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ACS Career Navigator: Your Home for Career Services



Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the **ACS Career Navigator** has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:



Professional Education



Virtual Career Consultants



ACS Leadership Development System



Career Navigator LIVE!



ChemIDP



College to Career



ACS Webinars



Virtual Classrooms

Visit www.ACS.org/COVID19-Network to learn more!

ACS Department of Diversity Programs



Advancing ACS's Core Value of Diversity, Inclusion & Respect

We believe in the strength of diversity in all its forms, because inclusion of and respect for diverse people, experiences, and ideas lead to superior solutions to world challenges and advances chemistry as a global, multidisciplinary science.

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www.donate.acs.org/scholars





ACS Scholars Endowment Founder Joe Vacca, retired Vice President of Chemistry, Merck & Co., meets with his 2018 ACS Scholar **Johanna Masterson**, now a grad student at Princeton University.

"Chemistry has been good to me...so I wanted to make a significant gift to provide that opportunity to others."



...Join us!





Free ACS Webinars Every Week!

Upcoming Broadcasts





Thursday, October 29, 2020 at 2-3:30pm ET

Speakers: Yvonne Will, The Janssen Pharmaceutical Companies of Johnson & Johnson / Kevin Coe, Janssen Pharmaceutical Companies of Johnson & Johnson Moderator: Kaushik Mitra, Janssen Research & Development

Register for Free!

What You Will Learn

- Examples of Drugs and their mitochondrial targets
- Assays to detect mitochondrial dysfunction in vitro and ex vivo
- Animal models to study mitochondrial toxicity and Biomarker approaches
 State of the art approaches that enhance detection capabilities of reactive metabolities to influence the design of medicinal agents.
- Successful case studies that address reactivity bolstered by a mechanistic understanding of their formation.
- Areas ripe for future research to bridge detection of reactivity to its biologic consequence

Co-produced with: ACS Division of Chemical Toxicology, ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications



Friday, October 30, 2020 at 2-3pm ET Speaker: Rich Hartel, University of Wisconsin-Madison Moderator: Silvani Martini, Utah State University

Register for Fre

What You Will Learn

- Not all caramels are the same and why
- The difference between gummy and jelly candies
- What candy corn is actually made of



Thursday, November 5, 2020 at 2-3pm ET

Speakers: Jim Skinner, Terregena, Inc. and H.N. Cheng, 2020 ACS President-Elect
Moderator: Diane Grob Schmidt, 2015 ACS President

Register for Free!

What You Will Learn

- The many sources of funding and their impact on ownership
- . The importance of milestone achievements for valuation purposes
- The criteria and terms that investors use to make investing decisions

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THIS ACS WEBINAR WILL BEGIN SHORTLY...

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Starting a Company: Do You Need a Business Plan?







Presentation slides are available now! The edited recording will be made available as soon as possible.

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Chemistry Enterprise – Growth, Collaboration and Advocacy

- Chemistry is a central science. A strong and growing global chemistry enterprise is good for the profession and its members
- Some possible actions:
 - Innovation, application R&D
 - entrepreneurship, industrial engagement
 - Sustainability (and Green Chemistry)
 - International cooperation, communication, mutual assistance
 - Collaboration
- Need continued public and government support



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Innovation and Entrepreneurship

- Innovation is the engine of growth for any civilization and society
 - Innovation and discovery are at the core of ACS through the efforts of its members
 - The key is to transition these innovations and discoveries from bench to market
 - This requires entrepreneurial and business skills not usually taught in grad schools
- An innovation and entrepreneurship educational program is needed by ACS and its members
 - · Educate our members on the skills needed for entrepreneurship and business management
 - · Increase collaboration, networking/interactive relationships. Promote new enterprises
 - Recruit and retain members who see innovation and management as integral to their professional goals and recognition
 - · I am very pleased to collaborate with SChB and BMGT on this program

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Two ACS Webinars in 2020



Wednesday, October 28, 2020 at 2-3pm ET

Speakers: Jim Skinner, Terregena, Inc. and H.N. Cheng, 2020 ACS President-Elect
Moderator: Diane Grob Schmidt, 2015 ACS President

