

Curie.Bio

Founder Guide

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The wrong answers to these questions can be incredibly costly. We're here to help.

Target Selection

What criteria should I use to assess and prioritize therapeutic targets to pursue as drug discovery programs? What target product profile (TPP) should I aim for with those programs (e.g., selectivity, potency, tissue penetration, etc)? How do I ensure the TPP I select is addressing an unmet medical need? What is the addressable patient population and what's the commercial opportunity if I was best-in-class? Is the commercial opportunity large enough to support another molecule that's otherwise equivalent?

Which program should I pick as my lead program? Which one as a backup?

How many targets should I pursue? What are the tradeoffs of pursuing multiple targets at once? What TPP are my competitors aiming for or investors believe they may achieve? How do I demonstrate superiority against my competitors with my asset? Which metrics matter most and how much better do I need to be?

What is the best therapeutic target, or set of targets, to demonstrate proof of concept for my platform? Which drug discovery milestone do I need to achieve on a given target to have sufficiently 'validated' my platform in the eyes of investors?

Are reagents and disease-relevant preclinical models available to preclinically validate the target of interest? Are those preclinical models predictive of what I could expect to see in human disease?

Experimental Plan Design

What is the best hit finding strategy for that target? What is the probability of success for each strategy, and how do I weigh them against each other given differences in time and cost?

How will my drug discovery approach differentiate from prior attempts at the same target? Why have others failed, and how do I avoid that? Is it a knowledge issue? Technology issue? Is it even possible now to fill that gap to improve my probability of success? Do I still have an edge if I'm starting today?

What form of the protein should I generate or order for my screen, biophysical assays, or biochemical assays? How many constructs should I make or test to balance time saving vs cost? What expression system and isolation method should we use?

What compound libraries should we use for screening? What metrics are important for selecting this - intellectual property, novelty, diversity, drug-likeness?

What is the best structural technique to use for my target based on my target modulation hypothesis? Cryo-EM or x-ray crystallography? What conformational states are most relevant for drug development? Can I get away with getting the structure of a protein fragment or do I need a full length protein?

Can we use integrate CROs to manage work flows, or do we prefer to manage the work ourselves? What are the tradeoffs of either model, and how do I set up backups in case I go with an integrated CRO, and they have issues?

What orthogonal assays do I use to validate hits from my screen? How do I know when an assay is sufficiently validated? What about if there are no existing tool compounds?

Which data needs to be generated empirically, and what relative priority should be assigned to each? How does data from one assay impact the other? What if they each tell you something different? Which one do you rely on more, especially early on with minimal data points?

How can I best benchmark my drug to existing molecules? What experimental tools, models, or systems have been tried and failed previously and should be avoided?

How do I build an effective screening funnel? Where and when should I build in experimental branch points to make Go/No-Go decisions to advance hits/leads? At which point should I kill the program and start another one?

The CRO proposed three options for this part of the plan. Which do I pick? What data will I have when I go out to pitch for my Series A, understanding I have to start multiple months prior to completing my research plan? What's required vs. nice to have? What value inflection milestones demonstrate the right progress?

Experimental Plan Execution

Where is it essential that we remain on schedule and when can we accept a small delay?

How do I adjust my plan in response to changes in schedule or budget? How do I set up a backup plan for CROs in the event of a natural disaster or pandemic?

Where can I cut costs first without impacting probability of success? Who can help with the day-to-day management of CRO activities? How do I interpret unexpected results from the CRO? Who do I speak with at the CRO to escalate and resolve it? At which point should I consider working with another CRO?

How can I get a part-time head of chemistry, biology, protein scientist, biochemist, etc?

When do I start building my Series A strategy and pitch based on our results?

Am I ready to declare my lead as an official development candidate?

External R&D

What external capabilities exist that I could use? Which vendors have these capabilities?

How do I ensure I don't pay A team prices for their D team?

How do I select which vendor is best for my situation (what are the pros and cons of each)?

How do I best manage the logistics of running interrelated experiments across multiple vendors?

How do I efficiently and quickly get backchannel feedback on a particular vendor's capabilities in a specific experimental workflow, or feedback on a specific sub-team?

How do I access technology that is not available in a typical vendor?

How do I run an efficient and effective RFP (request for proposal) process across multiple vendors? What about for an efficient analysis of a competitive bid defense?

