

At Regeneron, we
move science to
medicine, because
our world is
**MEANT FOR
MORE**

REGENERON



BuiLD

**BUSINESS LEADERSHIP
DEVELOPMENT PROGRAM**

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ABOUT REGENERON

Regeneron is a leading biotechnology company that invents life-transforming medicines for people with serious diseases. Founded and led for 35+ years by physician-scientists, our unique ability to repeatedly and consistently translate science into medicine has led to numerous approved treatments and product candidates in development, most of which were homegrown in our laboratories. Our medicines and pipeline are designed to help patients with eye diseases, allergic and inflammatory diseases, cancer, cardiovascular and metabolic diseases, neurological diseases, hematologic conditions, infectious diseases and rare diseases.



At Regeneron, we make it our business every day to bring innovative thinking to the challenge of discovering and developing new medicines. Our pursuit has one singular intent - to improve therapeutic outcomes for patients.



LEAD WITH SCIENCE

Science drives our business and passion drives our science. Whether you're doing science, supporting science or delivering science. It's what we do.

TAKE ON BIG IDEAS

We take the long view and tackle the big ideas, the unsolvable problems, and the bottlenecks that get in the way. We pursue ideas with passion and courage, to make a real difference.

MAKE IT HAPPEN

It may not always be easy, but we figure it out and get it done. We have little appetite for unnecessary bureaucracy that can get in the way of innovation or quality.

BE GREAT TOGETHER

While others talk about teamwork, we actually do it. When you work with smart, fun people, you bring out the best in each other and can do the extraordinary.

DO WHAT'S RIGHT

We do well by doing good. We act with integrity and pride ourselves on doing the right thing - by each other, our communities, our patients and the world around us.



AT A GLANCE: REGENERON BY THE NUMBERS

13 

medicines approved in
the U.S. and/or other
countries

~100% 

of product candidates
invented and developed
in-house

35+ 

product candidates in
clinical development
across multiple
therapeutic areas

TOP
10% 

ranking in biotech in-
dustry across 3
leading environment,
social and governance
(ESG) ratings

\$4.4B 

invested in Research &
Development in 2023

~2.5M+ 

exomes sequenced to date
by the Regeneron Genetics
Center®

BuiLD

PROGRAM OVERVIEW



PROGRAM SUMMARY

The BuiLD Program is a highly selective 27 month rotational program for MBA graduates. Throughout the program, BuiLD associates gain broad exposure to key areas of Regeneron's business by completing 3 nine-month rotations in impactful and challenging roles.

The BuiLD program is highly customizable to associates' career goals, and associates can choose their rotations in different functions where they have an immediate impact on the business. The program is sponsored by the BuiLD Board of Governors which is comprised of senior leaders within the company who provide oversight and mentorship to the associates.

