

The Interns

Vol. 11

Sutro Biopharma Magazine

2023



Sutro's Internship Program

We are thrilled to announce the launch of our very first intern magazine, a tribute to the remarkable journey we've embarked on this summer. This magazine is a celebration of the hard work, dedication, and achievements of our interns and mentors, who have truly exemplified our commitment to collaboration, learning, development and growth.

Throughout the summer, each intern was paired with mentors who played a crucial role in guiding and nurturing their development. The synergy between our interns and their mentors has been nothing short of extraordinary, creating an atmosphere of mutual learning, respect, and collaboration.

As we turn the pages of this magazine, you'll find inspiring stories of triumphs, memories, and advice. Our interns have not only grown as individuals but have also contributed significantly to Sutro's progress. The projects they undertook have opened new horizons and have contributed to our ongoing pursuit of innovation.

We want to extend my heartfelt gratitude to each intern and mentor for their unwavering dedication, their boundless enthusiasm, and the infectious positivity they've brought to Sutro.

To our interns, as you return to your academic pursuits, please carry with you the memories of this summer and the impact you've made. Your journey with us has been a true testament to the power of learning, collaboration, and the pursuit of excellence.

I encourage all of you to take a moment to explore the pages of our intern magazine, celebrating the stories that make Sutro a vibrant community of growth and inspiration.

Thank you for your continued dedication, and let's keep pushing the boundaries of what we can achieve together.

Your Intern Program Leaders,
Maria Bruk, Sr. Manager, People & Culture
and **Magy Vargas-Rodales**, Extern, People & Culture



Pictured: Maria & Magy



Picture from 1st day at Sutro - 6.5.2023

Pictured: Claire, Jessica, Victor, Ketan, Ethan, Shandeep, Sonali, Dea, Makenna, Nataniele



Picture from 1st day at Sutro - 6.12.2023

Pictured: Muntaha, Esha, Marc



Picture from 1st day at Sutro - 6.20.2023

Pictured: Lucy, Thrisha, Anandita, Laura, Lauren

The Intern Class of 2023



Maribel Alvarez

Political Science
SJSU
Class of 2023

"In five years I see myself being a newly licensed attorney working for a law firm in the bay area, gaining experience and practice in law."



Victor Arroyo - Villa

Chemistry
Juniata College
Class of 2024

"In five years I see myself stressing about defending my dissertation for my PhD."



Esha Dharia

Molecular Biology & Chemistry
USF
Class of 2024

"In five years I see myself with a Masters in Bioinformatics or Biotechnology and working at a biotechnology/biopharm a company!"



Shandeep Dhillon

Biology
UC Berkeley
Class of 2024

"In five years I'll be hopefully finishing a PhD in Cancer Biology and moving towards continuing cancer research."



Makenna Domingo

Integrative Biology
UC Berkeley
Class of 2024

"In five years I'll be hopefully in residency to become a pediatric doctor."



Jessica Eanes

Biology
USF
Class of 2024

"In five years I want to be finishing a PHD in molecular biology!!"

The Intern Class of 2023



Marc Eidelhoch
Computer Science and Statistics
Carleton College
Class of 2025

"In five years I see myself working in either software development or data science, hopefully at a company where I feel like my work is making a meaningful impact on the world. I hope to be at a job where I work with people that I get along with and that inspire me to do my best."



Ketan Hoey
Molecular Biology
Vanderbilt University
Class of 2026

"In five years I see myself graduated from college working as an RA at a biotech company and sending out grad school applications."



Laura Valentina Jojoa
Biochemistry and Molecular Biology
UC Davis
Class of 2024

"In five years I see myself working as a CIS working behind the scenes by providing patients with personalized care based on diagnostic tests."



Sonali Kanaya
Biomedical Engineering
USC
Class of 2024

"In five years, I see myself in grad school furthering my career in science and playing on my school's recreational soccer team on the side."



Claire LaFleur
Genetics
University of Wisconsin
Class of 2023

"In five years I see myself attending grad school (maybe in Cali???)"



Ethan Lo
Biological Sciences
USC
Class of 2025

"In five years I see myself slaving away in grad school somewhere."

