

B R I S T O L - M Y E R S S Q U I B B

**LAW DEPARTMENT DIVERSITY AND INCLUSION
INTERNSHIP PROGRAM**



Bristol-Myers Squibb

Bristol-Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail against serious diseases. Around the world, our medicines help millions of people in their fight against serious diseases including cancer, cardiovascular disease, and rheumatoid arthritis.

Our R&D organization is among the most productive in the industry. Since 2010, BMS has delivered many new medicines to patients. Additionally, our philanthropic programs through the Bristol-Myers Squibb Foundation have given new hope to some of the world's most vulnerable citizens.

As a BioPharma leader, what sets us apart is our commitment to helping patients prevail over serious diseases and our focus on finding innovative medicines to combat those diseases. Having a diverse team of employees and an inclusive culture is vital for innovation and successfully executing our BioPharma business strategy. We are committed to fostering a globally diverse workforce and a companywide culture that encourages excellence, leadership, innovation and a balance between our personal and professional lives.

In 2019, Bristol-Myers Squibb received the following recognition:

Bristol-Myers Squibb was recognized as one of 2019's 100 Best Companies by [Working Mother](#)— marking the 22nd consecutive year that our company has made the list. The company was recognized for encouraging female advancement as well as the comprehensive array of benefits offered, including on-site childcare and flexible work options. The company was also recognized as a Hall of Fame member with at least 15 years on the list.

Bristol-Myers Squibb was again recognized as a Military Friendly Company by Viqtory Media, showcasing the most powerful and effective military programs in the marketplace. BMS was also recognized by Viqtory Media for its commitment to working with Veteran Owned Businesses.

Additional awards and recognitions can be found on [bms.com](https://www.bms.com).

THE INTERNSHIP PROGRAM

In alignment with our focus on the diversity of leadership within our organization, Bristol-Myers Squibb is committed to increasing the diversity and inclusion of attorneys within the legal profession overall.

Starting in 1999, Bristol-Myers Squibb created a paid summer internship program for law students who were interested in experiencing the practice of law within a corporate law department. Bristol-Myers Squibb will continue this 10-week summer program in 2020.

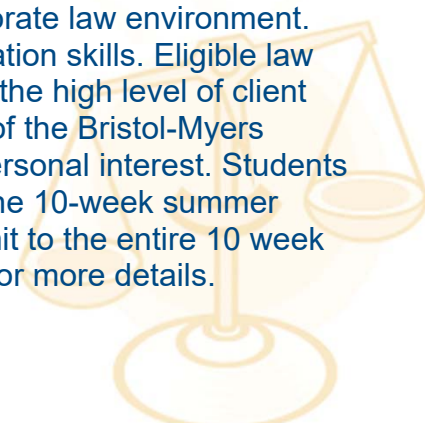
The summer internship program offers valuable career development opportunities to law students by providing client- and customer-focused assignments under the supervision of various members of our legal staff. The assignments will vary by department, but are expected to include various areas of compliance and legal practice, including regulatory, corporate/transactional, global product development and supply, employment/privacy, corporate governance/securities, intellectual property, and litigation. The positions primarily are based at our offices in Central New Jersey and may support multiple geographies. A biology or chemistry background is strongly preferred for any candidates interested in patent law. Summer internships are not expected to lead to an offer of full-time employment.

This internship program will:

- Introduce law students to the varied and complex legal issues encountered in a corporate legal setting;
- Expose law students to various career paths available in a corporate legal setting; and
- Match students with mentors in Bristol-Myers Squibb who can provide ongoing guidance on professional development throughout their academic and professional careers.

In addition to gaining in-house experience, our program provides learning opportunities in different areas of the law relevant to the pharmaceutical industry. Past activities have included direct exposure with clients and outside counsel, networking opportunities, seminars conducted by senior management representatives of various business units, career development programs, tours of our manufacturing facilities and an opportunity to present to the General Counsel.

Bristol-Myers Squibb is seeking qualified law students of diverse backgrounds who are interested in obtaining a unique experience within a world-class corporate law environment. Students should have excellent academic credentials and communication skills. Eligible law students should also possess outstanding interpersonal skills, due to the high level of client contact. Up to nine qualified students will be placed in various areas of the Bristol-Myers Squibb Law Department based on their academic background and personal interest. Students will receive \$1,000 per week (based upon a 40-hour work week) for the 10-week summer program. It is highly recommended that the students be able to commit to the entire 10 week program. Interested students should refer to our Recruitment Profile for more details.



Naomi Gulama
Summer Internship Class of 2019



“Interning at Bristol Myers Squibb was an invaluable experience. Not only did I have the opportunity to connect with attorneys from various fields I also made long lasting friendships within my internship class. Through the numerous networking events, I was able to interact with many attorneys from prestigious law firms. This was a true diversity and inclusion program, as BMS’s supportive atmosphere made me feel comfortable to come to work as my true self every day. The attorneys at BMS genuinely care about the interns’ success during the summer and for the future.

