

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.

# REGENERON BY THE NUMBERS

## OUR SCIENCE & MEDICINES

**14** 

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

**~45** 

product candidates in clinical development  
across multiple therapeutic areas

**~50** 

countries with clinical trials

**~2.9M** 

exomes sequenced to date  
by the Regeneron Genetics Center®

## OUR COMPANY

**15.1K+** 

Regeneron employees worldwide

**Top 5** 

ranking as a *Science* Top Employer for  
fourteen consecutive years

**\$5.1B** 

R&D investment in 2024

**35+** 

Years of scientific leadership

## OUR RESPONSIBILITY

**Top 10%** 

ranking in biotech industry  
across 3 leading ESG ratings

**3.2M+** 

students reached by Regeneron  
STEM initiatives since 2020

**52%** 

employee volunteerism rate in 2024

**6** 

consecutive years on the Dow Jones  
Sustainability Index (DJSI)

# 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.

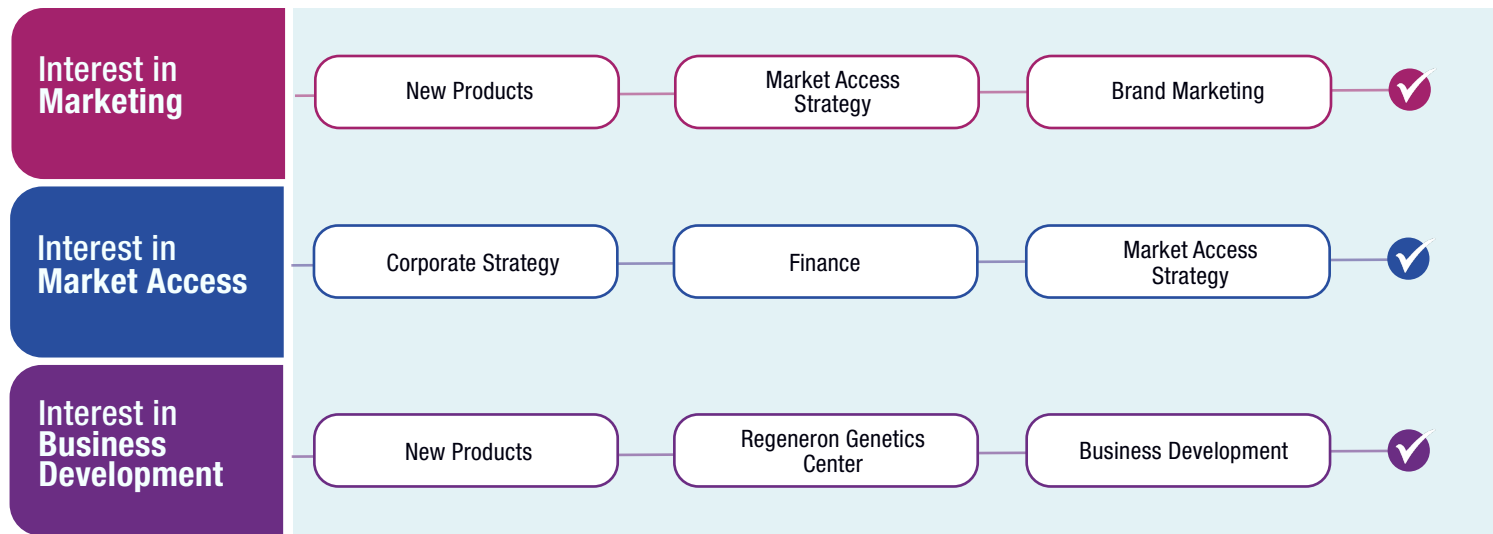
The BuiLD program is highly customizable to associates' career goals, and associates can choose their rotations in different functions where they have an immediate impact on the business. The program is sponsored by the BuiLD Board of Governors which is comprised of senior leaders within the company 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!** Each rotation is typically 9 months long.



## Common BuiLD Rotations

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

# CURRENT BuILD ASSOCIATES



**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



**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



**KATIE DAO**

**UG:** Cornell University, Chemical Engineering  
**MBA:** MIT Sloan School of Management  
**Pre-MBA:** Life Sciences Consulting



**AMY THOMAN**

**UG:** Brown University, Neuroscience  
**MS Biotechnology:** Harvard Graduate School of Arts and Sciences  
**MBA:** Harvard Business School  
**Pre-MBA:** Health System, Pharmaceutical Company and Genomics Startup



“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 JAGGERNAUTH

Director, Cardio-Metabolic CBU  
HCP Marketing

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



## CATHERINE MATTHEWS

Associate Director, Hematology Marketing

Rotations: New Products, Program  
Direction, Strategic Alliances



## KARTIK DESHMUKH

Senior Manager, Medical Affairs,  
Oncology

Rotations: New Products, Clinical  
development, Corporate Strategy,  
Medical Affairs



## FRANCESCA GERTSMAN

Director, New Products

Rotations: Oncology Marketing,  
Clinical Development, Market  
Access



## SARA GABRIEL

Associate Director, Business  
Development

Rotations: New Products, Corporate  
Strategy, Business Development



## AMER MASALHA

Senior Manager,  
Business Development

Rotations: New Products,  
Hematology Marketing,  
Business Development



## MEREDITH SHIELDS

Director, Immunology CBU Operational  
Effectiveness

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



## JUDY HO

Associate Director, Pricing Strategy

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



## KRISTEN RAIMONDI

Associate Director, Hematology  
Marketing

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



## 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 Jaggernaut

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



**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 \***  
Senior Director,  
Strategic Alliances



**JEFF LANDRY**  
Executive Director, International  
Commercial Operations



**CHRIS FENIMORE**  
Chief Financial Officer  
Board Member Emeritus

“ 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?



## **BuiLD may be for you if you:**

- » Are an MBA candidate in a top program
- » Expect to graduate in Spring/Summer 2027
- » Have experience / strong interest in healthcare

# IDEAL BuILD ASSOCIATES ALSO HAVE THESE QUALITIES:



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.

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



Applications are  
reviewed on a  
rolling basis.

Online application  
closes **December 2nd**.



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

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



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



**ALEX STEELE**

HR Contact - University Relations  
alexander.steele@regeneron.com

# 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**, 2025

Disability:IN & American Association of People with Disabilities:  
**Best Place to Work for Disability Inclusion**, 2025

Biospace: **Best Place to Work**, 2025

LexisNexis: **Innovation Momentum – The Global Top 100**, 2025

Forbes: **America's Best Employers for Women**, 2025

Newsweek: **America's Greenest Companies**, 2025

Civic 50: **Most Community-Minded Companies in the Nation**, 2025

Human Rights Foundation: **Corporate Equality Index**, 2025

Science: **Top Employer**, 2024

Dow Jones Sustainability World & North America INdex, 2024

US News & World Report: **Best Companies to Work for**, 2025

Newsweek: **America's Most Responsible Companies**, 2025

Newsweek: **America's Greatest Workplaces for Diversity**, 2025

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

**REGENERON**  
SCIENCE TO MEDICINE®

*Create A Future  
You Believe In*

**IF YOU HAVE QUESTIONS,  
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**ALEX STEELE**

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