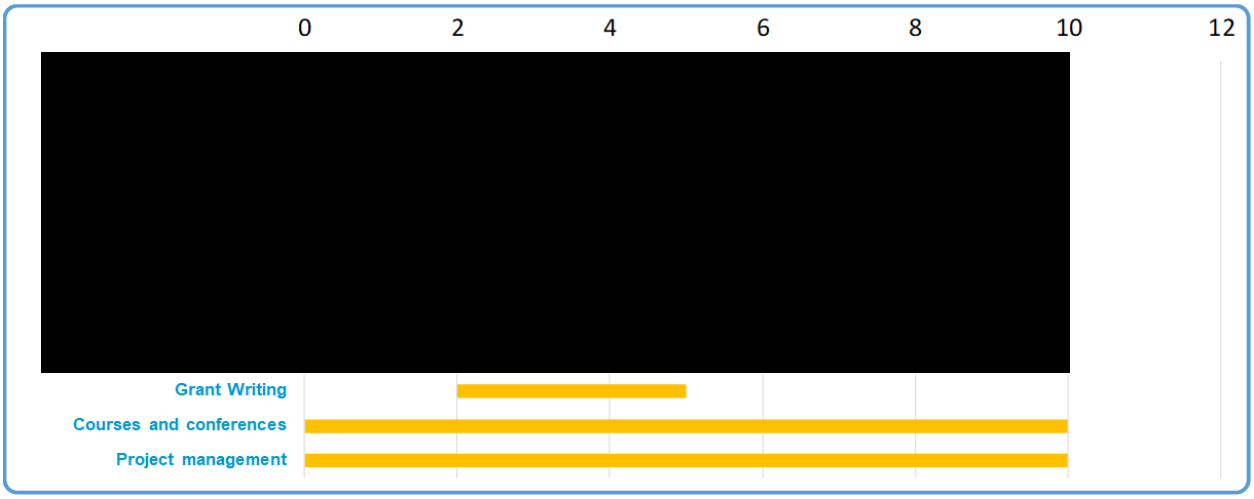
[redacted]

Timeline (in months)



Entrepreneurship

The parent Phase I SBIR grant aims to test various Na_V sodium channels as potential targets in mouse models of inflammatory and neuropathic pain. In Phase II, we will be optimizing our gene therapy designs to target the human genome, perform IND-enabling toxicology studies, and initiate manufacturing designs. The research project for this supplementee will consist of advancing Phase II experiments, specifically focusing on optimization for human implementation. [redacted] will be working on the cutting-edge technology [redacted] This will be an important milestone for [redacted], which represents a value-inflection point, and is also research that we are planning for Phase II. Based on the scientific trajectory of [redacted], it is clear that she has the capability and talent to lead this key project in a timely manner.

To also support [redacted] in fostering her entrepreneurial capabilities, [redacted] will become a member of BIOCOM. [redacted] has already paid the fee for three members, which include the two PIs of the parent award and will include [redacted] as the third member. In addition, she will have access to all JLABS entrepreneurial classes which include topics such as brand building and marketing for biotech startups, scaling a startup, understanding term-sheets, mergers and acquisitions, how to partner with industry, how to prepare for meetings with investors, etc. [redacted] is fortunate to be located at JLABS at San Diego (the first Janssen and Janssen incubator now expanded to other cities), and this entrepreneur hub provides the perfect setting for [redacted] to grow her leadership skills with the appropriate mentorship.

To further foster [redacted]'s entrepreneurial capabilities, she will also join the local San Diego Entrepreneurs Exchange Association, whose motto is "to support new entrepreneurs and their companies, and to sponsor networking and educational events to help develop the skills necessary to bring funding, business, and jobs to the San Diego area." [redacted] We believe this is a great opportunity for her.

We are also planning on purchasing business cards for [redacted] with the [redacted] design to use during networking events hosted by BIOCOM, JLABS and SDEE. We are aiming for a seamless

networking and professional immersion in the San Diego entrepreneurial scene. In addition, [redacted] will introduce [redacted] to the women-led and women-supported entrepreneurial organizations in San Diego, that [redacted] has been part of including MyStartupXX, and Athena. MyStartupXX (now known as StartR Inclusion: [redacted] aims "to nurture the next generation of female founders and technology companies through mentorship, education and funding." Athena [redacted] is a women's empowerment organization located in San Diego that fast tracks women in STEM through leadership development. Lastly, [redacted] will also become a member of the Women in Bio San Diego Chapter membership: [redacted] will take advantage of all the network [redacted] has built in the last few years.

