

SUTRO
BIOPHARMA

2024 Intern Yearbook

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Sutro's Internship Program

Following the footsteps of Sutro's first intern magazine last year, this intern yearbook was created in appreciation for and recognition of all the interns' immense hard work and growth throughout the 2024 summer!

Interns were paired with mentors to work on a variety of projects ranging from paperwork in Regulatory to PR statements in Investor Relations, or even from auditing in Quality to testing ELISAs in Formulation and Drug Development.

In these pages you will be able to read about the incredible journeys of our interns, wisdom and advice from their mentors, the amazing speakers that took the time to get to know and care for our interns, and the memories, friendships, and experiences that will last a lifetime.

To our mentors, thank you for taking the time to guide and develop the interns in their young career journeys. To our interns, as you adjust back to the academic life, please remember to never underestimate your ability to make a difference and contribute to something great! Stay curious and continue make the most of every opportunity that comes your way!

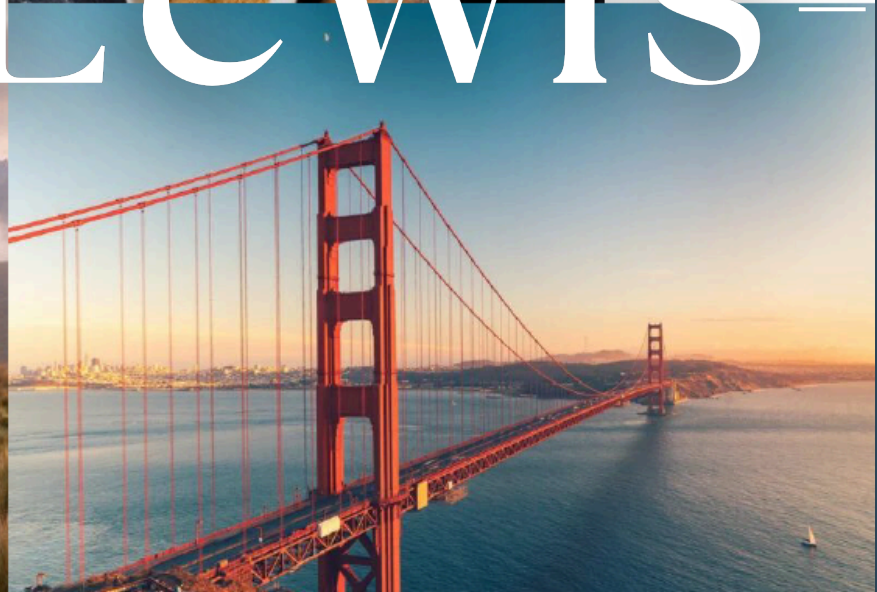
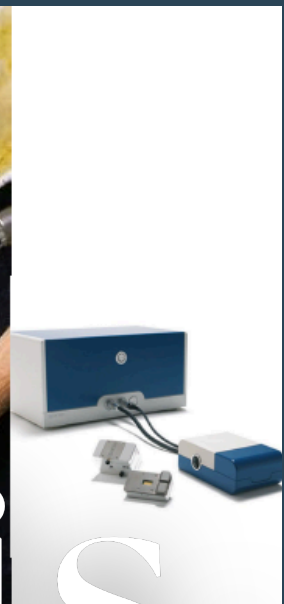
Your Intern Program Leaders,
Maria Bruk, Sr. Manager, People & Culture
and **Serena Spada**, Intern, People & Culture





INTERNS





Gabby Lewis

Favorite Sutro Memory

Getting to know all the other interns
and learning about research in an
industry setting.

Goals for the Next 5 Years

Attend grad school (either PhD or
medical).

“Most Likely to
Take All the
Chocolate
Almonds”





- Gaby Urena -

Gaby Urena

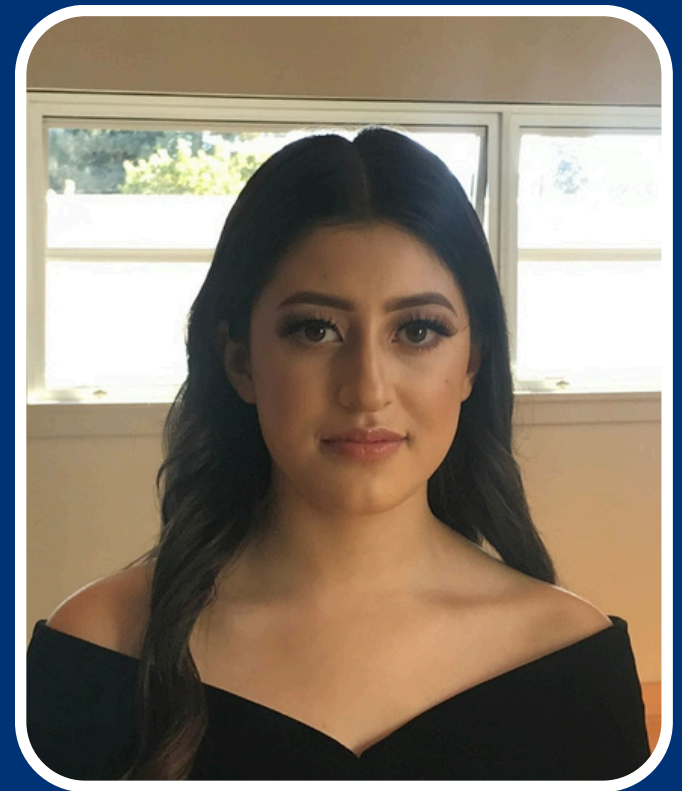
Favorite Sutro Memory

Going to my first ever baseball game was a great new experience.

Goals for the Next 5 Years

Over the next five years, my main goal is to land a job in the biotech industry working on medical devices. I also want to take time to myself and travel the world, so I get to experience new cultures.

“Most Likely to
Have Beef with
Serena”





Georgia Milani

Favorite Sutro Memory

The post-3pm giggles in the
conference room.

Goals for the Next 5 Years

In the next five years, I hope to keep
exploring different business sectors of
the biotech industry to find where I
thrive the most, and perhaps apply to
business school.

“Most Girl Boss”



A collage of 15 photographs featuring Jada Medina and her friends. The photos show them in various settings: a farm with horses, a beach, a birthday party with balloons, a park, and indoor gatherings. The name 'Jada Medina' is written in large white letters across the center of the collage.

Favorite Sutro Memory

My Favorite Sutro memory was
getting the opportunity to
experience my first Giants game!!

Goals for the Next 5 Years

My goals for the next 5 years is to
have a career in the Biotech industry
and get my Masters!

“#1 Paper
Jammer”