I had the pleasure of interning with the HR Law and Privacy department. Working

within this group solidified my interest in employment law, and I am happy I got to work with attorneys that exemplified the qualities of lawyering I hope to obtain in the future. Through the substantive assignments and the meetings that I attended, I learned about several major employment laws and cutting edge issues within the field. When interviewing for subsequent opportunities, employers were often impressed with how much I learned within only two months. Essentially, this department taught me that a company is only as good as the wellbeing of its employees.

I never hesitate to tell anyone how great this internship was for me, and definitely encourage other law students to apply.”

Tino Illiparambil
Summer Internship Class of 2018



“Interning with Bristol-Myers Squibb has been one of my most rewarding experiences in law school. Working in the U.S. Commercial

Law and Commercial Regulatory Affairs Department provided me with an opportunity to analyze the complex issues encountered within the pharmaceutical industry.

Not only was I able to gain substantive legal experience by discussing risk mitigation solutions in promotional review meetings, but I was also given the opportunity to address regulatory concerns. Within my first few weeks, I was given the privilege of presenting to the entire Commercial Legal & Compliance/Regulatory Affairs and Litigation Departments on the issue of preemption affecting failure-to-warn tort claims.

This Diversity Fellowship also provided me with networking opportunities. I was encouraged to meet distinguished attorneys from various backgrounds including big law, U.S. district courts, and district attorney's offices that provided with me guidance on navigating my own legal career. I also participated in external events such as a legal research workshop and a trial advocacy competition where I was able to develop the skills necessary to become a successful lawyer.

Employers have been eager to learn about my unique experience with such a reputable organization. The relationships I built during my summer led me to entering my 2L year with confidence. I will forever be grateful to my mentors, the Diversity & Inclusion Committee, and my co-interns who created an unforgettable experience for me this past summer."

*Terrell Hutchins
Summer Internship Class of 2017*



"Spending my summer with Bristol-Myers Squibb was, without question, the perfect way to end my 1L year and begin my 2L journey. As an intern with the Trademark, Copyright & Brand Protection department, I gained substantive exposure to the legal analysis necessary to procure and protect an innovative company's intellectual property. My mentor and supervisors assigned projects that enhanced my legal skills and fostered my understanding of the company's important issues. For instance, I enjoyed an opportunity to contribute to the department's analysis of a recent Supreme Court decision that invalidated a provision within the Lanham Act, and explored how that decision may impact commercial strategies. I was also able to collaborate with co-interns and attorneys from BMS' other legal departments, such as Corporate Governance, R&D, and Commercial Litigation. Through all of my work, BMS attorneys did not hesitate to contribute their expertise and knowledge whenever I had questions.

One of the most rewarding aspects of interning with BMS was participating in professional workshops and networking events with distinguished outside counsel. At every event, there were valuable opportunities to build relationships with accomplished practitioners. Employers regularly inquire about my summer with BMS and I am able to share a passionate

response, full of substantive work examples, from an experience that surpassed expectation. The BMS Legal Department provides a worthwhile summer internship program and I strongly recommend taking advantage of this opportunity. ”

HOW TO APPLY

Students interested in applying for this corporate law department internship must forward their applications to elliott.korsen@bms.com by January 8, 2020. ***Applications submitted after this date, or formatted incorrectly, will not be considered.*** To be formatted correctly, each application must be submitted in one PDF document with the applicant's name as the title of the file, and include (in the following order):

- Application cover sheet
- A cover letter from the student indicating:
 - Why the student is an excellent candidate for the program and specifically how the student would contribute to the program.
 - A statement of how your life experiences have informed your views on the importance of diversity and inclusion.
- A current resume
- A legal writing sample (no more than 3 pages)

Students selected for interviews may be asked to submit their law school transcript.

Qualified applicants will be invited to interview in early 2020 with an anticipated internship start date in late May 2020. Interviewees may be asked to provide references as part of the interview process.

Bristol-Myers Squibb Company Law Department
2020 Diversity & Inclusion Summer Legal Internship Program
Recruitment Profile

The Bristol-Myers Squibb Company Diversity & Inclusion Summer Legal Internship Program is intended to provide exceptional law students with a unique and in-depth opportunity to work in the corporate law department of a premier global BioPharma company. We seek qualified law students of diverse backgrounds who have exhibited an interest in learning about healthcare, pharmaceutical, or corporate practice. Although summer internships are not expected to lead to an offer of full-time employment with Bristol-Myers Squibb, our internships provide a professional experience that should prove valuable to participants and future employers. The positions will primarily be located in our Central New Jersey offices with occasional travel to our New York City office. The interns will be making trips between company sites as part of the summer program and are expected to arrange their transportation between sites.

In assessing potential candidates, this program seeks law students from groups that have been historically underrepresented in the legal profession and

- Are in good academic standing; and
- Have shown a commitment to high ethical standards.

Candidates who are selected for an interview by Bristol-Myers Squibb should be prepared to respond to any of the following questions:

- How has your law school experience influenced the direction and focus of your future law career?
- What personal characteristics or circumstances make you an excellent candidate for this internship?
- What is your interest in healthcare, pharmaceutical or corporate practice?
- Do you have prior or current experience in the healthcare field (professional or otherwise) and if so, how has that experience influenced your perception of the healthcare field?
- What are your professional aspirations? Where do you see yourself five years after graduating law school?