Who at the vendors do I contact? What is the best way to reach out?

What is an MSA? What's important in negotiating an MSA?

What legal terms should I be most concerned with and why? What terms are typical?

How do these typical terms differ by type of work contracted (e.g. hit finding vs chemistry vs manufacturing)?

How do I make sure I am working with the A team at the vendor I select?

How do I set up governance processes to keep vendors on track?

How do I know what "typical" timelines and readouts are for each experimental activity?

How do I handle an escalation if there's a problem (e.g. timeline slip)?

Can I motivate my vendor to take on some risk in my project and incent best-in-class delivery with milestones? If so, how do I structure that?

Expert Network

When do I need to bring experts in? Which experts do I need as I proceed through each step of running a company? How many experts should I be talking to? And how often?

How do I think about advisors versus SAB members? How much should I pay them? Cash or equity? How much? I don't have either?

How do I find experts? How do I get in contact with them? Email? LinkedIn?

How do I know if they really are an expert in that domain?

How do I have a really productive conversation with an expert? What questions should I be asking them?

How do I contextualize their advice? How many experts should I speak to on the same topic/question?

How do I deal with the adverse selection bias of who responds given my company's lack of credibility?

How much do I share vs. keep confidential? Do I need an NDA? What NDA terms are important?

How do I compensate them? Cash? Equity?

Strategic Partnerships

What are key pros and cons to consider when thinking about a BD platform or asset partnership?

When is the right time to partner with another company?

Should I partner with a small-to-mid-sized biotech company or large pharma company? What are the pros and cons of each?

What terms are considered "market" and "good"?

How many different potential partners should I reach out to?

How do I time outreach, meetings, and negotiation to maximize the number and quality of options for my company?

How do I most effectively negotiate terms?

How much data do I show in the initial pitch deck?

What should my talk track be in presenting that initial pitch?

What do I include in a more detailed confidential deck?

What do I include in a data room? What questions do I put in the FAQ doc?

What information should I be concerned about sharing with whom?

How do I know if I'm talking to the right person at the company to get interest?

What is the right cadence for BD meetings/interactions?

How do I backchannel to discover what matters most to the partners I am speaking with?

How do I balance the large time commitment of running a business development process with my day job?

How do I best find up-to-date market intel on competitive pipelines, deal comps, and clinical readouts relevant to my ongoing or planned BD process?

How do I strategically leverage important conferences for BD?

What should I negotiate at a term sheet level vs. a full contract level? If both are options to me, how do I choose between bringing cash into the company with a BD offer on the table or a fundraising?

Is there ever a world where a partnership that could be competitive with an internal program is worthwhile (i.e., a different target in the same indication)?

Series A Financing

What's the scale of investment that's going to be required to get to the next value inflection points during the Series A? What if investors tell me I'm asking to raise too much? What if they think it's not enough?

If a pharma company wanted to acquire my company after the Series A, how should I think about selling my company versus raising a Series A?

And what are the right metrics for comparison?

How do I compare opportunities to sell, license, or raise, taking into account the cost of capital and value creation over time?

How do I balance my probability of technical success and my probability of commercial success?

Why wouldn't I want to raise MORE money than needed if it's on the table?

How early should I start fundraising? When should I start preparing materials for my Series A? I'm comfortable answering science questions, but what other kinds of questions will investors ask me?

How long will it take to get a term sheet? How long to close the round?

If there are several investors expressing interest, how do I decide which ones can or can't invest?

What kinds of materials will I need to begin fundraising? How much data do I show in the initial pitch deck? How much data will I put in the data room and how should I organize it?

How do I know if I'm talking to the right person at the investment firm to get them interested in my company? How do I assess/gauge investor interest?

How many investors should I reach out to? Should I sequence investor outreach? If so, which investor(s) should I speak to first?

An investor reached out to me and expressed interest in my company, but we haven't yet started our fundraising—how should I engage with them?

I was invited to an investor conference to present our work, which seems like great exposure. Should I attend? Should I present?

How do I set the pre-money valuation for my company?

What is a value-creation curve? How do I think about the valuation of my company after the Series A? What about after the Series B?

How do I calculate dilution? How should I think about my dilution? How do I calculate my ownership percentage after the Series A and beyond?