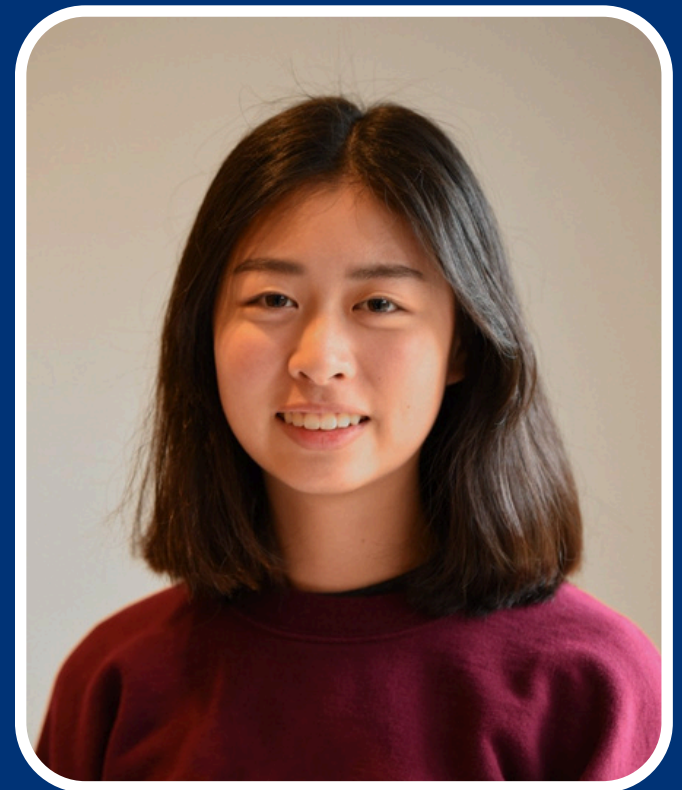
Favorite Sutro Memory

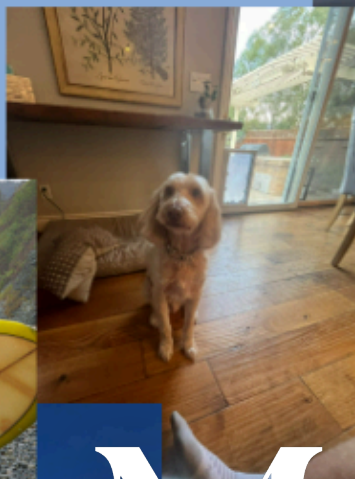
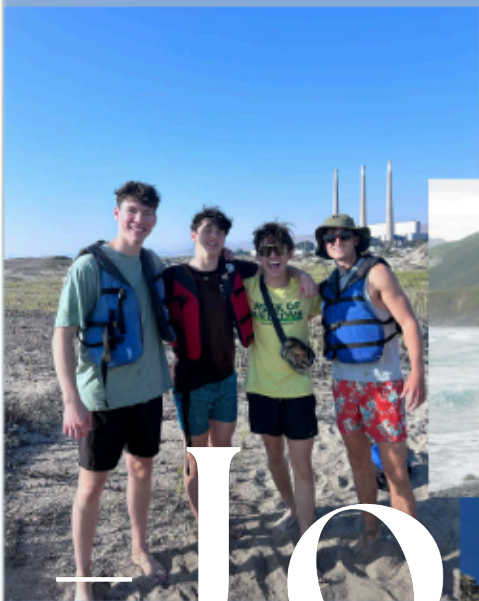
Having fun at the company picnic!

Goals for the Next 5 Years

To continue biochemistry research in
graduate school.

“Scariest Computer Screen to Look At”





Jono Moore

Favorite Sutro Memory

The water balloon toss at the summer picnic.

Goals for the Next 5 Years

Graduate School and later working in the biotech industry.

“Most Likely to
‘Reply All’ to a
Company Email”



A collage of various photos including food, travel, and personal moments, with the name 'Kartik Khner' overlaid in large white text. The collage includes images of a waterfall, a plate of food, a dog, a couple, a pizza, a bowl of food, a man's portrait, a group of people, and a Molten NCAA basketball.

Favorite Sutro Memory

The water balloon game at the picnic.

Goals for the Next 5 Years

Get a decent job or get into a good grad school and live somewhere I haven't before.

“Most Likely to
Make These
Faces:





Kate

Carlos

Favorite Sutro Memory

My favorite Sutro memory is: singing and eating takeout with the other Sutroites. Also Jono water-boba-gate.

Goals for the Next 5 Years

In the next 5 years, I will have just finished college and I hope to be pursuing my PhD :~)!

“Sutro's Shakira”





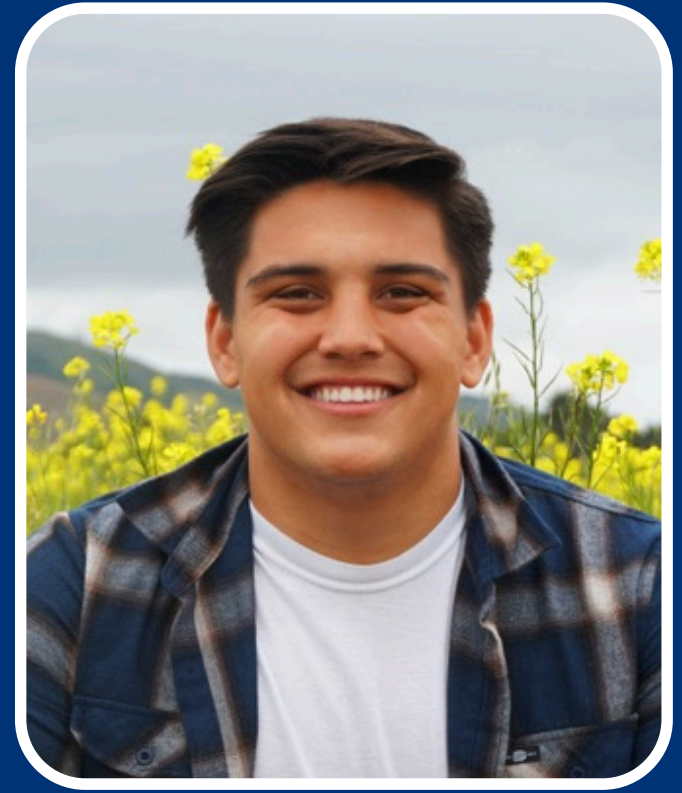
Favorite Sutro Memory

3pm conversations in the intern
conference room every afternoon.

Goals for the Next 5 Years

Continue developing a career in the
biotech industry and pursue graduate
school.

“Cookie Queen”





Maya Druch

Favorite Sutro Memory

Starting brat biopharma in union square conference room on the 4th floor.

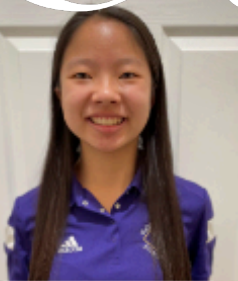
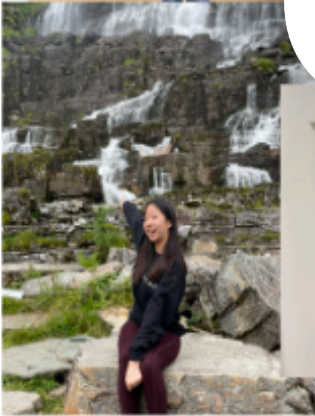
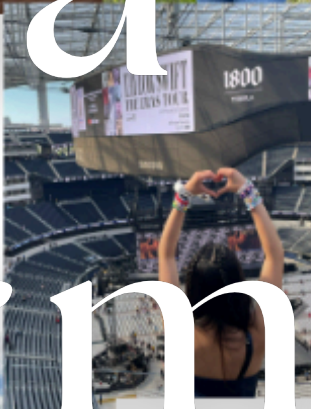
Goals for the Next 5 Years

I hope to successfully be finishing graduate school as a PhD in an oncology-related field. I also hope to continue growing and making more connections in biopharma. Eventually, I hope to enter the field as a full-time employee helping patients receive better cancer care.

“Most Likely to Befriend the New York Rats”



Mia Guterman



Favorite Sutro Memory

Filming the introduction video for the Intern Social and going to the escape room with our mentors!

Goals for the Next 5 Years

I want to continue focusing on school and gaining experience throughout college. Afterwards, I would love to attend some form of graduate school to further my professional and personal development!

“Most Likely to
Give a Lecture
With 100+
Slides”





Serenada Spada

Favorite Sutro Memory

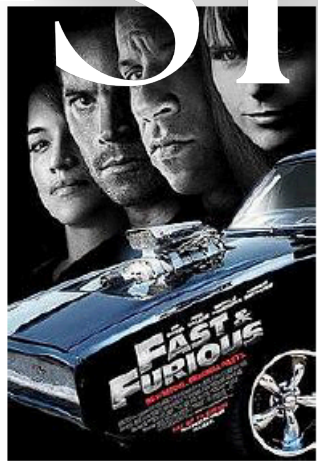
Getting to meet everyone! I loved our 3pm intern talks in Union Square, family lunches with the PNC Team in at our dining table, and Bagel Mondays! Also the 1st floor water machine is the greatest thing I've EVER.

Goals for the Next 5 Years

Get into grad school for developmental psychology or work in the field of HR at a company with an oncology focus! Other goals: do a pull-up, read the whole Bible, see my nieces graduate elementary school, hit level 40 on Pokemon Go, and overall lead a fulfilling life!

“Most Likely to Send ‘ :) !! 😊 ’ in a Work Email”





Shaila Mehta

Favorite Sutro Memory

My favorite Sutro memory was going to visit the floor of Manufacturing during a run. It was amazing to see the process of how part of the product was produced especially since I have spent so much time working with the data from the Manufacturing Batch records.

Goals for the Next 5 Years

In the next five years I hope to have entered the industry as a Chemical Engineer. I want to learn more about all fields I can work in manufacturing.