The Intern Class of 2023



Anandita Pandey

Molecular, Cell and Development Biology
UCLA
Class of 2025

"In five years I see myself in graduate school or medical school continuing to research and potential therapeutics. I hope to keep learning and apply my knowledge in both lab and clinical settings to make an impact on patients!"



Thrisha Praveen

Molecular and Cell Biology
UCSD
Class of 2025

"In five years I see myself in grad school researching molecular and cell biology with some computational aspect. I hope that my overall work helps make medicine more accessible and effective."



Nataniele Scarantino

Marketing
SF State
Class of 2024

"In five years I'll be still in the biotech industry learning all I can."



Lauren Vuong

Biochemistry
UCLA
Class of 2024

"In five years I see myself in my 2nd year of medical school (hopefully)!"



Lucy Yin

Computational & Systems
Biology/Data Science (minor)
UCLA
Class of 2025

"In five years I envision myself working at a biotech company in the Bay Area."

Team Bonding but the Sutro way!

This year, we concentrated on fostering teamwork and developing a bond between mentors and interns. We progressed from getting to know one another's quirky and fun facts, preferences, and pet peeves to taking on the challenge of escaping from an escape room.





Escape Room



#iescaped



Meet our 17 Mentors and their Mentee's!

Mentors & Mentee's



Mentor: Hara Dilley
Mentee: Marc Eidelhoch
Department: IT / Bioinformatics



Mentor: Wadie
Mentee: Lucy Yin
Department: Immunobiology

Mentor: Ravi Singh
Mentee: Victor Arroyo
Department: Chemistry



Mentor: Kris Treanor
Mentee: Nataniel Scarrantino
Department: Commercial

Mentors & Mentee's

Mentor: Eunice Kim
Mentee: Ketan Hoey
Department: PE Discovery



Mentor: Alfredo Hernandez
Mentee: Shandeep Dhillon
Department: Immunobiology

Mentors: Polly Singh & Christina Susanto
Mentee: Maribel Alvarez
Department: Legal



Mentors: David Jenkins & Michael Casuga
Mentee: Laura Jojoa Valentina
Department: Analytical

Mentors & Mentee's

Mentors: Scott Baggett
Mentee: Makenna Domingo
Department: Analytical Chemistry



Mentors: Stephanie Yarborough
Mentee: Sonali Kanaya
Department: PD Downstream

**Mentors: Wilson Foo
Mentee: Ethan Lo
Department: Protein Biochemistry**



**Mentors: Ana Nunez Castrejon
Mentee: Jessica Eanes
Department: Protein Biochemistry**



Mentors & Mentee's

**Mentors: Michael Rabirotff
Mentee: Thrisha Praveen
Department: PD Upstream**



**Mentors: Vikas Patil
Mentee: Esha Dharria
Department: PD Upstream**



Mentor: Young Park
Mentee: Anandita Pandey
Department: Protein Biochemistry



Mentors & Mentee's

Mentor: Josh Laber
Mentee: Claire LaFleur
Department: Formulation



Mentor: Linda Jiang
Mentee: Lauren Vuong
Department: Protein Biochemistry



Mentors' Words for Success!



"Take advantage of any research opportunities even if it is something outside of your field of interest. You never know what type of research you will enjoy more until you try it out."
- Wadie Mahauad



Mentor & Mentee Lunch

Pictured: Ana, Wilson, Ethan, Polly & Maribel

"You can achieve anything you want...follow your heart and don't let anyone or anything stop you, including your doubts and fears"
-Polly Singh



Mentor & Mentee Lunch

Pictured: Linda, Lauren, Young, & Anandita

"My advice for the interns is to be confident in yourself and your abilities, and don't worry too much about the future. Stay on the path that makes you happy (now and in the future) and you will be successful."
- David Jenkins



Mentor & Mentee Lunch

Pictured: Michael C., Laura, & David

"Be open to new ideas and opportunities. No matter what path you choose, keep learning, stay curious, and continue to challenge yourself"
- Linda Jiang