A pharma company wants to license my lead program before the Series A - is this a good idea? Why or why not?

What do I tell investors if they ask me about whether I have other term sheets? How do I assess investor and potential acquirer appetite for the indication I'm pursuing?

How do I compare opportunities, taking into account the cost of capital and value creation curve for my investors that invest in different times?

How do I balance an indication with a \$1 billion peak sales opportunity requiring \$100 million pivotal studies to get approved (10x) with a \$5 billion peak sales opportunity that will require \$500 million of pivotal study development (also 10x) to get approved?

How do I balance an indication with a \$1 billion peak sales opportunity requiring \$100 million pivotal studies to get approved (10x) with a \$10 billion peak sales opportunity that will require \$500 million of pivotal study development (now 20x) to get approved?

Clinical Strategy

What is the registration strategy for my product? Do I go frontline first for the largest indication first?

What additional clinical indication work do I need to do before I can get that large scale indication?

Do I have multiple molecules? Should I so that I can be splitting indications with different molecules? How does that impact the long term build of my company? If my drug can be across many different indications, have I thoroughly optimized the question of where I should have different molecules for different indications?

If I have a disease area with later stage and earlier stage, how am I informing and derisking the early stage element?

How am I making sure I don't start the IRA clock too soon? Is that with different molecules? If so, how do I align the development programs of those molecules so I have the information I need for the molecule that I'm going for the earlier line setting?

Are some of the indications orphan (which allow exemption from the Medicare negotiation, but I can only do that with one indication)? If so, do I split molecules across those multiple different fronts?

How does clinical development plan / proof of mechanism readouts tie to the value inflection points in the mind of later stage investors and/or pharma? Which proof points do they care about vs. not care about? I.e., Why do I need to know what the phase 3 trial looks like—we're still at the seed stage?

What are the right proof of mechanism demonstrations, in which indications, and in what sequence (even if that's not going to be the ultimate indication I want)?

How do I balance the time/money required to generate proof of mechanism vs. the various indications available?

What level of role should I hire for? How do I determine what level someone should come in at?

What role/technical expertise should I hire for first?

What is the first step in the hiring process?

How do I define the job role and responsibilities effectively?

Where should I advertise the job opening to attract the right candidates?

What criteria should I use to determine what makes up the best candidate?

What interview questions do I ask? How do I conduct effective interviews

—i.e. how do I design an interview that gives me the best read on an individual's ability to do the work I need them to do?

Who should be involved in the hiring process?

How do I evaluate the cultural fit of a candidate?

How do you do a reference check?

Is it ok to do confidential references before or during the candidacy?

What important legal considerations should be made during the process?

How do I extend an offer to a candidate in a compelling way?

How do I close a candidate?

What if reference checks go poorly? Is it ok to rescind the offer?

How do you construct a good case interview? Is this important?

When do I need to start hiring for the role? How long does it take?

Is it harder to recruit to a startup (riskier stage company) than it was in my previous roles? How can I frame the risk balance to a candidate if they are not incentivized like a founder?

Why shouldn't we be an LLC - wouldn't that be cheaper and easier than a C-Corp?

How do I set up equity vesting for my employees and what's a normal cliff?

What do I do if a potential employee has a non-compete with their company?

What happens if I don't make my 83(b) election on time for my founder stock?

What's the difference between common stock and preferred stock?

What is the difference between my common stock and employee options?

What do I tell employees if they ask what happens to their options if they leave the company?

What IP should I share with and without an NDA?

Should I get Carta for cap table management or let the lawyers handle it?

Do I need to actually hold board meetings if I'm the only director?

What's the optimal way to handle payroll for my employees and contractors?

What is the process for monthly financial statements?

How do I pick a valuation firm for a 409A analysis?

When do I need to get a 409A analysis performed?

Can I put my money in an interest-bearing account?

How do I pay taxes and to which government agencies?

What is the 1099 paperwork and why do I need to provide this to my vendors?

What are my state's workers compensation insurance requirements?

What type of health insurance should I get for my employees?

How do I put together an offer letter?

What would it cost to offer a 401(k), with and without matching?

How do I complete I-9 verifications?

How do I automatically share our team's calendar availability with an external consultant?

How do I securely share files with a CRO?

What are some ways to make sure our accounts and records are secure?