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What You Will Learn

- Why it is critically important to have detailed Business Plan
- What are the sections of a Business Plan
- What is the goal of the Business Plan

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Diane Schmidt, Moderator

- 2015 ACS President. Currently Chair of ACS BMGT Division
- Former R&D Executive at The Procter & Gamble Company
 - R&D Section Head for 17 years
 - Key roles in such brands as Tide[®], Head & Shoulders[®], Pert Plus[®] and Safeguard[®]
 - Responsibility for health, safety and environment and regulatory affairs before retiring from P&G in 2014



- Inventor/co-inventor on numerous patents. Author/co-author of many publications
- · Recipients of many awards and recognition
 - ACS Fellow, AAAS Fellow, Fellow of National Academy of Inventors, Fellow of Chemical Health & Safety Division, Henry Hill Award, Distinguished Scientist of Cincinnati (first woman so honored).

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Jim Skinner, Presenter

- Chair-Elect, ACS SCHB Division pr@acs-schb.org
- President and CEO of Terregena Inc. (biotech company)
- Consultant and contractor with the Federal Economic Development Agency of the Canadian Federal Government
- Adjunct Professor, College of Business, Western Carolina University
- Previously Chairman, President and CEO of three publicly traded companies
- Previously President, Corporate Vice President and General Manager and Vice President of Sales and Marketing for several multi-national corporations including Phillips Medical Systems and Becton Dickinson
- Earlier successful career with Johnson and Johnson and Bayer





ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How important is a Business Plan when starting a new company?

- Essential
- Very important
- Somewhat important
- Not important

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Risk Factors	Software/Apps	Science/Biotech
Initial Funding	None/Little	Lots
Technology Development	6-12 Months	6 - 12 + Years
Time to Commercialization	9-24 Months	8 - 15+ Years
Commercialization	2-3 Years	4-6 Years to Peak Sales
Remaining Patent Protection	19 Years	7-10 Years
Manufacturing Challenges	Few	Many
Regulatory Issues	None	Many
Reimbursement Considerations	None	Many
Landscape in 10 Years	Less Important	Very Important





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What's necessary for your scientific based NewCo?

- 1. Technology (idea, product, service) your NewCo has this
- 2. People your NewCo has (some of) these
- 3. Money your NewCo has very little of this





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From Start Up to Commercialization

Pharmaceutical

12 - 14 years

> \$1.5 billion

Diagnostic/Med. Device 6 – 8 years

\$50 - 100 million



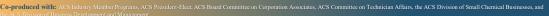
elect, ACS Board Committee on Corporation Associates, ACS Committee on Technician Affairs, the ACS Division of Small Chemical Businesses, and



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In the early stages of your company, you will need to raise \$10's of millions









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But that's not how the real-world works!

For your science-based Newco the "pitch" is the final step in a process of developing your Business Plan

and

you only get funded after a lengthy due diligence process....if you get funded!



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Your Business Plan

is the most important document you will prepare

- 1. To raise the funds necessary to bring your product/idea to market
- 2. To structure and manage your business
- 3. Establish the Valuation for your NewCo





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Your company...is a commodity to be bought and sold – for a profit

Your competition for funding is not other similar technologies

Your competition is all those other NewCo's that present the investor with a better opportunity to make a profit



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The Business of Raising Money

You may see yourself as

...a scientist

...or a CEO

...or an entrepreneur

You are a salesperson selling your company





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Raising Money

FF&F (Friends, Family and Fools)
Private Investors
Angel Funds
(Government) Grants
Corporate Sources
Family Offices
Debt
Sophisticated Investors



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You will need to raise \$10's of millions

and

Sophisticated Investors

are

your customers





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XYZ Chemicals Inc.

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The four main criteria sophisticated investors look for are

- 1. The Team management, BoD, SAB
- 2. Technology does it address and solve a real problem that has a large market opportunity – can they get a 10X return on their investment?
- 3. Intellectual Property
- 4. Research Data how far along is the invention/technology





In terms of the four main criteria sophisticated investors look for is there ONE that you should pay particular attention to?