“The Most
Mysterious
(Behind Her
Crazy Shades)”





Tiya Shah

Favorite Sutro Memory

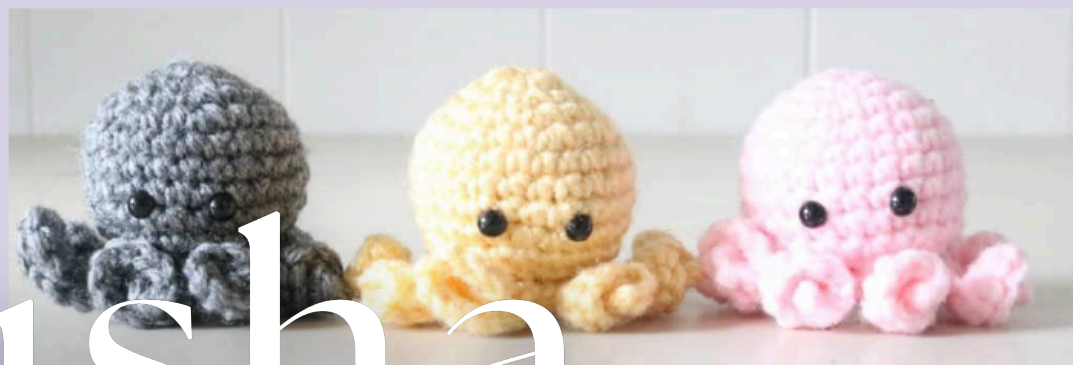
My favorite Sutro memory was doing the escape room with my mentor and other interns. It was really fun to apply our problem solving and collaborative skills outside of work. I also really enjoyed the picnic and all the times spent with the other interns in Union Square!

Goals for the Next 5 Years

Over the next five years, I plan to pursue an interdisciplinary degree in bioengineering and business management. I hope to leverage my education towards advancing biotherapeutics and oncological drug development within the industry, with the ultimate goal of improving patient care by bringing cutting-edge cancer treatments to market.

“Most Likely to
Make Work Her
Second Home
Due to Staying
Too Late”





Trusha Bhagwat

Favorite Sutro Memory

My favorite memory was running the picnic games with the other interns!

Goals for the Next 5 Years

In five years, I hope to be working towards my PhD.

“Most Down
for Anything”



Victoria Mai



Favorite Sutro Memory

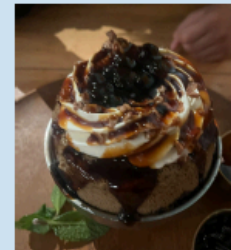
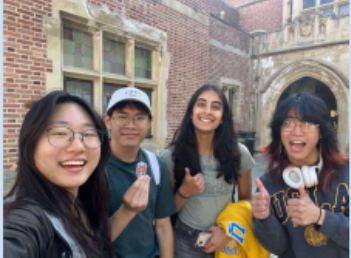
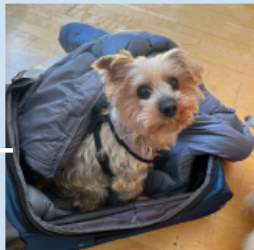
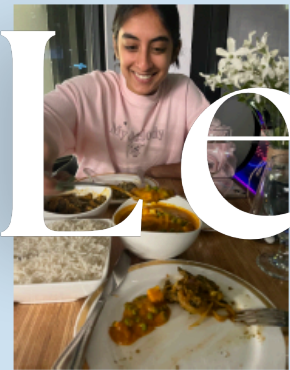
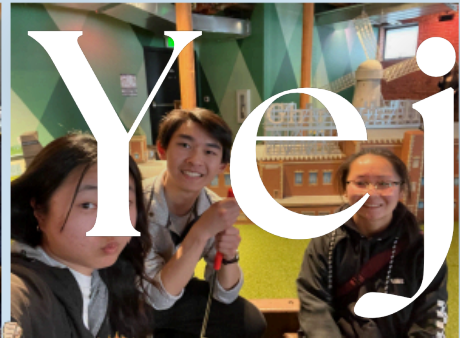
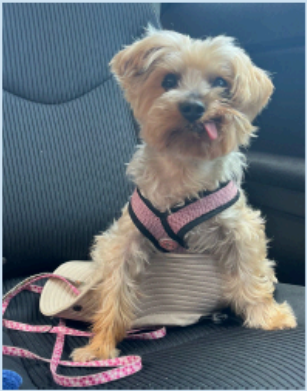
Escaping the escape room, yippie!

Goals for the Next 5 Years

I hope to be in graduate school!!!

“Most Likely to
Burst Out
Laughing”





Favorite Sutro Memory

Compiling my remaining credit at the Giant's game with the other interns to buy a large bag of cotton candy.

Goals for the Next 5 Years

I keep discovering and developing my passions in both my career and personal life. I hope to be doing something I love five years from now.

“Most Down for Boba”



GUESS THE INTERN



BABY PHOTOS





MENTORS



Alan Nguyen

Alan and Gabby's Human PTK7 Transfections and Dual
Project(s): Conjugate ADC Testing



Advice for their Mentee

Keep moving forward with your professional and academic path! You're on a very good road right now and whichever profession you take up (medical, graduate, industry), being resourceful and having a high emotional intelligence will take you very far.

Favorite Part about being a Mentor

Being able to teach as much as I can in a short amount of time.

Scott Chan & Andy Tran



Mentor/Intern Project(s):

San Carlos manufacturing equipment capabilities, GAP assessment worksheet, and generated a facility fit document

Advice for their Mentee

Scott: Pursue a profession that you are truly interested in.

Andy: Enjoy the last couple years of college!

Favorite Part about being a Mentor

Scott: Answering mentee questions that I have never thought of asking myself.
Broadens my perspective.

Andy: Seeing Gaby apply her skills to generate a template that MSAT can use for future pipeline programs coming into San Carlos.

Kris Treanor & Emily White



Kris, Emily, and Georgia's Project(s):

External stakeholder mapping: Patient advocacy groups, FDA, investors, etc.

Advice for their Mentee

Kris: Always stay curious!

Emily: Don't do anything I wouldn't do

Favorite Part about being a Mentor

Kris: Twofold: The energy and questions coming from interns, and from my end being able to share one person's path and perspectives to the extent that I can help

Emily: Having the chance to introduce students to potential career paths they hadn't previously considered

Omar Craviotto

Omar and Jada's Project(s): Scanning of MBRs to convert from paper to electronic records. This is important to boost Sutro's data integrity.



Advice for their Mentee

Continue to work hard and continue to be proactive. In life, just doing the bare minimum is never enough. Always have pride on your work and go the extra mile.

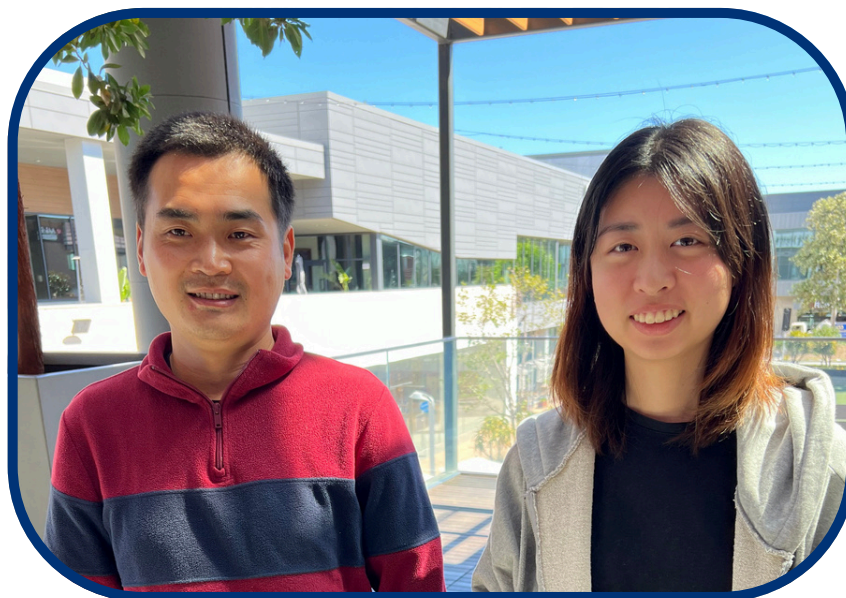
Favorite Part about being a Mentor

Working with young people and passing down my experiences to them, so they do not have to figure it all out on their own.

Xiangwei Zhu

Xiangwei and Jennifer's
Project(s):

Building an interactive website for
pharmacokinetic and chemistry data
analysis and visualization.



Advice for their Mentee

Always be open to learning new things
and asking questions.