We feel this networking aspect is very important for the career development of [redacted]. It is widely recognized that, on average, women are less confident than men when presenting results and this aspect will be seriously tackled by the PIs, with onsite coaching during the networking events [redacted] Specifically, the self-esteem gender gap will be tackled by encouraging behaviors such as: speaking up in meetings, taking up space physically, projecting her voice, directness and clarity of speech, asserting herself and promoting her own ideas or work. Videotaping while presenting will create awareness of [redacted]'s own physical and verbal mannerisms, which can be used to coach her to present herself in a more assertive way. [redacted] has learned these and other strategies that empower women and they will be passed to [redacted]'s leadership skill set.

Finally, [redacted] will also enroll in as a member of the San Diego chapter of the Project Management Institute: [redacted] to further increase her network and mentorship skills.

Career Development Plan

One of the areas [redacted] has expressed interest in is grant writing. Therefore we have agreed that she will help plan new scientific projects and develop new research directions, in addition to leading cross-disciplinary project teams and strategic decision making. Using her previous experience applying for predoctoral training grants and with the mentorship of [redacted] and [redacted], she will be the Co- PI of a new SBIR application to be submitted next April. Given her background in neurobiology, [redacted] will strengthen and complement [redacted]'s portfolio with other genetic targets using our patented technology platform. [redacted] and [redacted] will help [redacted] to establish the specific aims of the project, all the budget intricacies including F&A and other indirect costs, and they will also help with all the other paperwork that the SBIR grants require. Formal meetings will be held based on [redacted]'s needs.

This is the Individual Development Plan she put together:

INDIVIDUAL DEVELOPMENT PLAN

Name: [redacted] **Manager:** [redacted]

Position: Scientist **Date:** [redacted]

Section A: Career Plan
Personal Mission Statement
Driven biologist with multidisciplinary training. Areas of expertise include molecular biology, neurobiology, and immunology. Broad knowledge and diverse technical skills. Proven track record of translational research. Extensive leadership and mentorship experience. Plan is to oversee the development of a therapy from the preclinical to clinical trials. Goal is to develop therapies that improve quality of life and treatment outcomes for patients.

Short-Term Career Goals (1-2 years)	
Area of Interest / Position Title	Competencies/Skills/Knowledge Needed (areas I need to develop)
Postdoctoral Associate	Experimental design, statistical analysis, data interpretation, working with human samples, science communication, knowledge related to my specific research area
Lab management	Purchases, analyzing financial data or budgets, equipment maintenance, personnel onboarding, occupational health compliance
Senior Scientist	Technical skills related to my specific research area, optimization, technical writing, grant writing, line manage, coach and mentor team members, project management, navigating the peer review process, delegating responsibilities, deep knowledge of my specific research area, writing project reports or other business-related correspondence

Long-Term Career Goals (3-5 years)	
Area of Interest / Position Title	Competencies/Skills/Knowledge Needed (areas I need to develop)
Clinical Research	Big data analysis, good clinical practice (GCP), complying with rules and regulations, conducting research on human patients
Principal Scientist	Plan new scientific projects and develop new research directions, lead cross-disciplinary project teams, strategic decision making, background in successful drug discovery, contribute to strategic decision making, conflict management
Associate Director	Assessing business trends and strategies, entrepreneurial ideas, serving on committees, networking with others, lead department and senior teams, develop and execute cross-disciplinary plans, portfolio management responsibility, coordinate major external collaborations, coach and mentor senior research colleagues

Mentor-Candidate Interactions:

Meeting Type	Meeting Schedule	Topics Discussed
One-on-one with [redacted] and [redacted]	Weekly	Scientific progress, troubleshooting, manuscripts, career goals and support she might need.
Lab meetings with [redacted] and [redacted]	Bi-monthly	Ongoing research and troubleshooting.
Grant writing help from [redacted] and [redacted]	Based on her demands	Setting specific aims, budget requirements including indirect costs, grant bureaucratic paperwork, etc.
Networking events	Based on event dates	To interact with the San Diego entrepreneur community and women leaders.

[redacted] will be mentored by both PIs, [redacted] and [redacted]. [redacted] will have a standing one hour meeting with both PIs every Monday to discuss any scientific progress or questions that she might have. This will serve to troubleshoot any problems that may be happening with the research, any ongoing manuscripts, and to discuss her career goals and how to best provide her support for these.

In addition to weekly meetings, [redacted] will also be presenting in lab meetings, which will be held bi-monthly. Here, she will be able to present her research with her colleagues, which will expand her public speaking skills.

Lastly, [redacted] will meet with [redacted] once a month to discuss company strategy and direction. This includes industry partnerships that should be considered and explored, which investors to approach, and patents that should be written.