- The Team
- Technology
- Intellectual Property
- Research Data

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Management

".....surround yourself with the most intelligent, most talented people....."

THE PRINCE

Nicolo Machiavelli



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Management



Sophisticated investors bet on the jockey - not the horse!!





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Board of Directors

- Management CEO only
- Avoid Founder Directors
- > Industry Executives
- > Investors

Key Responsibilities

- √ Accounting to Shareholders for Company Performance
- ➤ Board Size 7
- ✓ Broad Policies and strategic objectives
- ✓ Review of the CEO's performance



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The Scientific or Technical Advisory Board (SAB or TAB)

Provides strategic guidance and direction for research, scientific, product development programs

Plays a key role in guiding and prioritizing research investment

The SAB / TAB is staffed by the marquis scientific or technical advisors





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Legal & Accounting

- > Corporate Counsel
- Patent Counsel
- ➤ Accounting Firm



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Intellectual Property, Licenses, Contracts

- ➤ Patent Applications
- Patents Issued
- ➤ License Agreements
- > Incorporation
- > Employment Agreements





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Technology



Be succinct.....this is not your you Ph.D. thesis



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The Market

- > What is the problem?
- ➤ How big is the problem?
- ➤ What do you have that solves the problem?
- ➤ How do you solve the problem?
- > Does anyone care about the problem?
- > If they care, would they want your solution?
- > Would they be willing to pay for your solution?
- > Would they pay enough to make a profit?





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The Commercial Opportunity

- ➤ Market size units and \$\$
- > Pricing and margins
- > Forecast market penetration over time
- > Breakeven profitability



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The Competition

- ➤ None Some Lots
- > Existing products
- ➤ New technologies
- > Competitive company profiles
- > Be Realistic





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Research & Development

- > Describe the R&D program in stages with each stage achieving a milestone
- > In house or outsourced?
- > Timelines and goals
- > Estimated costs



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Product Development

- > Describe the R&D program in stages with each stage achieving a milestone
- ➤ In house or outsourced?
- > Timelines and goals
- Estimated costs





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Operations

- ➤ In house or contract
- Manufacturing
- > Raw Materials
- Sourcing
- ➤ Pricing/Cost of Goods
- Quality Control
- Quality Assurance
- > Regulatory Affairs
- > Physical Plant
- Location
- > Personnel
- > Costs



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Sales & Marketing

- ➤ In house contract partner licensed
- ➤ Domestic &/or International
- > Advertising/Promotion
- > Sales Gestation Period
- Personnel & Location
- ➤ Budgets/Costs
- > Forecasts



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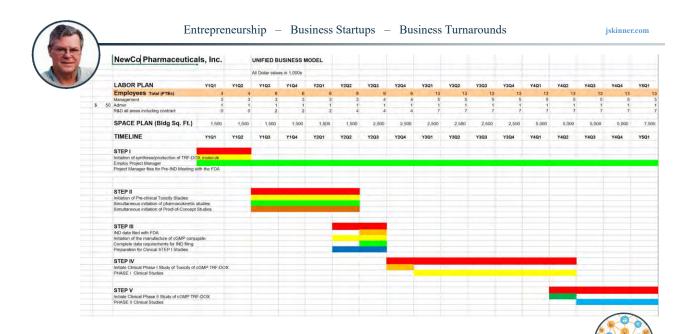
Milestones, Timing

These are extremely important as the success of your company depends on hitting these targets

> BE REALISTIC



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Financials

- > Must be detailed
- > Be a spreadsheet jock
- **BE REALISTIC**



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Summary Financial Projections

(Dollars in thousands)	2021	2022	2023
Revenues	\$ 0	\$0	\$0
Gross margin	0	0	0
Operating income (Loss)	(550)	(10,409)	(19,551)
Net Income (Loss)	\$ (401)	\$ (9,881)	\$ (18,691)
Capital raised	\$10,000	\$15,000	\$25,000
Cash at year end	\$9,387	\$14,631	\$20,653
Total Employees	7	44	67