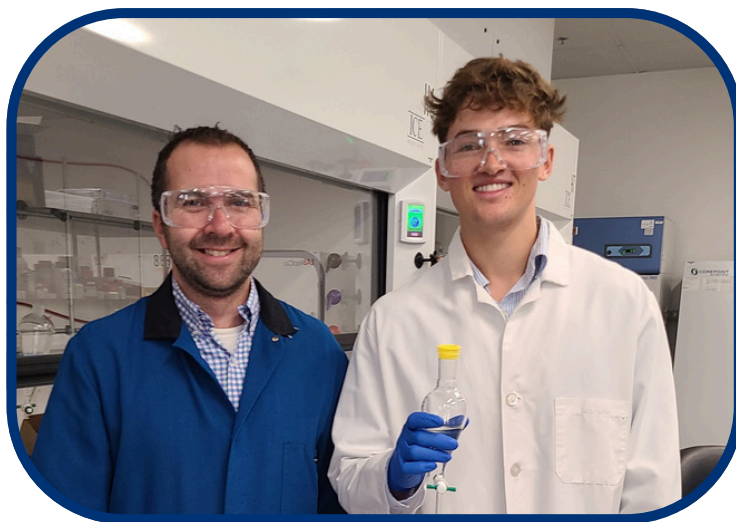
Favorite Part about being a
Mentor

Watching mentees grow and achieve
their goals.

Samer Daher

Samer and Jono's
Project(s):

Exploring Phosphoramidate-Cysteine
Conjugation



Advice for their Mentee

When pursuing your dreams, follow your passion and take your time to determine the best course of action. There are many opportunities ahead of you in life, and I have no doubt that your perseverance and diligence will put you on the correct path. I have had the pleasure of working with you this summer, and I hope the best for your personal and professional endeavors.

Favorite Part about being a Mentor

Training Jono revives some cheerful memories back in the days when I was trained by seniors during both my undergraduate and graduate studies. I tried my best to convey the basic soft and hard skills to him that are essential in the research field. Overall, it was a fruitful experience as Jono managed to learn fast and accomplish the goals of his project.

Josh Laber

Josh and Kate's Project(s): Developing an ELISA to detect protein concentration with both fluorescent and HRP detection methods



Advice for their Mentee

Be a sponge - learn as much as you can about as many things as you can!

Favorite Part about being a Mentor

Being there when something scientifically "clicks" and the excitement of getting good data!

Angad Basra & Gagneet Parmar

Advice for their Mentee

Angad: I would tell him that he should do what he loves because that joy is the key to a happy life and doing great work. Most people don't see opportunities because they are disguised as hard work. Mistakes are usually the greatest learning opportunities, so don't let the fear of failure stop you from achieving your dreams!

Favorite Part about being a Mentor

Angad: My favorite part about being a mentor was witnessing the growth and development of my mentee. I enjoyed sharing my knowledge and experiences, knowing that my guidance could help them avoid common pitfalls and succeed in their careers, just like others have done for me. Building a strong relationship with my mentee and learning from their perspective was great. Ultimately, making a positive impact on their professional journeys and celebrating their successes was awesome!



Angad, Gagneet, and Kartik's Project(s):

SP8166 Process A Data Entry/Data Analytics/Trend Overlays, H1K Low Main Peak CEX Investigation Data Dive, STRO-02 Type C GMP data effort

Angad Basra & Gagneet Parmar



Angad, Gagneet, and Kartik's Project(s):

SP8166 Process A Data Entry/Data
Analytics/Trend Overlays, H1K Low Main
Peak CEX Investigation Data Dive, STRO-
02 Type C GMP data effort

Advice for their Mentee

Gagneet: There really isn't anything that prompts me to offer a super specific advice as he's fantastic the way he is. I guess don't be afraid to put yourself out there, be bold enough to make mistakes, and keep the lessons.

Favorite Part about being a Mentor

Gagneet: As a first-time mentor (co-mentor) it was great to see Kartik so keen on learning, showing deep curiosity, and "asking great questions" (one of the comments from Exec. Dir MSAT). As my area of expertise and background is very different from Kartik's, it was rewarding to be able to share knowledge on subjects and systems different from his formal education.

Dani Lewis & Nichole Hein



Dani, Nichole, and Luke's Project(s):

QC of Module 2.6.4., the first draft of a clinical study report, MANY documents, and almost hyperlinking a 100+ page document

Advice for their Mentee

Dani: Gain as many experiences as you can while you have time to pivot. It's good to know early if you like lab work, academia, pharma, or writing and everything that come with it.

Nichole: Keep asking questions!

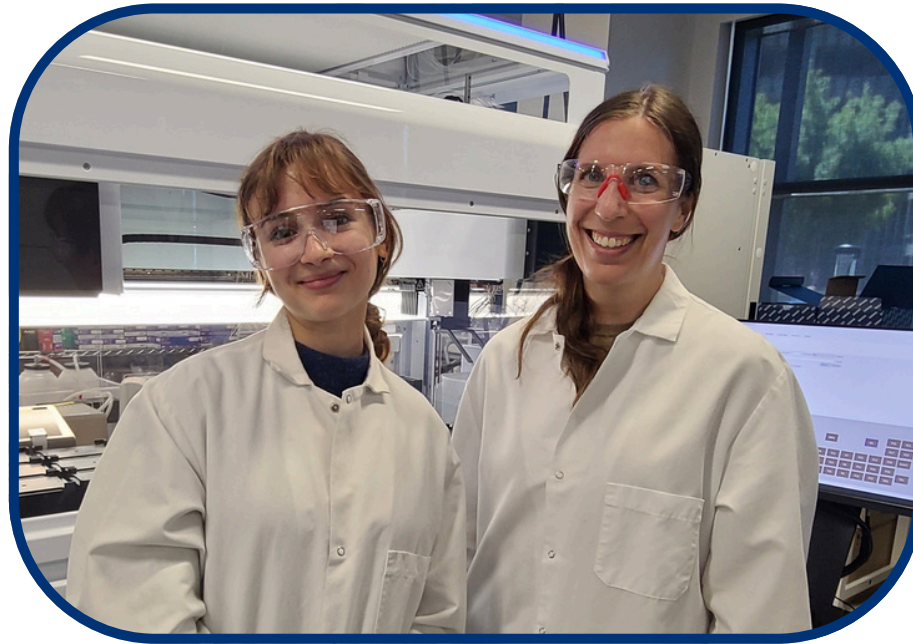
Favorite Part about being a Mentor

Dani: It is always fun to watch a person go from knowing nothing about a subject and then totally crush it by the end of the internship.

Nichole: My favorite part about being a mentor was sharing with Luke a part of drug development he had never seen before, knowing he would be bringing it forward to others.

Katie Beglinger

Katie and Maya's Project(s): Primary screening for our new targets and developing a polyspecificity assay on the Carterra.



Advice for their Mentee

The biggest advice I would give is to keep learning and to ask a lot of questions to get diverse expertise.

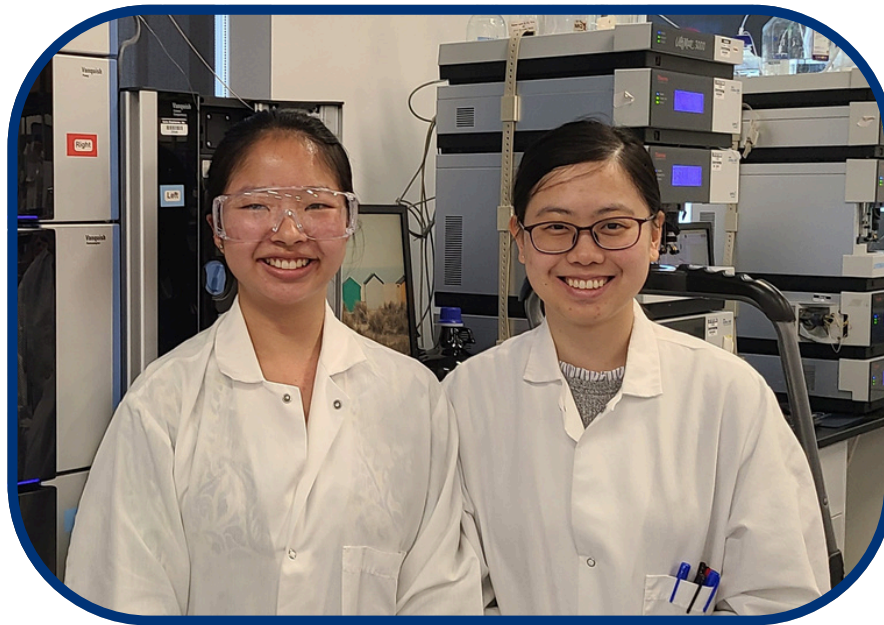
Favorite Part about being a Mentor

I loved seeing Maya grow into the role and see her get more comfortable with different assays throughout the summer.