How do I know if an email is real or a phishing attempt?

Do I need general liability insurance and if so, which kind?

How much should a cyber liability insurance policy cost?

Dear Founders,

Curie.Bio is a venture capital firm that helps founders discover and develop important new medicines. We do this by investing directly into existing companies, creating focused spinouts, and helping founders build companies from scratch. Our unparalleled team and capital-efficient model provide you with immediate access to the industry's top drug hunters, operators, and R&D services from day one.

With smarter planning, faster progress, and more efficient use of capital, founders can own more of their companies at exit. We partner with them to optimize every step of the company journey, from the idea-stage through meaningful clinical data.

What do we offer?

- **Services from an unparalleled team:** We provide all the essential functions of a large biotech company, so you don't have to build them yourself. Our 100-person team of experienced drug hunters and biotech operators, typically inaccessible or too expensive for small biotech companies, joined us full-time to support our early-stage portfolio. They work as fully integrated members of your team on a day-to-day basis. We leverage this institutional IQ to make sure you have everything and everyone you need to reach the milestones that unlock your next round of funding at a higher valuation. We do real work.
- **Co-Piloting:** Our co-pilots help you define and execute the best possible seed work plan. This group has made significant contributions to 200+ clinical-stage drugs and 30+ registered products. With expertise in the art of drug hunting, we help you choose the best therapeutic targets and the right TPPs to enable efficacy in the optimal indications. We guide you in setting appropriate, value-inflecting milestones based on future investor feedback and tailor experimental plans to achieve those milestones. We evaluate each data readout with you to help determine which experiments need to be adjusted from the initial plan. We monitor and help you react to updates from your competitors to ensure you're always aiming for best-in-class.
- **Core Services:** We support you in all aspects of building your company so you can execute your plan more efficiently. We interview drug discovery vendors and help you select the ones that get shit done. We help identify the expertise needed to support your key programs and access the right experts. We help you source, recruit, interview, and hire top talent. We help you run the fundraising process to maximize interest from future investors and partners.
- **Excellence in execution:** We get the best people in the world to help you make impactful medicines. This ensures our invested capital drives the most progress.
 - **External R&D:** With over 200 CRO partnerships, we've turned the global vendor ecosystem into an on-demand R&D service for our portfolio companies. This ensures you get the best team at the best CRO to complete each experiment in your R&D plan. Our scale provides leverage in pricing, quality, and speed that small, early-stage companies cannot access alone.
 - **Drug Makers:** We've created an optional, fractional staffing service to help fill operational and scientific gaps on your team. Our CXOs and Drug Makers are highly skilled in the craft of drug making and help you execute experimental plans.

What do we invest in? Our portfolio of 30+ therapeutics companies includes a wide diversity of founder backgrounds, therapeutic areas, drug modalities, and geographies. We invest in platform and asset-centric companies, and each of the company's programs must have blockbuster potential (\$1B peak sales) on their own.

How does our model work better for founders? We helped our first portfolio company, Forward Therapeutics, develop clinic-ready therapies with blockbuster potential in less than 18 months on just \$8M of capital. That helped the founders to raise a \$50M Series A at an impressive 5-fold valuation step-up, enabling them to retain substantial equity in their company.

Do you have a therapeutic idea worthy of funding? Connect with Curie.Bio.



Zach Weinberg
Co-Founder,
Chief Executive Officer



Christoph Lengauer, PhD
Co-Founder,
Chief Scientific Officer



Alexis Borisy
Co-Founder,
Operating Chairman

"We created Curie.Bio to be the resource we wished we had when we were starting our first companies. It would have been amazing to have experienced co-pilots on my side, sharing their knowledge and wisdom, but also rolling up their sleeves and knowing the details to help make it happen."