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NET FUNDING	\$3,755	53,423	\$3,120	\$2,812	\$2,475	\$2,011	\$1,574	\$1,135	\$538	\$7,837	\$7,239	\$6,640	\$5,998	\$5,238	\$4,593	\$3,943	\$3,2
TOTAL OPERATING EXPENSES	\$ 845	\$ 332	\$ 303 5	308	337	464 9	437 \$	438	597	5 701	598	599	642	759	646	\$ 850	\$ 6
Maintenance Contracts		- 50	-	-	5	5	5	- 5	5	5	5	5	5	5	5	5	
Business Development		30				40	- 4			50	- 4		-	60	- 2		
Misc (subscriptions, dues, etc)	4	1	2	1	2	10	2	10	21	1	21	1	21	2	2	3	
Travel	3	3	9	9	B	15	18	18	21	21	21	21	21	21	21	21	
Relocation	1	55				55	- 1	- 2	- 2	55	- 2	9	3	55	3	4	
atents Board expenses	600				- 1	- 1		- 0	2	2	2		- 2	3	3	4	
Patents	600	- 2	- "	0		9	11	.11		11	- 11	11	11.	- 30	-11	- 11	
Depreciation on Lab Equipment	-	2	- 1		2	3	4	11	11	11	11	11	11	11	11	11	
Depreciation on Office Equipment		4	4	4	2	9	9	9	7	7	8	11	9	10	12	12	
Uffice Supplies / Postage Lab Supplies/Reagents	3	- 4	- 1		1 0		1 0	2	11	11	11	11	14	14	15	15	
Office Supplies / Postage	4	4	4	4	4	4	4	-4	2	2	4	4	4	2	2	2	
Consultants Professional Fees IP Law		10	20	25	25	10	~ .	-					-	4	4		
Professional Fees, Legal, CPA	4	4	4	4	4	4	4	- 4	6	6	6	6	- 6	6	6	В	
Business Insurance	1	1	1	- 1	3	3	3	3	4	4	4	4	5	5	5	5	
Telephone/Internet	1	1	1	1	1	1	1	1	2	3	2	3	2	3	2	3	
acilities	8	8	8	8	8	8	13	13	13	13	13	13	25	25	25	25	
	-		-	-							-			500			
Total Employee Expense	208	208	244	244	257	298	362	362	608	508	508	508	533	533	533	533	110
Benefits and taxes (23%)	39	39	46	46	48	56	68	68	95	95	95	95	100	100	100	100	
R&D all areas including contract	0	0	30	30	32	65	65	65	122	122	122	122	128	128	128	128	
Admin	13	13	13	13	13	13	13	13	14	14	14	14	15	15	15	15	
OPERATING EXPENSES Management	Y1Q1 156	Y1Q2	Y1Q3	Y1Q4 156	Y2Q1 164	Y2Q2 164	Y2Q3	Y2Q4 217	Y3Q1 277	Y3Q2 277	Y3Q3	Y3Q4 277	Y4Q1 291	Y4Q2 291	Y4Q3 291	Y4Q4 291	Y5Q1
	34,000	33,755	90,420	33,120	32,012	92,470	32,011	\$1,074	91,140	20,030	41,031	97,200	30,040	\$5,550	30,230	84,003	33,
nvested Capital TOTAL FUNDING	54,600	\$3,755	\$3,423	\$3,120	\$2,812	\$2,475	\$2,011	\$1,574	\$1,135	\$8,538	\$7,837	\$7,239	\$6,640	\$5,998	\$5,238	\$4,593	53.
Carryover Funding	200	3,755	3,423	3,120	2,812	2,475	2,011	1,574	1,135	538	7,837	7,239	6,640	5,998	5,238	4,593	3,5
Funding	4,000	15 464		- 192		5 150	12577	77.625		8,000			6/6/12	12222	10000		
Funding Plan	Y1Q1	Y1Q2	Y1Q3	Y1Q4	Y2Q1	Y2Q2	Y2Q3	Y2Q4	Y3Q1	Y3Q2	Y3Q3	Y3Q4	Y4Q1	Y4Q2	Y4Q3	Y4Q4	Y5Q1