Wenjia Gu

Wenjia and Mia's Project(s):

Hydrophobicity and pI measurement for all 68 samples and comprehensive data analysis, icIEF, and the Escape Room and Amazing Race!



Advice for their Mentee

Keep doing good science and keep the enthusiasm!

Favorite Part about being a Mentor

It was great to feel the enthusiasm from Mia and see her growth in solving scientific questions.

Maria Bruk

Maria and Serena's Project(s):

Running an amazing internship program with many collaborative projects that required coordination with multiple attendees for various events which helped the mentors and interns develop teamwork, comradery, and project management skills.

Advice for their Mentee

I'd love to provide Serena food for thought as she goes through her professional and personal life: Be Curious.

Always ask questions as to why things work the way they do. Never stop learning. Continue to be proactive by thinking 5-steps ahead. Everything is not always so great so, be ready for challenging situations as setback will definitely help you stand out and build resilience.

Be adaptable and build your confidence with humility. Staying humble as an individual contributor or a leader will be remembered by your colleaques. Finally, be yourself, continue to smile and shine bright as you own and take control of your career and life. Nothing will be handed to you so, you'll have to make smart choices. Life happens and know that there's "Footprints" to always refer too.



Favorite Part about being a Mentor

My favorite part of being Serena's mentor is being able to see her growth and development with the interns and all of the partnerships she's made. I love seeing her continue to build on her confidence and achieve our goals in making this a successful and fun internship program.

Qing Wong & Kevin Fong



Mentor/Intern Project(s):

Creating data entry templates to extract data from paper batch records from Reagent manufacturing to perform data analysis and gain new insights into our manufacturing scale processes

Advice for their Mentee

Qing: Don't prematurely close any doors before you've tried the thing.

Kevin: Try to learn and absorb as much as you can, and find what you are interested in and passionate about.

Favorite Part about being a Mentor

Qing: Sharing my previous experience.

Kevin: My favorite part about being a mentor is sharing my knowledge, insights and experiences in the industry.

Gabriel Jagoe-Seidl

Gabriel and Tiya's Project(s): Robotic High Throughput Automation of Small Scale Protein Purifications



Advice for their Mentee

Find out how to enjoy failure, learn from it, and finally to integrate it into your success.

Favorite Part about being a Mentor

Working alongside a new and curious mind!

Alfredo Hernandez

Alfredo and Trusha's
Project(s):

HT29, HCT116, CHO cell line transfections
with hSTEAP family and testing benchmark
antibody activity on target antigen



Advice for their Mentee

Never doubt that you are an excellent scientist, and you should never undersell the hard work and dedication that you are a paragon of.

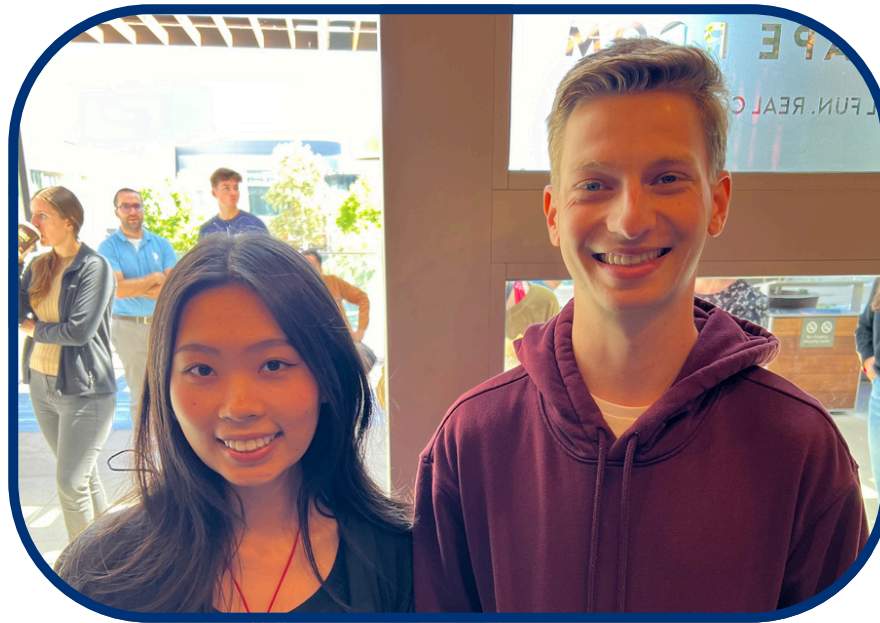
Favorite Part about being a Mentor

Seeing my mentee grow as a scientist and celebrating their hard work and achievements with them.

David Jenkins

David and Victoria
Project(s):

DAR Fractionation, Benchtop
Conjugations, Peptide Mapping



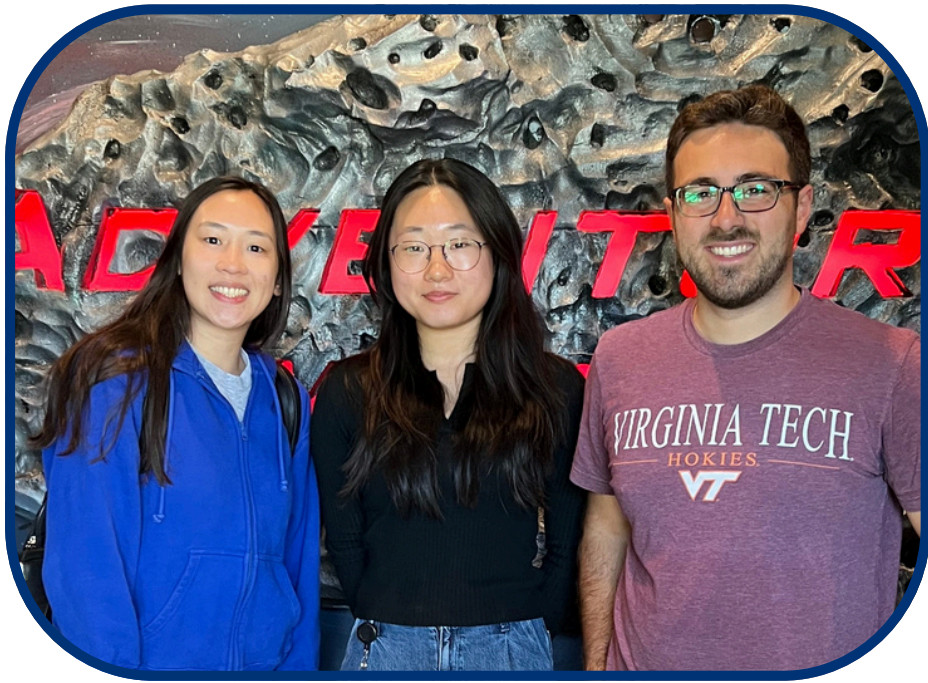
Advice for their Mentee

Keep doing what you're doing, you are an excellent worker and you have great intuition and problem-solving skills!

Favorite Part about being a Mentor

Getting to share my knowledge and experience with someone who is passionate and excited to learn!

Christian Lehman & Corinne Mark



Christian, Corinne, and
Yejin's Project(s):

Pipetting, ELISAs, RT-qPCR Assay for Heavy
Chain mRNA

Advice for their Mentee

Christian: Keep your curiosity and eagerness to learn more! It rounds out your skills and helps you focus in on what really interests and motivates you.

Corinne: Be confident and don't be afraid to try new things!

Favorite Part about being a Mentor

Christian: It's so fun and rewarding to see your mentee gain an understanding of new concepts and techniques, and then seeing them take that new skill to start executing new experiments on their own.

Corinne: Observing the progress that my intern has had with improving lab skills and overall confidence!

The background is a solid dark blue. Overlaid on this are several large, intricate, organic shapes that resemble coral or a complex molecular structure. These shapes are rendered in various shades of blue, from light cyan to deep navy, with some areas appearing slightly translucent or having a textured, almost crystalline quality. They are positioned in the upper right and lower center of the frame.

EVENTS



FIRST DAY (COHORT 1)

Our first cohort of interns (Gabby, Jada, Kartik, Luke, Maya, and Mia) joined us in-person to meet their mentors, get lunch with their teams, learn about their summer projects, and become part of the Sutroite family!



Time for our second cohort. We welcomed Gaby, Georgia, Jennifer, Jono, Kate, Serena, Shaila, Tiya, Trusha, Victoria, and Yejin.