Mentor & Mentee Lunch

Pictured: Michael R., Thrisha, Esha, & Vikas

"No matter what field you venture into. Surround yourself with people you enjoy working with. Humble, smart, and supportive teammates can turn any situation around."
-Stephanie Yarborough

**"Be true to your process. Result will come, sometimes a little late but they surely will."
- Vikas Patil**



Mentor & Mentee Lunch
Pictured: Lily & Marc

**"Keep your positive energy and stay curious!"
- Eunice Kim**

**"When you go to a seminar or talk always ask questions or at least write down one question that you can ask the presenter after the talk. This is a great way to network with other professionals and it will open a lot of doors!"
-Wadie Mahauad**



Mentor & Mentee Lunch
Pictured: Claire & Josh

**"Be a sponge and absorb as much information as possible!"
- Josh Laber**

**"Advice for them would be not to be afraid to make mistakes. In research, sometimes, mistakes leads us to new findings. In addition, not to be afraid of asking questions. One for chemistry interns, to be vigilant about their surroundings and to pay attention to safety protocols."
-Ravi Singh**



Mentor & Mentee Lunch
Pictured: Scott, Sonali, Victor, & Stephanie

**"My first advice would be to work hard and always make room for fun. The second and as important is to carefully consider every opportunity that comes their way."
- Hara Dilley**

Take advantage of any research opportunities even if it is something outside of your field of interest. You never know what type of research you will enjoy more until you try it out."

- Wadie Mahauad



Mentor & Mentee Lunch

Pictured: Scott, Ravi, Wadie, Ana, Linda, Marc, Thrisha, Esha, Anandita, Jess, & Young



