

# Cell Therapy Early Career Programs

Cell Therapy is a new frontier with many interdependencies and a critical need for innovation. Bristol Myers Squibb has one of the largest cell therapy organizations in the world, and we are continuing to grow. Our early career programming fosters and accelerates the development of early career talent with the essential capabilities to join in our fight against serious diseases.

## Cell Therapy Rotational Program

Bristol Myers Squibb's Cell Therapy Rotational Program provides full-time employment to a select group of recent college graduates (BS/MS) in Life Sciences & Engineering.

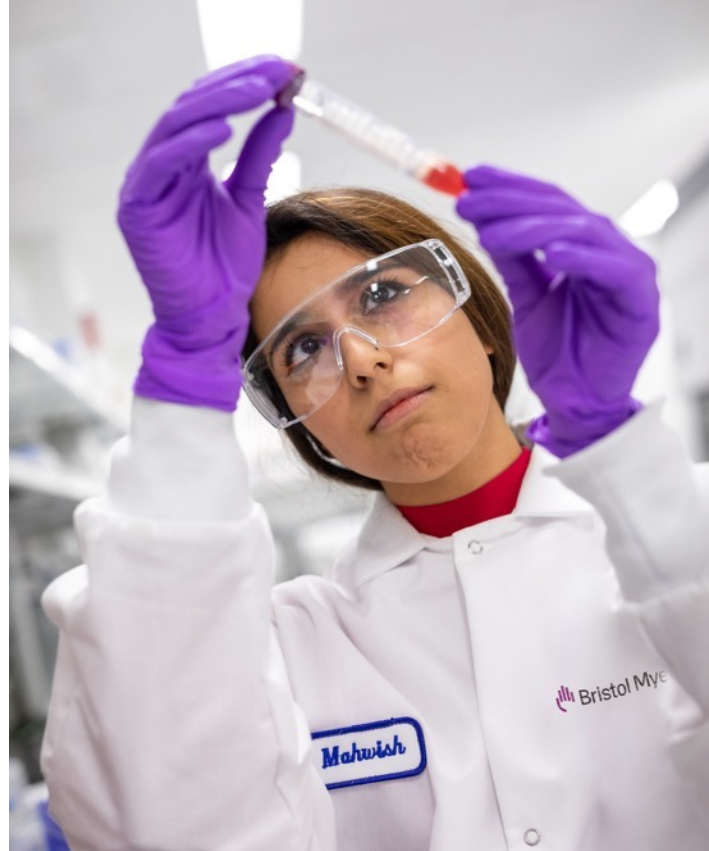
Participants gain experience across the breadth of functional areas within Bristol Myers Squibb's Cell Therapy Development Organization (CTDO) over the course of 2 years through 4-6 month rotations.

## aCTivate Program

Bristol Myers Squibb's aCTivate program is an accelerated development program for recent college graduates (BS/MS) interested in gaining a depth of experience within a specific CTDO functional area. The aCTivate program is a one-year program/cohort.

Participants are provided mentorship, executive interaction, and customized development plans based on a variety of experiences, education, and organizational exposure designed to foster leadership skills and ability to deliver impactful results.

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## Cell Therapy Development Organization areas include:

- Technical Development
- Manufacturing Sciences & Technology
- Pipeline & Product Lifecycle Strategy
- Patient Operations/Experience
- Strategy Business Operations
- Supply Chain
- Quality

## Cell Therapy locations include:

- Washington (Seattle, Bothell)
- New Jersey (Summit, Warren)
- Massachusetts (Devens)
- Other domestic & international locations

## What does each of our Cell Therapy Development and Operations organizations do?

**Technical Development (TechDev)** delivers product and analytical development strategies, analytical technology and assay automation, product characterization data packages, and Quality Control (QC) release and characterization methods for cell therapy, gene delivery platforms, and residuals. Technical Development works to accelerate the development and implementation of novel technologies for integration into existing drug product platform processes.

**The Manufacturing Sciences and Technology (MSAT)** team provides technical expertise and ownership of the CAR T cell manufacturing process, supports manufacturing site's right to operate and facility improvements, leads validation activities, business owner for manufacturing-focused automation activities (e.g., MES, DeltaV, OSI PI), develops MES recipes in collaboration with IT, conducts tech transfers to internal and external manufacturing sites, and implements process changes as well as next generation manufacturing equipment per the product's life cycle plan.

The **Manufacturing** group is responsible for producing our cell therapy products, this group implements processes developed by PS&T, in a GMP compliant environment. Manufacturing collaborates on facility, equipment, process improvements with various stakeholders including PS&T, facilities and engineering, MSAT, and Quality; works closely with scheduling/supply chain; and requires technical expertise in addition to meticulous documentation to help ensure chain of identity of patient material, support product safety, and compliance.

The goal of the **Supply Chain** organization is to ensure compliant and continuous supply across CTDO. The organization encompasses various groups including supply planning and logistics, external manufacturing and strategic sourcing, supply product leads, and operations research.

The Cell Therapy **Patient Operations** team works on delivering and creating the best patient experience for CAR T patients who utilize Bristol Myers Squibb therapies. At a detailed level, this includes coordinating conversations with the CAR T provider, patient scheduling, transfer of patient material to manufacturing, and return of material back to the patient for infusion.

The **Quality** organization leads Bristol Myers Squibb's adherence to product quality and GMP compliance requirements in product development activities and in the manufacturing operations, to support patient safety, minimize regulatory risks and accelerate product development and commercialization. The Quality organization also conducts testing of our cell therapy products before they are released to treatment sites for administration to patients. The Quality organization has oversight within internal activities, and provides support to activities conducted at external suppliers and service providers

The focus of the **Pipeline & Product Lifecycle Strategy (PPLS)** organization is on the cell therapy pipeline as well as shaping product strategy throughout the lifecycle of a cell therapy asset. The organization encompasses the leaders and project managers of the CTDO asset teams, technical writing, and business development all of whom contribute to defining strategies for both early- and late-stage pipeline cell therapy molecules enabling global regulatory approval and launches. CTDO asset teams use, develop, and deploy project management tools and provide project management support for CTDO.

The **Strategy & Business Operations** group is accountable for CTDO strategy stewardship, strategy communications, and project management. The group tracks and communicates CTDO goals, maintains CTDO strategy document, integrates business operations among CTDO functions, and serves as the custodian of CTDO strategy governance and forums and various CTDO communications (monthly bulletin, News4You and CTDO portal).

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