FIRST DAY (COHORT 2)

JUNETEENTH/PRIDE LUNCHEON

For the company's Juneteenth/Pride Luncheon, our interns came together to create a Jeopardy-style game for all Sutroites based on highlighting the history and significance of both Juneteenth and Pride.



Interns grabbed a slice of pizza and learned more about the scientific side of Sutro from long time Sutroites: Gang Yin, Alice Yam, and Xiaofan Li, guest-starring Hanspeter Gerber!

PIZZA LUNCH & LEARN



INTERN JOURNEY TALK

During this panel, interns gained perspectives from previous interns Dan Capone, Madison Billmann, Marlen Canales, and Miguel Velasco who gave advice on intern and career navigation, discussed their careers at Sutro, and answered any and all intern questions.



For summer bonding, interns attended a staple San Francisco event: an SF Giants baseball game at Oracle Park! Interns left with hot dogs, collective cotton candy, and a Giants' win!

GIANTS GAME

LINKEDIN LEARNING SESSION 1: CAREER PATHWAYS

Learn new skills through LinkedIn Learning! This session covered navigating career journeys to be best set up for career path success, followed by a panel of Linda Fitzpatrick, our CPO, Jason Wong, and Maria Bruk from our People and Culture. They all shared wonderful insights into their winding and, frequently, non-linear career paths.



This session covered how to best utilize Excel. After, we were joined by Monica Rosenfield who gave an AWESOME and clear overview of Excel which included navigation, shortcuts, and functions/formulas!

LINKEDIN LEARNING SESSION 2: EXCEL

THE ART AND SCIENCE OF DRUG DEVELOPMENT

Interns learned more about Sutro's research from CSO, Hanspeter Gerber, the clinical trial process from our CMO, Anne Borgman, and the business/investor aspect of Sutro, as they explained how patients are at the center of all we do.

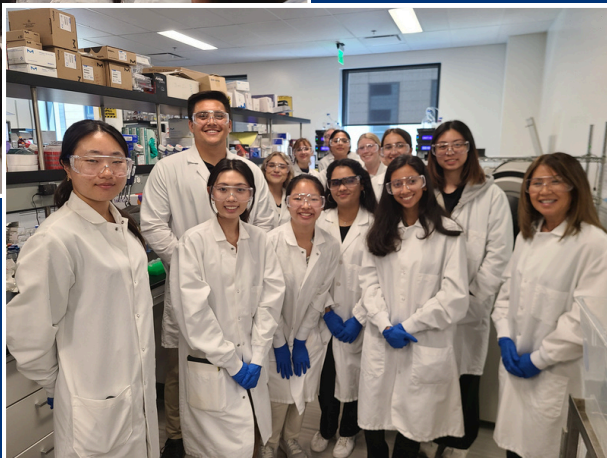
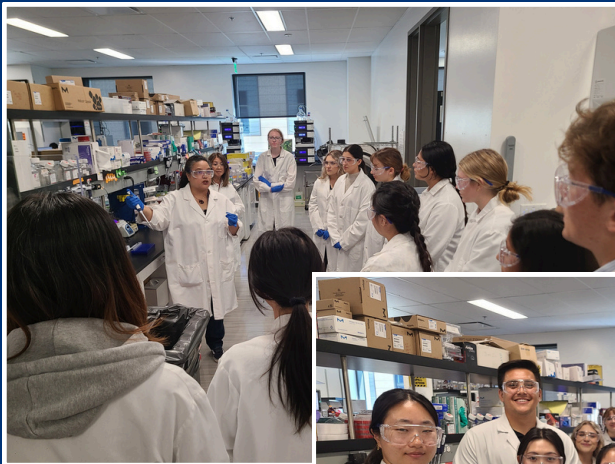


This final LinkedIn Learning Session was on effective presenting tips and PowerPoint tools. To further our understanding, we then had a panel by Kelly Kitazumi, Roozbeh Riahi, and Kris Treanor who opened up about the importance of being yourself and finding the importance in what you present.

LINKEDIN LEARNING SESSION 3: PRESENTING/POWERPOINT

MENTOR/MENTEE ESCAPE ROOM

Interns and their mentors came together for a Team Building activity: an Escape Room at Red Door Escape Room! Only 2/5 teams escaped though... After, all enjoyed a delicious meal at Shake Shack.



Mary Rose, Madison Billman, Kelly Kitazumi, and the Protein Bioengineering department led a pipetting demo and department tour. Each SSF intern then provided a 10-minute description of their lab and what they are working on.

SSF INTERN LAB TOUR AND PIPETTING DEMO/COURSE

COMPANY PICNIC

Interns attended Sutro's Summer Picnic where they enjoyed a petting zoo, soft-serve, face painting, balloon animals, a magician, and led fun, Olympic-style games!



Interns had the opportunity to explore more labs and learn about the manufacturing and quality control side of Sutro through Melvin Flores's tour of Sutro's San Carlos site! Guest starring Tayonn Hall!

SC LAB/WORKSPACE TOURS

COFFEE AND DONUTS WITH BILL (GROUP 1)

Interns got to converse with Sutro's CEO, Bill Newell, over coffee and donuts! Bill talked about his career journey, answered their questions, and gave advice on the importance of working hard to recognize and seize lucky opportunities that come their way.



For the second group of interns, Bill touched on answers and advice he gave the previous day, while adding onto his vision for company culture and the power of persistence when we inevitable face “mountain after mountain.”

COFFEE AND DONUTS WITH BILL (GROUP 2)

RESUME/INTERVIEW FIRECHAT

We had firechats to ensure that interns' resumes and interview skills allow them to showcase themselves as the best possible applicants, incorporating all they've been learning through this internship through short, five minute interview sessions!



Welcome to Sutro's Amazing Race! The interns planned a company-wide social which was Amazing Race themed. Interns planned challenges, acted as emcees and cameramen, and rewarded winners. We then ended with a time of fun, food, and bonding with all Sutroites!

INTERN SOCIAL

INTERN PRESENTATIONS

The final task! Interns presented their projects and accomplishments from the summer to the whole company! They answered questions and gained advice from mentors, the Senior Management Team, and coworkers alike.





OUR SUMMER



"Coming together is a beginning, staying together is progress, and working together is success."
- Henry Ford