Mentor & Mentee Lunch

Pictured: Nataniele, Ravi, Eunice, Wadie & Lucy



Mentor & Mentee Lunch

Pictured: Eunice, Sonali, Wilson, Lily, Ethan, Alfredo & Shan



Pictured: 2nd cohort & Mentors



Mentor & Mentee Lunch

Pictured: Josh, Maria, Magy, Victor, Lucy, Laura & Shan

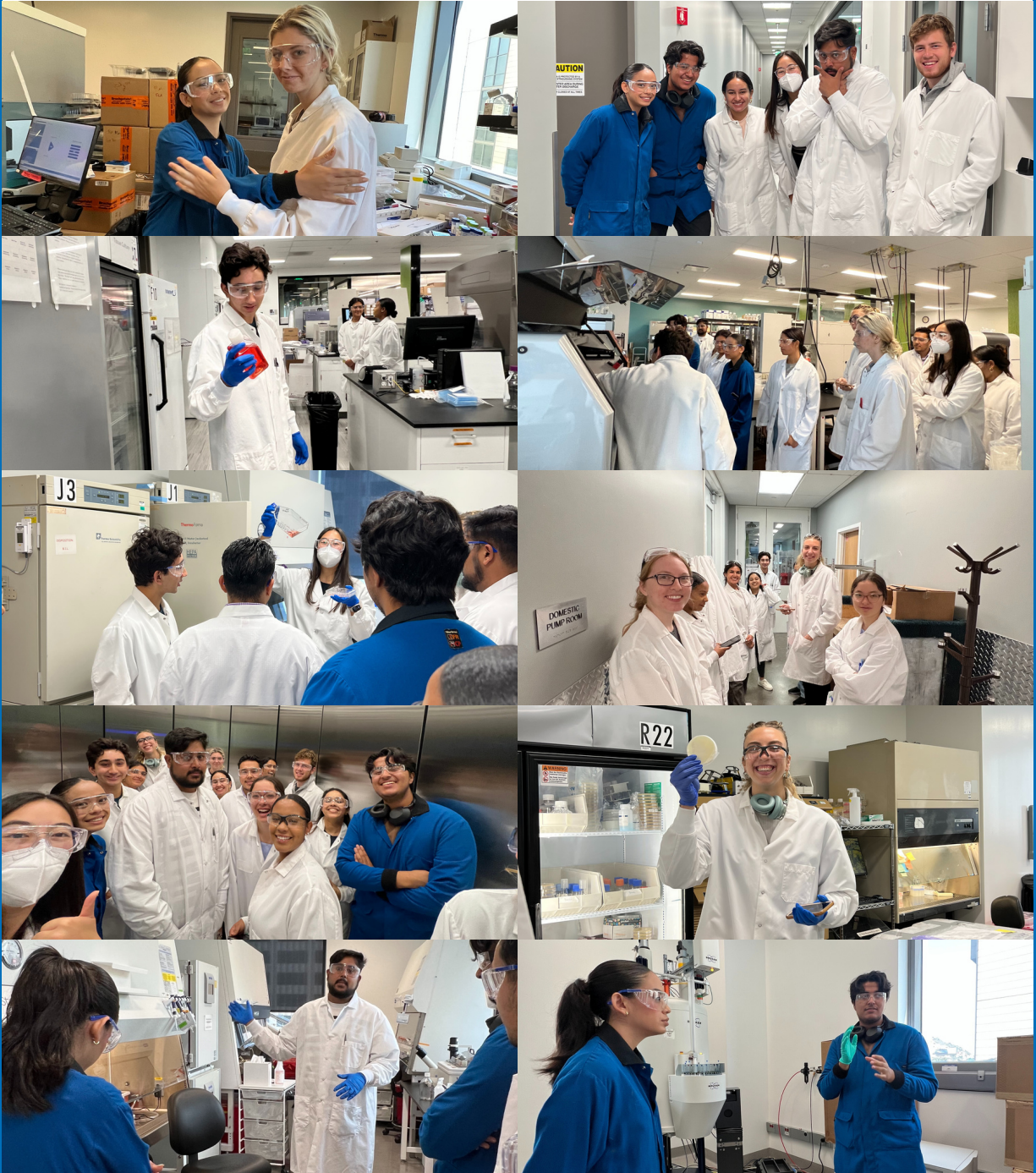


Pictured: 1st cohort & Mentors

"Never be afraid to ask questions and to be sure to ask a lot of them!"
-Christina Susanto



Lab Tours



Interns at Work #labwork





Top Left: Victor, Nataniële, Makenna, Shan, Jess, Ketan & Bill
Bottom Left: Kristen, Laura, Lucy, Marc, Bill, Claire, Sani, Anandita, Esha
Top Right: Ethan, Maribel, Jess, Shandeep, Makenna, Nataniële, Victor, Thirisha, Bill, Ketan
Bottom Right: Shandeep, Ketan, Victor, Nataniële, Ethan, Bill, Maribel, Makenna, Jessica



Boba with Bill

The interns got to know Sutro's CEO Bill Newell over some delicious boba tea while learning about his educational background and experience in law. He highlighted the beginning of Sutro and how much it has evolved since he started. Bill mentioned how important the Sutro culture is to him and how it has developed from the days when there were only 19 employees to the present, when there are roughly 300. The interns received great advice from him, including the recommendation to become knowledgeable about a variety of topics.

"One should become an expert in their major but they should not let that define them."

- Bill Newell



SUTRO
BIOPHARMA



The Art & Science of Drug Discovery

With Anne Borgman & Jane Chung

During an enlightening session at Sutro, the interns were granted a unique opportunity to gain insights directly from two of the many great minds behind the Sutro's success - Jane Chung, our Chief Commercial Officer (CCO) and Anne Borgman, our Chief Medical Officer (CMO). This immersive experience allowed the interns to delve deep into the inner workings of these vital departments. Jane masterfully framed the intricacies of the commercial aspect within the delectable analogy of baking cookies, illustrating how a product, much like a delicious treat, undergoes meticulous preparation before being introduced to the market. This analogy not only engaged the interns' senses but also facilitated a clearer comprehension of how pharmaceuticals are strategically launched. On the other hand, Anne provided a comprehensive overview of the various phases of clinical development, shedding light on the rigorous journey a drug undertakes before reaching the market. Anne's explanation of the length and complexity of actual clinical trials further elucidated the dedication required to ensure safety and efficacy. Through these enlightening presentations, the interns not only gained knowledge but also a deeper appreciation for the multifaceted processes that drive Sutro's innovation and success.



