturing improvements leading to annual savings of \$0.5M. Prior to her tenure in the medical device industry, Ms. Willner served the American Red Cross National Testing Laboratory initially as Quality Control Supervisor (3 years), leading a team of 6 quality professionals, then as Production Manager (3 years) leading a team of 17 medical technology professionals. Prior to joining the American Red Cross, Ms. Willner conducted recombinant genetics research at the University of Minnesota. Ms. Willner received a Bachelor of Science degree in biology from the University of Minnesota, College of Biological Science and a Master of Business Administration degree in marketing and operations management from the University of Minnesota, Carlson School of Management.

### **Charles Lehman, Director of Operations**

Mr. Lehman was appointed Director of Operations at Urologix on (DATE) and comes to Urologix with over 20 years of experience in the medical device industry with broad experience in Quality, Manufacturing, Supply Chain and other elements of Operations including Product Development and Sales. Mr. Lehman holds a BA in Business Administration, Masters of Science in Management of Technology and has done substantial coursework in Mechanical Engineering. His industry experience includes tenure with American Medical Systems and Schneider. After Schneider he was the Director of Operations and subsequently General Manager of Flexmedics. Mr. Lehman worked in similar roles at Enova Medical and was the Vice President of Quality, Operations and Regulatory Affairs at AEIOMed. He is also an ASQ certified Six Sigma Green Belt.

### **Jacob Grass, Senior Manager of Clinical Research**

Mr. Grass joined Urologix as the Senior Manager of Clinical Research in March 2011. Prior to joining Urologix he spent 10 years with Medtronic Neuromodulation in various roles managing psychiatric, pain, and movement disorders clinical research studies. Mr. Grass previously worked for Urologix in 2001 managing South American clinical research efforts and development of the third generation of Cooled ThermoTherapy. He has extensive experience recruiting and managing key opinion leaders across specialties in clinical research strategy development and execution. Mr. Grass received his Bachelor of Arts degree in Psychology from Macalester College in St. Paul, MN.

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