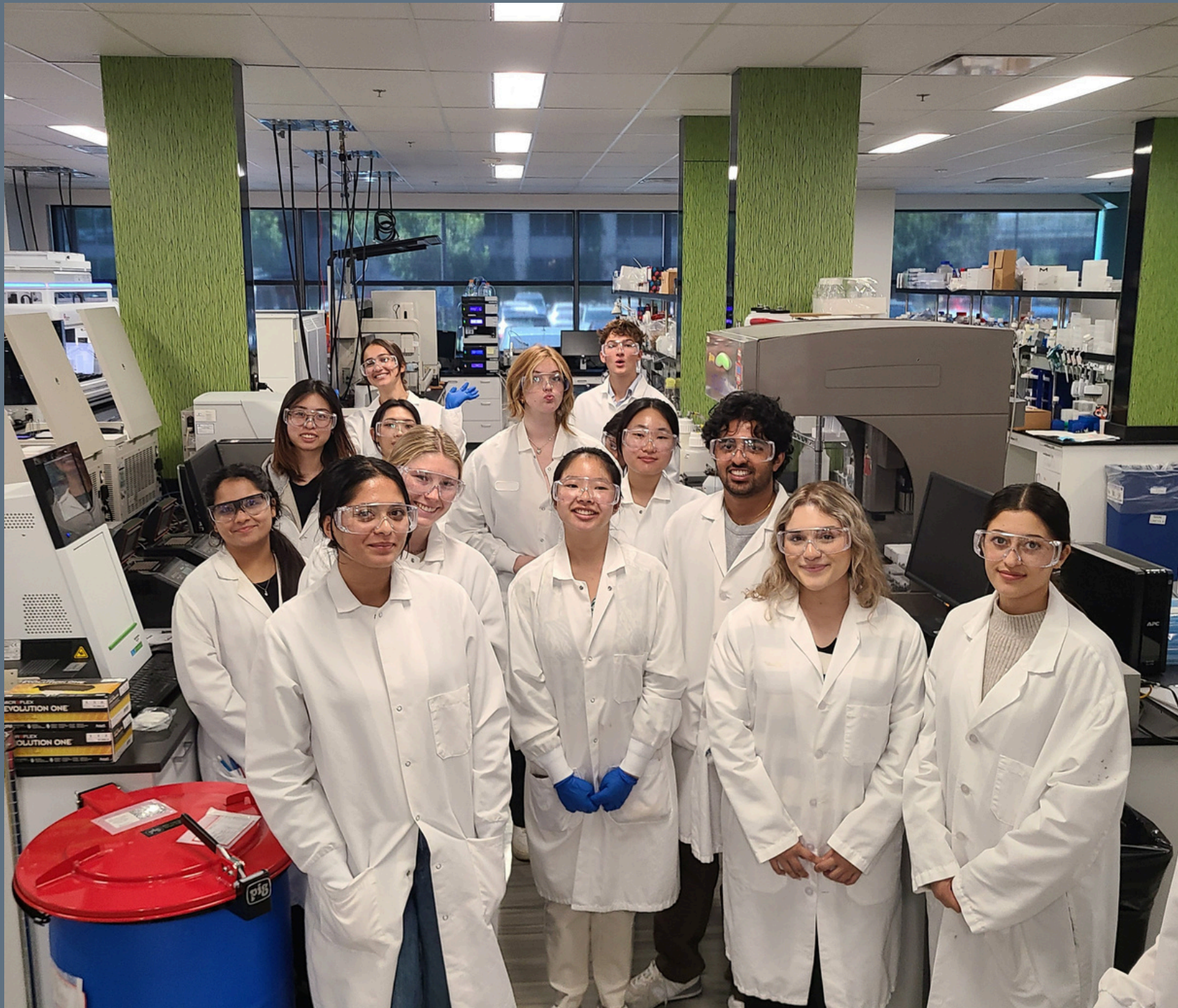




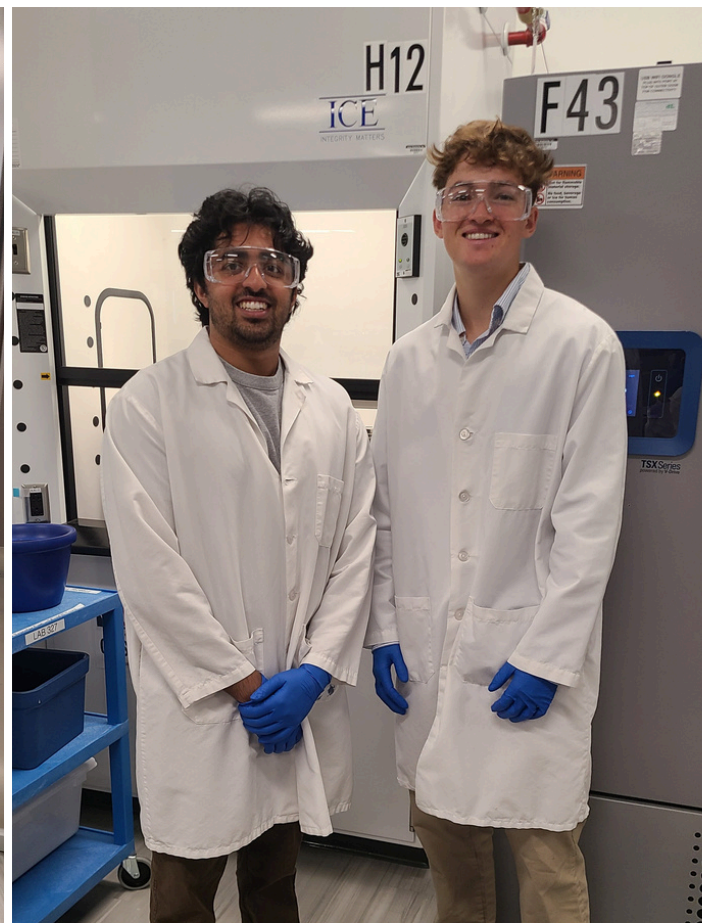
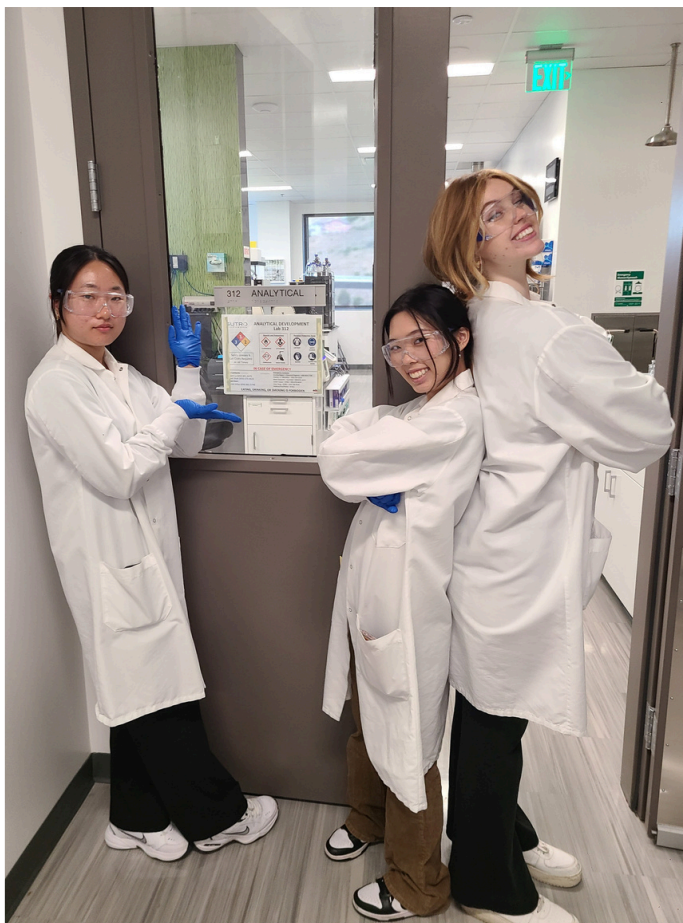
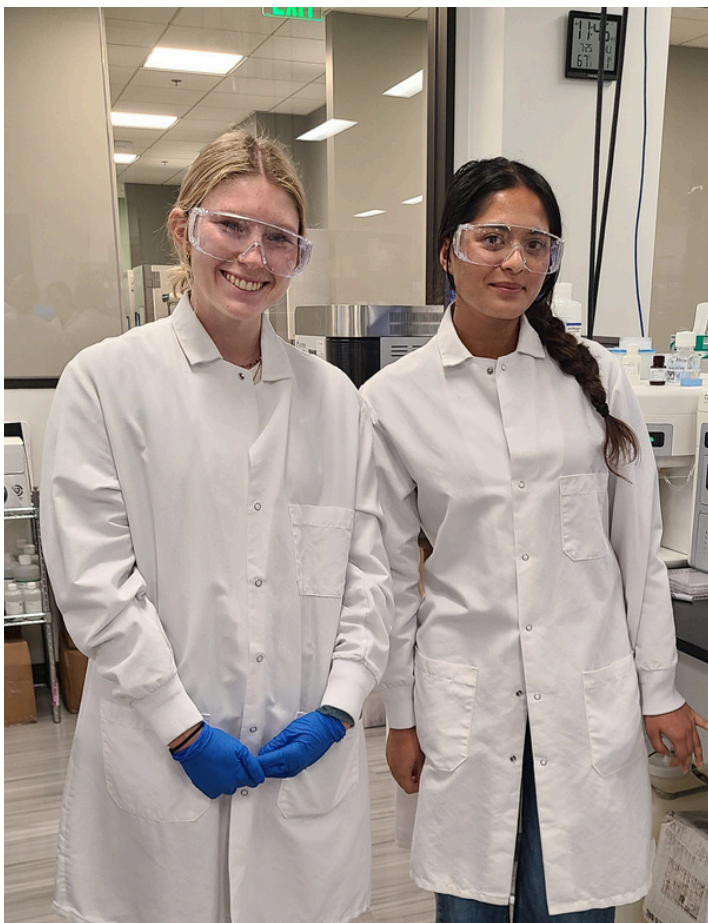
"We're all about team here. It's not just one guy, it's a group of guys working together. That's what makes this game special."
- Bruce Bochy



Our Purpose Is Our Patients



At Sutro, we are ***boldly harnessing biology*** to realize the full potential of ADCs.