Our Favorite memories at Sutro



Fun Times at Sutro!
#Sutroites #Interns





Pictures from Intern Social
(Claire, Makenna, Jessica, & Maribel)

"My favorite memory from this summer would be the Giants game!"
-Shandeep Dhillon

"My favorite core memory was doing the escape room with Scott. It was really fun and brought us all closer. Definitely would do it again."
-Makenna Domingo



Picture from Giants Game
*(Left to Right Top: Jess, Makenna, Victor, Shan, Lucy, Claire
 Bottom: Jessie, Lauren, Soni, Marc, Maribel, & Magy)*

"My favorite memory this summer was making amazing friends through this internship. Claire helped me move, which I'm so grateful for, and I've loved hanging out with everyone together! I'm constantly laughing, but still manage to get work done! I'm so happy I came to Sutro, it's truly been life-changing; I have grown both personally and professionally! I hope we continue to stay in touch."
-Jessica Eanes



Pictures from Juneteenth Event
(Anandita, Thrisha, & Makenna)

"There are so many! Some would be going on bay walks/chatting with Linda and the interns! The Giants game! Laughing with PBC, Seeing no detectable free drug in my samples!"
-Lauren Vuong

**"One of my favorite memories of the summer has been playing soccer for Sutro! I also really enjoyed the lab tour and getting to see what all of the other interns are working on in the lab every day."
-Marc Eidelhoch**



Picture from Sutro's soccer team
(Victor, Jessica, Claire, & Marc)

**"Going to the escape room and collaborating with my mentor on something outside of work."
-Anandita Pandey**



Picture from Lab Tours

(Left to Right: Lucy, Makenna, Ketan, Soni, Jess, Shan, Maribel, Claire, Laura, Lauren, Nataniele, Thrisha, Marc, Esha, & Victor)

**"Escape room! Being able to bond with our mentors was fun. It was something different that was related to work."
-Maribel Alvarez**

**"My favorite memory here was going on lunch with my team and hanging out with my department."
-Nataniele Scarantino**



Selfie at Escape Room

(Left to Right: Lauren, Sonali, Anandita, Esha, Victor, & Makenna)



Intern Social
(Thrisha, Laura, Anandita, & Lucy)



Juneteenth Event
(Nataniele, Claire, Dea, & Victor)



Intern Giants Game
(Thrisha, Claire, Lucy, Victor, Marc & Soni)



Intern Presentations
(Magy, Interns Class 2023, & Maria)



Intern Social
(Marc, Shan, Ketan, Ethan, Nataniele, & Victor)



4th Floor Open House
(Maribel, Lucy, Nataniele, Victor)



4th Floor Open House
(Lauren, Lucy, Anandita, Laura)



Intern Giants Game
(Anandita, Thrisha, Lucy, Shan, Jessie, Maribel, Marc, Soni)



Intern Giants Game
(Nataniele, Ketan, Victor, Linda, Lauren, Jiahui, Tiffany Chen, Jessica)



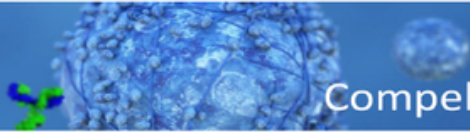
Intern Presentations
(David, Michael, Nataniele, Lucy, Michael, Anandita, Lauren, Linda, Vikas Bottom: Wadie, Joyce, Laura, Justin, Thrisha, Esha)



Intern Social
(Ketan, Soni, Anandita, Shandeep, Esha, & Thrisha)



Sutro's Softball Team
(Back: Jess, Joaquin, Jason, Bill, Kevin, Ee-been, Dayson, Lester Front: Muaz, Nate, Karla, Andrew, Joey, Karla, Maria, Jason W, Glenn, Dan, Magy)



CORE OPERATING PRINCIPLES

At Sutro, our collaboration drives how we achieve results. By putting the goals of Sutro first, we aim to make a difference in the lives of patients. We strive to make a difference as individuals and as part of a team. We do all that we can to do our best work every day; working collaboratively towards goals which are met most effectively by valuing the importance of working together with purpose.

Below are the guiding principles that inform how we collaborate with excellence. We invite you to read on!