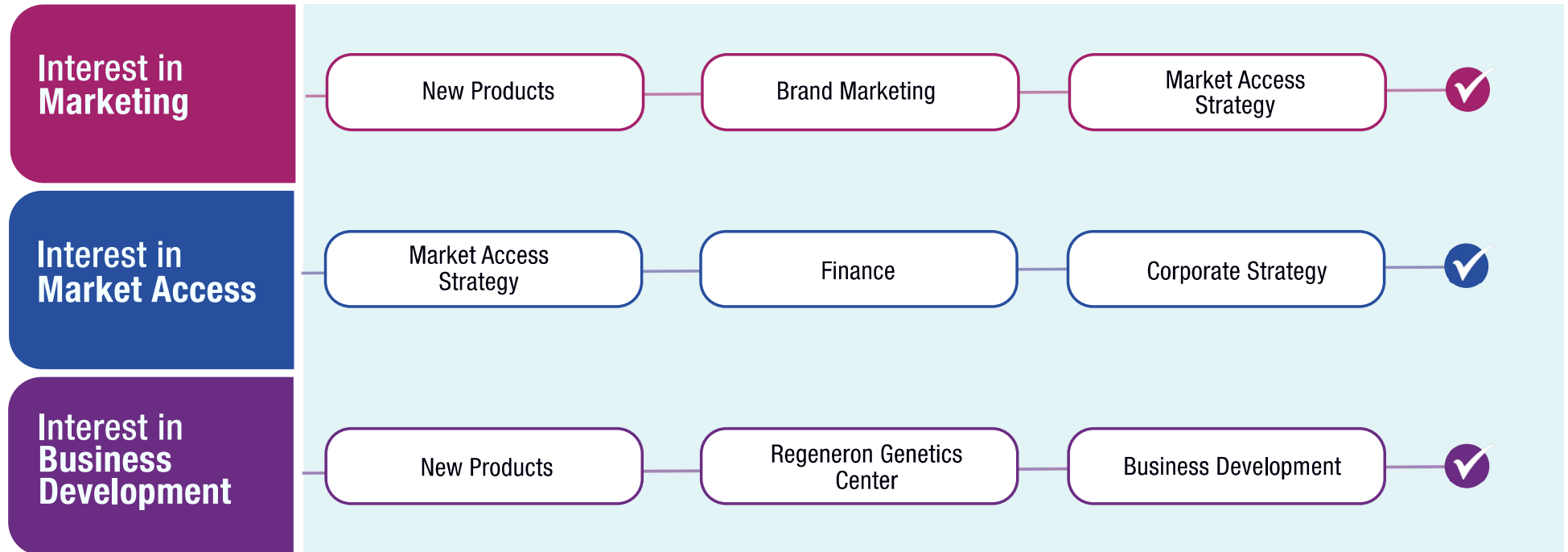
PROGRAM STRUCTURE

- » **Rotation Length and Description:** 3 nine-month rotations in which associates develop content expertise as well as technical and leadership skills critical to succeed in the biopharmaceutical industry
- » **Program Highlights:**
 - » Opportunity for each associate to **tailor their own experience** through selection of cross functional rotations
 - » A **senior leader mentor** from the BuiLD Board of Governors who provides guidance through the program and assists with selection of rotations and roll-off
 - » **Regular networking opportunities** with senior leaders and fellow associates
 - » **Career development opportunities** including attending educational programming such as Biotech @ Regeneron and visiting Regeneron's state-of-the-art-manufacturing facilities
 - » Opportunities to learn about **Regeneron's groundbreaking research** and technology
- » **Class Size:** Small class size of 2-4 associates per year



BuiLD ROTATIONS: CHOOSE YOUR OWN PATH

Below are examples of rotational plans previous BuiLD associates have chosen. **No two BuiLD associates have the same path throughout the program!**



Functions where Associates have Rotated

- Business Development
- Corporate Strategy
- US / Global Brand Marketing
- Market Access Strategy
- New Products
- Finance
- Strategic Alliances
- Regeneron Genetics Center
- ...and more

CURRENT BuILD ASSOCIATES



KARTIK DESHMUKH

UG: Nagpur University, MB.BCh, MD
MBA: Duke University Fuqua School of Business
Pre-MBA: Pharmaceutical Medical Affairs



MICAELA NAIBRYF

UG: Columbia University; Majors: Applied Math and Chemical Engineering
MS: Northwestern McCormick School of Engineering, Biotechnology
Pre-MS: Pharmaceutical Commercial Finance and Forecasting



AMER MASALHA

UG: The Technion- Israel Institute of Technology, Biomedical Engineering; Tel Aviv University, MD
MBA: Wharton Business School, Healthcare Management and Operations
Pre-MBA: Clinical Practice, Healthcare Analytics Startup



ARCHIT GUPTA

UG: University of Delhi, Electronics and Communication Engineering
MBA: Duke University Fuqua School of Business
Pre-MBA: Healthcare and Life Science Consulting



ERIN LAUGHLIN

UG: Boston College; Major: Psychology
MBA: Columbia Business School, Healthcare and Pharmaceutical Management (HPM) Program
Pre-MBA: Healthcare and Life Sciences Consulting

“The BuILD program has helped me build a strong network and even stronger foundation to succeed in my career. The program provides its associates with amazing mentors and exposure to different functions of the company which are an integral part in growing my skillsets. ”

- Micaela Naibryf



ALUMNI SPOTLIGHT



RISHI JAGGERMATH

Director, CBU Cardio-Metabolic Operational Effectiveness

Rotations: New Products, Corporate Strategy, Regeneron Genetics Center, Ophthalmology Market Access



CATHERINE MATTHEWS

Associate Director, Cardio-Metabolic Marketing

Rotations: New Products, Program Direction, Strategic Alliances



JUDY HO

Senior Manager, Oncology Pricing & Distribution

Rotations: New Products, Immunology Market Access, Global Pricing & Distribution



SARA GABRIEL

Senior Manager, Business Development

Rotations: New Products, Corporate Strategy, Business Development



MEREDITH SHIELDS

Associate Director, Immunology Global Market Access

Rotations: Immunology Market Access, Corporate Finance, Corporate Strategy, Oncology Market Access Pipeline & Product Strategy



KRISTEN RAIMONDI

Senior Manager, Hematology Marketing

Rotations: New Products, Immunology Market Access, Corporate Strategy, Oncology Marketing



RACHEL HALPERIN

Senior Manager, Immunology Global Marketing

Rotations: Infectious Disease Marketing, New Products, Corporate Strategy



RADHIKA SINGHAL

Senior Manager, Hematology Market Access

Rotations: New Products, Immunology Market Access, Oncology Marketing

“The BuiLD program accelerated my career trajectory within Regeneron by providing me invaluable exposure to leaders across the organization, experiential learning and development opportunities, as well as a community of BuiLD Associates both past and present to forge meaningful connections with.”

- Rishi Jaggermath



Alumni have rolled out of the program into various functions throughout the organization including: business development, strategic alliances, in-line marketing, market access, new products, and program direction.