Candidates should submit their completed applications to elliott.korsen@bms.com by January 8, 2020.

Applications submitted after this date, or formatted incorrectly, will not be considered. To be formatted correctly, each application **must be submitted in a single PDF document** with the applicant's name as the title of the file (i.e., **John Doe.pdf**), and include in the following order:

- Application cover sheet
- A cover letter from the student indicating:
 - Why the student is an excellent candidate for the program and specifically how the student would contribute to the program.
 - A statement of how your life experiences have informed your views on the importance of diversity and inclusion.
- A current resume
- A legal writing sample (**no more than 3 pages**)

Students selected for interviews may be asked to submit their law school transcript.

Bristol-Myers Squibb Law Department
2020 Diversity & Inclusion Summer Legal Internship Program
Application Cover Sheet

Name: _____

Law School: _____

Expected Graduation Year: _____

GPA/Class Rank: _____

Areas of Interest: Please rate your top 3 areas of interest with 1, 2, and 3. Assignment to practice areas will be determined following interviews and at the time offers are made.

_____ Commercialization and Development Law and Market Compliance

_____ Transactional/Contracts

_____ Employment Law

_____ Privacy Law

_____ Patents

_____ Trademarks/Copyrights

_____ Litigation

_____ Research and Development Law

_____ Global Product Development and Supply

_____ Corporate Governance/Securities

How to apply: Students interested in applying for this internship must forward their applications to elliott.korsen@bms.com by Wednesday, **January 8, 2020**. **Applications submitted after this date, or formatted incorrectly, will not be considered.** To be formatted correctly, each application **must be submitted in one PDF document** with the applicant's name as the title of the file, and include (in the following order):

- Application cover sheet indicating your top 3 Areas of Interest
- A cover letter from the student indicating:
 - Why the student is an excellent candidate for the program and specifically how the student would contribute to the program.
 - A statement of how your life experiences have informed your views on the importance of diversity and inclusion.
 - Brief description of why the student is interested in the three (3) selected areas.
- A current resume
- A legal writing sample (**no more than 3 pages**)

Students selected for interviews may be asked to submit their law school transcript.

Description of Intern Responsibilities

Commercialization and Development Law and Market Compliance

- Develop an understanding of the legal and regulatory framework applicable to the commercialization and development of pharmaceutical products
- Provide solutions-oriented legal and regulatory advice to business teams as to the sales and marketing of Bristol-Myers Squibb products including the development of promotional materials and non-promotional communications

Transactional/Contracts

- Reviewing and drafting contract markups;
- Sitting in on counseling sessions with clients and negotiations with opposing counsel;
- Developing contract templates and negotiation playbooks;
- Researching evolving areas of transactional law; and
- Developing training programs for contracting teams.

Employment Law

- Developing knowledge of employment laws
- Researching questions of law
- Participating in meetings with clients on legal issues
- Helping to develop policy or best practices
- Drafting forms or training

Patient, Data & Privacy Law

- Developing knowledge in the areas of privacy, conduct of clinical trials, drug safety, patient advocacy & philanthropy
- Researching questions of law
- Participating in meetings with clients on legal issues

Patents

- Assisting in the preparation of USPTO and ex-US patent office responses
- Participating in counseling sessions with clients and litigation meetings
- Researching areas of patent law
- Developing knowledge of US and ex-US Patent Law

Trademarks/Copyrights

- Participate in trademark clearance programs;
- Review and draft cease and desist letters;
- Sitting in on meetings counseling clients on trademark and copyright issues;
- Research issues concerning trademark and copyright enforcement.

Litigation

- Attend witness meetings and court proceedings
- Research issues relating to litigation and government investigations
- Participate in strategy calls and meetings

Research and Development Regulatory Law

- Research issues regarding investigational new drug regulations, sponsor and investigator responsibilities in clinical trials, use of study data and samples outside of clinical trials, and similar matters
- Assist with response to Health Authority Inspections and internal audits
- Participate in meetings regarding product safety/pharmacovigilance, grants and corporate giving, revisions to R&D Standard Operating Procedures
- Review and edit informed consent forms, clinical trial recruitment materials, medical plans, and press releases

Global Product Development and Supply

- Assist with responses to Health Authority inspections and internal audits in Quality, EHS and other manufacturing matters.
- Participate in meetings regarding manufacturing, distribution, quality, supply chain and product development matters.
- Review and edit third party agreements in connection with manufacturing, supply and distribution of BMS products.
- Assist with development of contract templates and training programs for contracting teams.
- Research issues regarding Quality, Safety, Regulations, Customs and Trade (Import and Export)

Corporate Governance/Securities

- Develop a workable understanding of U.S. Securities laws and general corporate governance principles
- Review and update public securities disclosures, including proxy statement for annual shareholder meeting
- Research and benchmark evolving trends and updates in corporate governance
- Participate in quarterly disclosure process, including attending disclosure committee meetings and reviewing and editing quarterly report on Form 10-Q