Collaboration and Execution

We are inspired by our work and the opportunity to make a difference in the lives of patients, their families, health care providers, and our society as a whole:

- Our work matters and is meaningful, important, and challenging. What we do makes a difference.
- We take pride in our ability to work together to solve difficult problems.
- Our energy is spent on how to make things happen with a spirit of innovation and execution.
- We are actively interested in and concerned for the success of every team member.
- When conflicts or differences arise, we go directly to the individual(s) to find a path forward.
- We are known for our ability to work together and to accomplish great things.

Respect and Engage

We listen first. We value the perspective of our colleagues knowing that they have a point of view which is important to hear and understand:

- We are each responsible for creating an environment where we work diligently to solve problems and technical challenges.
- We encourage everyone to have a voice and the opportunity to contribute through a frank exchange of ideas and perspective.
- We are able to acknowledge concerns and admit mistakes and to move forward, together. We ask before we tell to encourage an environment where everyone is heard.
- We assume positive intent and keep the best interest of Sutro at the forefront, always.
- We are critical thinkers and do not criticize others, ever.

Integrity and Dependability

We can be counted upon to persevere and deliver timely results. We have a relentless focus on achieving our goals:

- We share the accountability for defining clear roles, plans, and aligned goals.
- We are mindful of being cost efficient and view our financial decisions as investments in our future.
- The quality and excellence of our work is of extreme importance.
- When we have a difference of opinion or approach, we work together to find a solution and once identified, we support that decision.
- We have an unrelenting passion to learn from both our successes and our failures.
- We support the efforts of our colleagues and trust them to achieve.

Diversity, Equity, Inclusion and Belonging

We continuously strive to embrace our differences and different points of view:

- We value diversity and we see and embrace our differences. Diversity offers different points of view and different points of view contribute to our best work.
- We work with intent and sustained effort to identify and address bias.
- We believe our daily actions make a difference.
- We are passionate about making opportunities available at Sutro and contributing to community efforts which result in tangible opportunities for under-represented communities.
- We are committed to health care equity and actively engage in approaches and strategies which support the advancement of health care equity.

Collaboration and Execution

- Value and encourage independent thinking and different points of view. We believe that there is always more than one "right way". Build on the ideas of others.
- Actively listen to not only the content of what someone is communicating but also the perspective and importance to your colleague. Make sure that your colleagues know they are being heard.
- Keep all forms of communication clear, concise, and to the point.
- We have zero tolerance for negative behavior.
- Meetings – be prepared, be on time, provide an agenda, be an active participant, stay focused and end on time. Importantly, end meetings with a clear understanding of what was decided and who needs to know.
- Offer, welcome, and realize the value of constructive feedback and course corrections. Delivery should happen face-to-face rather than through e-mail or through other people.
- Celebrate Success and be a relentless learner.

Respect and Engage

- Treat each other respectfully; with honesty and candor. Be plainspoken and direct.
- Be kind and receptive in your listening, interactions, and communications.
- Frankly exchange views, even controversial views of challenges and mistakes without fear of blame. Focusing on solving and addressing the problem rather than criticism.
- Recognize and celebrate employee contributions, reward individual and team performance, and create a positive environment directed towards high achievement.
- Honor confidentiality and build trust by being someone others count on.
- Respect team members' and partners' time and opinions, regardless of title and position.
- Consider the perspectives of all stakeholders, while always keeping the interests of Sutro first and foremost.

Integrity and Dependability

- Take personal ownership and responsibility to achieve results.
- Honor your commitments, timelines, deadlines, and budgets.
- We trust our colleagues to deliver.
- Communicate the purpose and plan with your teams.
- Inform early and often if commitments cannot be met and why. Offer solutions of what can be done.
- Involve your team in seeking solutions to challenging problems.
- Embrace change, be adaptive and demonstrate flexibility.

Diversity, Equity, Inclusion, and Belonging

- Trust and respect both guide and are the foundation for each of our actions and interactions, both internally and externally.
- We act with intent and create a climate of inclusion and belonging with every colleague.
- We have zero tolerance for behaviors which do not exemplify being inclusive.
- A shared purpose, putting the needs of patients first, is central to our culture of inclusion and belonging.