BuiLD BOARD OF GOVERNORS

ADVISORS AND MENTORS



CHRIS FENIMORE
Chief Financial Officer



JEFF LANDRY
Executive Director,
Commercial Project
Management



NOUHAD HUSSEINI
Senior Vice President,
Business Development



JOHN ANDERSON
Executive Director,
US & Global Immunology
Market Access



AMRITA RAHMANI
Vice President,
Corporate Strategy



JENNIFER NORTH *
Executive Director,
Business Development



SOMA GUPTA
Vice President,
New Products



JESSICA ROE *
Director,
Strategic Alliances

“ I was part of the team that launched the BuiLD program and we had two simple goals which remain to this day: attract the very best MBA talent to Regeneron and then develop them into our next generation of business leaders. Having personally participated in a leadership development program early in my career, I know first-hand how important the learning opportunities provided from a broad-ranging program like BuiLD can be to accelerating one's career. More than 10 years into BuiLD, I am proud to still be part of such a unique and special program. ”

- Nouhad Hussein

* BuiLD Alumni



WHO IS THE IDEAL BuILD CANDIDATE?



RECOMMENDATIONS

- » MBA candidate from a top program
- » Expected graduation in Spring/Summer 2026
- » Experience in the pharmaceutical industry
- » Undergraduate degree in science or engineering

IDEAL BuILD ASSOCIATES ALSO HAVE THESE:



Self-starter with an **entrepreneurial spirit**. Strong **project management**, analytical, and **critical thinking skills**.



Demonstrated interest in the **pharmaceutical industry**.



Ability to execute in a **collaborative**, cross-functional environment.



Proven **leadership skills** in previous roles and a dedication to **high ethical standards**.

APPLYING TO THE BuiLD MBA SUMMER INTERNSHIP



APPLY AT **CAREERS.REGENERON.COM**
AND SEARCH “BuiLD”



Apply online.



Applications are reviewed on a rolling basis.



Interviews will be scheduled with candidates directly once the application closes.

**IF YOU HAVE QUESTIONS,
PLEASE CONTACT:**



KARA DORON

HR Contact - University Relations
kara.doron@regeneron.com

Online application opens on **October 2nd.**



Online application closes **December 2nd.**



Final interviews will be conducted **on-site.**



Q&A

1 DO I NEED PREVIOUS EXPERIENCE IN THE PHARMACEUTICAL/ BIOTECH INDUSTRY TO BE CONSIDERED FOR THE BuILD PROGRAM?

While previous experience in the life sciences is encouraged, it's not strictly required. There have been BuILD Associates who have entered the program without previous industry experience.

2 HOW DO ASSOCIATES CHOOSE ROTATIONS?

During the program, associates collaborate with their BuILD mentor to define career goals and select rotations that match their interests. They often begin by meeting with managers of potential functions to understand the team, role, work type, and business needs, and to assess mutual fit. Once a mutual fit is identified, the BuILD board approves and the rotation is set!

3 WHERE DO BuILD ROTATIONS TAKE PLACE? CAN I LIVE IN NYC?

Regeneron is operating on a hybrid work model. When in person, BuILD program rotations are located either in Tarrytown, NY or Sleepy Hollow, NY. Many colleagues live in NYC and either drive to work, take the Metro North regional rail train, or Regeneron's direct private shuttle between NYC and both campuses.

4 WHAT HAVE PAST ASSOCIATES DONE AFTER COMPLETING THE BuILD PROGRAM?

After completing the BuILD program, associates roll out into various roles throughout the organization. While some transitioned to a team where they previously rotated, others find opportunities on different teams by working with their BuILD advisor, the BuILD board, and their broader Regeneron network.



REGENERON



“Regeneron has become one of the great science-driven companies of our generation, with numerous approved treatments, a nearly entirely homegrown pipeline and the best technologies in the business. We got here by following the science and trusting our people. But at Regeneron, we’re never done. Our goal is to continue pushing the boundaries of science, to the extent that we aren’t even able to imagine the breakthroughs and cures we will be known for in ten or twenty years. It’s an incredible time to be at Regeneron, as we stand on the edge of an unprecedented future. ”

GEORGE D. YANCOPOULOS, MD, PHD
co-Founder, Board co-Chair, President and Chief Scientific Officer





AWARDS AND RECOGNITION

TIME: **World's Most Sustainable Companies**, 2024

US News & World Report: **Best Companies to Work for**, 2024

The American Association of People with Disabilities:
Best Place to Work for Disability Inclusion, 2024

Newsweek: **America's Most Responsible Companies**, 2024

Biospace: **Best Place to Work**, 2024

Newsweek: **America's Greatest Workplaces for Diversity**, 2024

LexisNexis: **Innovation Momentum - The Global Top 100**, 2024

Civic 50: **Most Community - Minded Companies in the Nation**, 2024

Dow Jones: **Sustainability World & North America Index**, 2023

Glassdoor: **Best Places to Work**, 2023

Human Rights Foundation: **Corporate Equality Index**, 2023

Science: **Top Employer**, 2023

Fast Company: **Best Workplaces for Innovators**, 2023

Forbes: **America's Best Employers for Women**, 2023

Newsweek: **America's Greenest Companies**, 2023





*Create A Future
You Believe In*

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