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	NewCo Pharmaceutica	is, inc.	1	UNIFIED BU	JSINESS M	IODEL												
_			,	All Dollar value	s in 1,000s													
	LABOR PLAN	Y1Q1	Y1Q2	Y1Q3	Y1Q4	Y2Q1	Y2Q2	Y2Q3	Y2Q4	Y3Q1	Y3Q2	Y3Q3	Y3Q4	Y4Q1	Y4Q2	Y4Q3	Y4Q4	Y5Q1
	Employees Total (FTEs)	4	4	6	6	6	8	9	9	13	13	13	13	13	13	13	13	
	Management	3	3	3	3	3	3	4	4	5	5	5	5	5	5	5	5	
\$ 5	0 Admin	- 1	. 1	- 1	- 1	.1	1	1	- 1	1	1	1	1		1	1	1.	
	R&D all areas including contract	0	0	2	2	2	- 4	- 4	- 4	7	7	7	7	7	7	7	7	
	SPACE PLAN (Bldg Sq. Ft.)	1,500	1,500	1,500	1,500	1,500	1,500	2,500	2,500	2,500	2,500	2,500	2,500	5,000	5,000	5,000	5,000	7,50
	TIMELINE	Y1Q1	Y1Q2	Y1Q3	Y1Q4	Y2Q1	Y2Q2	Y2Q3	Y2Q4	Y3Q1	Y3Q2	Y3Q3	Y3Q4	Y4Q1	Y4Q2	Y4Q3	Y4Q4	Y5Q1
	STEPI	_																
	Initiation of synthesis/production of TRF-DO																	
	Employ Project Manager	A. Hiolecule	_															
	Project Manager files for Pre-IND Meeting w	th the FDA																
	STEP II																	
	Initiation of Pre-clinical Toxicity Studies																	
	Simultaneous initiation of pharmacokinetic s																	
	Simultaneous initiation of Proof-of-Concept 5	Studies																
	STEP III							-			-							
	IND data filed with FDA					- 1												
	Initiation of the manufacture of cGMP conjug	gate																
	Complete data requirements for IND filing																	
	Preparation for Clinical STEP I Studies					-												
	STEP IV																	
	Initiate Clinical Phase I Study of Toxicity of a PHASE I Clinical Studies	GMP TRF-DOX	(
	STEP V																	
	Initiate Clinical Phase II Study of cGMP TRF	-DOX																
	PHASE II Clinical Studies																	

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Executive Summary and Summary

- These two sections are similar, just worded slightly differently
- ➤ Short one page
- They capture the key points of all the (major) sections of the Business Plan
- > They can only be created once the Business Plan is "done"



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NewCo Pharmaceuticals Inc. Business Plan

Executive Summary

NewCo Planmaceaticals, Inc. (FPI) will develop is first product, IP-664, for a low toxicity treatment of chemocherspearle drug essentiate pascerastic cancers, thereby entering a masket where currently no effective tentiment is available. The NewCo platform technology, which is also effective against many other curoers, has sheady shown compelling results through as after setting as having been approved for Companionare Use by the FDA.

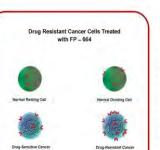
We antiopste that FP-664 will qualify for "Orphan Drug" status and may also qualify for an FDA "Fast Track" designation, which would substantially shorten the FDA approval timeforme. Sales of FP-664 for drug estistant pancetic cancer are projected to approach, \$1 billion within five years of market bunch.

The NewCo technology is also directly applicable for the testiment of drug resistance in many other forms of caucer. — a \$50 billion market. Moreover, the NewCo platform will have finure therapeutic and commercial opportunities for the treatment of a variety of other diseases including HIV and CMV, for which patents also are owned by the company.

are owned by the company.