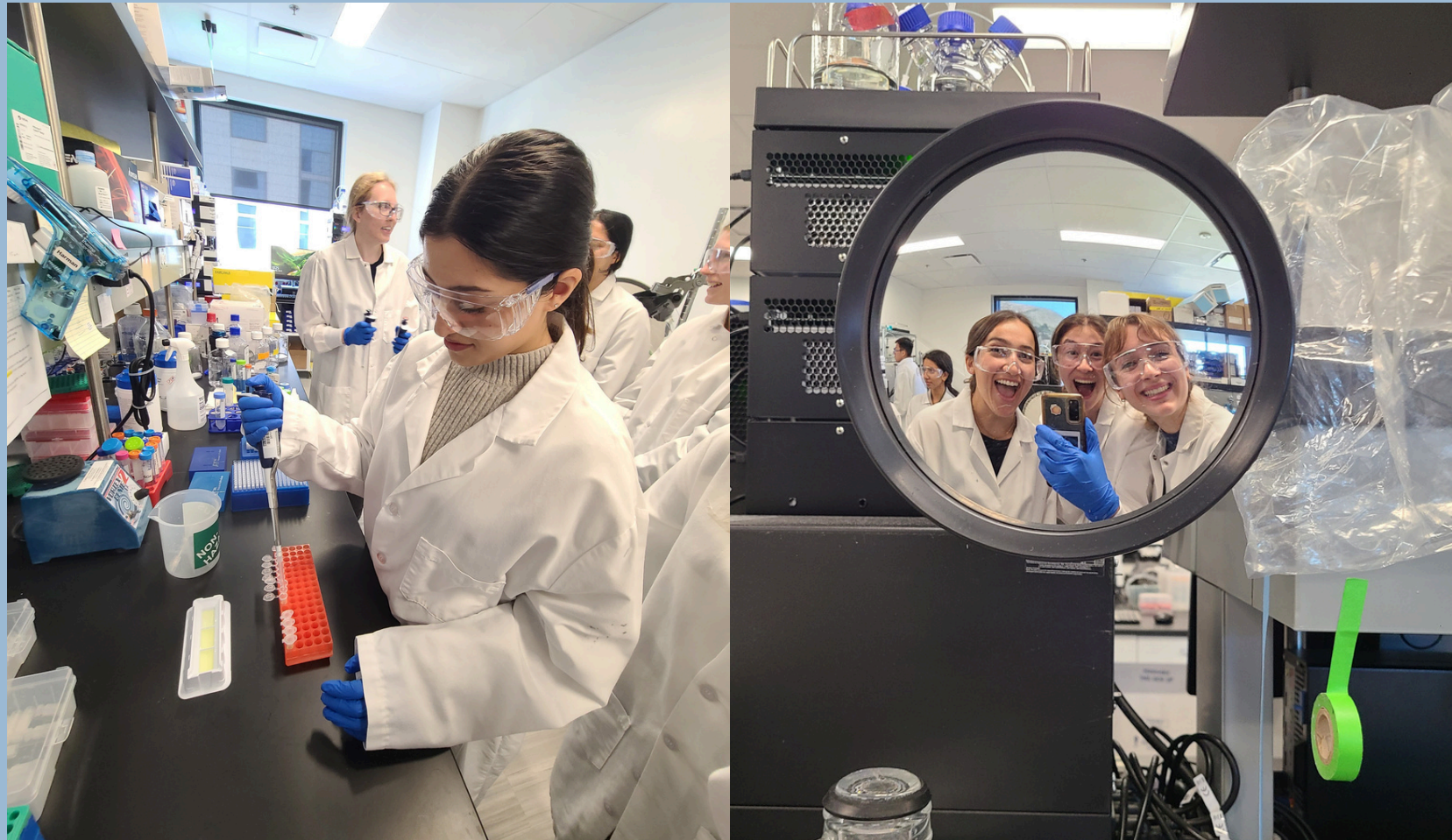
"Science never sleeps, and neither does progress."



"A little break together makes the team stronger."





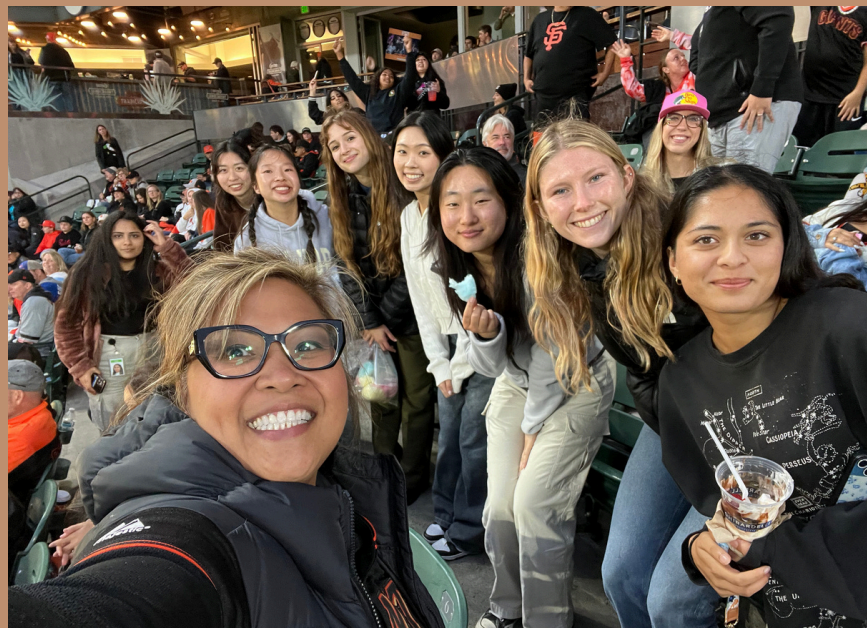


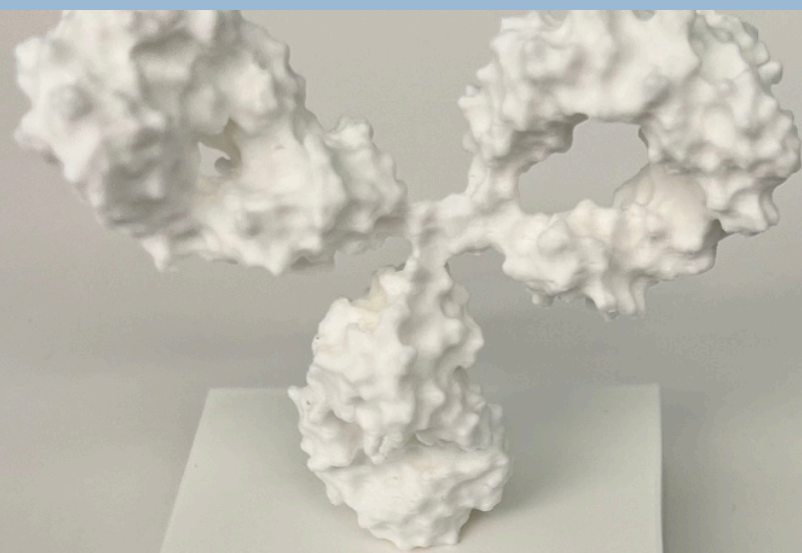
"Alone we can do so little; together we can do so much." - Helen Keller





"Individually,
we are one
drop.
Together, we
are an ocean."
- Ryunosuke
Satoro

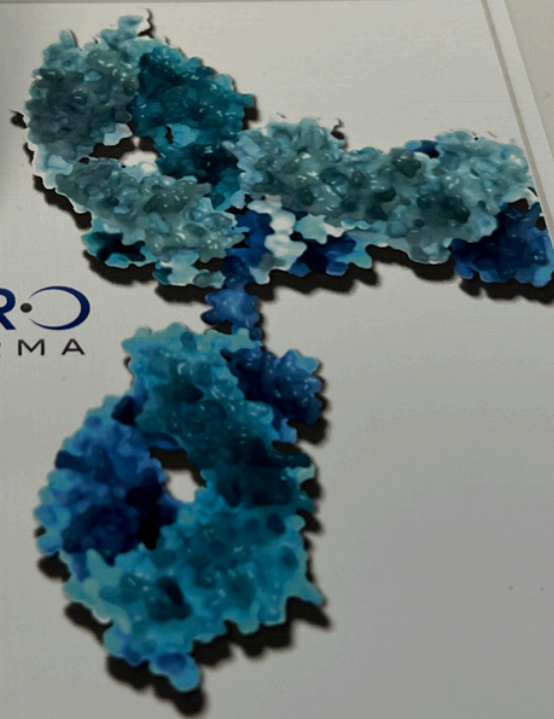




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**Patients are Sutro's
passion and purpose.**



THANK
YOU

Thank you to all our interns,
mentors, speakers, People and
Culture team, Facilities, IT,
SMT, and all Sutroites who met
with and guided our interns
through their journey. This
internship program would not
be possible without you.

Sutro Biopharma

Dedicated to transforming the lives of cancer patients by creating medicines with improved therapeutic profiles for areas of unmet need.



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