The NewCo relation of unlikes the binding of tourierin to on existing chemotherspenic agent or near the Talk-flow modelook. The mind conjugate unlikes doctorshion as the chemotherspenic agent and this has been designated TaR-FDOX (EP-661). TaR-FDOX agent intersemony and specifically surgest curves cells, which are uniquely characterized by the presence of large numbers of transferrin receptors on their surfaces. The TaR component of TaR-FDOX is bound by the transferrin receptors on their surfaces. The TaR component of TaR-FDOX is bound by the transferrin receptors of the curve cells while spring moment cells that have very few transferran receptors. Thus, the have very few transfernin receptors. Thus, the toxic side effects are minimal and even drug resistant cells are killed due to the

NewCo Pharmaceuticals



proprietary and patented mechanism of the cell-killing NewCo technology.

The company currently seeks \$4,000,000 to fund preclinical Proof-of-Principle studies, including the manufacture of the TRF-DOX conjugate, performance of in vitro cytotoxicity studies, in vivo cytotoxicity studies and toxicology evaluations (both pharmacokinetic and pharmacodynamic) in preparation for an IND submission. Advanced negotiations are underway with the prestigious Hammersmith Research Centre in London, England for the conduct of Phase I/IIa clinical trials. A follow-on Series "B" round of \$8,000,000 will fund the clinical Phase I/IIa safety and efficacy trial.

tific Advisors: John Brooks, MD, PhD; Rill g. PhD: Professor Veronics Black, PhD; thy A Yellow, MD, PhD; Ementus Professor nek I., Green, PhD, MD (HON).

ate Legali Bames & Thomburg, LLP Patent Legali Rothwell, Page Ernst &

ant of Financing Sought: Series "A" \$4



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Now that you have the Business Plan and the Executive Summary.....

.....you can prepare the Pitch Deck



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You are - almost - ready to start raising funds

That comes next







How important is a Business Plan when starting a new company?

- Essential
- Very important
- Somewhat important
- Not important

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"To aid in the formation, development, and growth of small chemical businesses."



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Starting a Company: Do You Need a Business Plan?



Jim Skinner President & CEO, Terregena Inc. and Chair-Elect, ACS Division of Small Chemical Businesses



H.N. Cheng 2020 ACS President-Elect



2015 ACS President and Chair, ACS Division of Business Development and Management

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Thursday, October 29, 2020 at 2-3:30pm ET Speakers: Yvonne Will, The Janssen Pharmaceutical Companies of Johnson & Johnson / Kevin Coe, Janssen Pharmaceutical Companies of Johnson & Johnson rator: Kaushik Mitra, Janssen Research & Develop

What You Will Learn

- . Assays to detect mitochondrial dysfunction in vitro and ex vivo
- Animal models to study mitochondrial toxicity and Biomarker approaches
 State of the art approaches that enhance detection capabilities of reactive metabolites to influence the design of medicinal agents

 - Successful case studies that address reactivity bolistered by a mechanistic
- understanding of their formation

 Areas ripe for future research to bridge detection of reactivity to its biologic

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Friday, October 30, 2020 at 2-3pm ET Speaker: Rich Hartel, University of Wisconsin-Madison Moderator: Silvani Martini, Utah State University

What You Will Learn

- Not all caramels are the same and why
- . The difference between gummy and jelly candles What candy corn is actually made of





Thursday, November 5, 2020 at 2-3pm ET Speakers: Jim Skinner, Terregena, Inc. and H.N. Cheng, 2020 ACS President-Elect Moderator: Diane Grob Schmidt, 2015 ACS President

What You Will Learn

- The many sources of funding and their impact on ownership
- The criteria and terms that investors use to make investing decisions

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Thursday, October 29, 2020 at 2-3:30pm ET

Speakers: Yvonne Will, The Janssen Pharmaceutical Companies of Johnson & Johnson Keyin Coe, Janssen Pharmaceutical Companies of Johnson Moderator: Kaushik Mitra, Janssen Research & Development

- Examples of Drugs and their mitochondrial targets
 Assays to detect mitochondrial dysfunction in vitro and ex vivo · Animal models to study mitochondrial toxicity and Biomarker approaches
- State of the an approaches that enhance detection capabilities of reactive metabolites to influence the design of medicinal agents.
 Successful case studies that address reactively bolistered by a mechanistic
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- . The importance of milestone achievements for valuation purposes
- The criteria and terms that investors use to make investing decisions

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