- Alexis Borisy

Curie.Bio Model and Services

Curie.Bio has raised \$1.25B to combine two businesses:

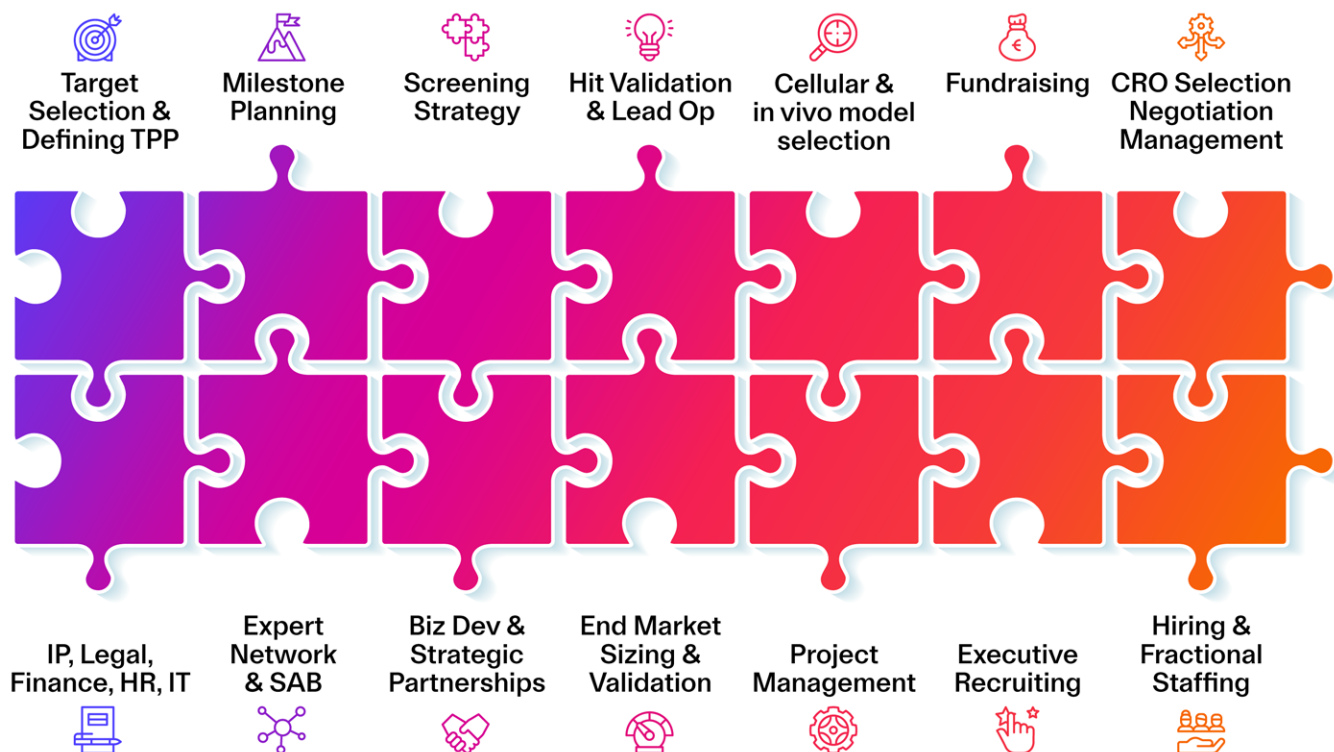
1. investing
2. drug discovery co-piloting

Early-stage investing

- **We typically invest \$5-15 million of capital in the founder's company** in exchange for preferred stock. If additional capital is needed for the round, we help founders raise more money.

Drug discovery co-piloting to elevate therapeutics companies

- **Our services make it significantly easier for founders to design and execute the optimal research and operational plan.** We co-pilot alongside the founders and provide proprietary access to world-class experts, external vendors, and future investors. Our services improve the odds of developing a progressible lead drug to drive significant value creation. We ensure founders have access to the necessary expertise, skillsets, network, and resources to support all aspects of their company - i.e. best practices in every critical discipline.
- **With our services, your money goes further.** We help founders reach better milestones as quickly as possible, which increases the probability of a strong next round of financing and less future dilution.
- **We win when you win.** Instead of charging for our services in cash, founders receive access to Curie.Bio's shared services, capabilities, extended network and support in exchange for founder common stock representing 7.5% of the company. As a result, we have ultimate incentive alignment with founders.



Who We Are

Curie.Bio is built by biotech founders, drug hunters, operators, and early-stage investors. We've weathered the storms of setbacks, celebrated the triumphs of advancements, and ultimately delivered life-altering treatments to those who need them most: **patients**.

Our Team's Track Record

Clinical-Stage Drugs

200+

Approved Products

30+

Prior Companies Built

>15

Enterprise Value

>\$30bn



What We Do

We elevate exciting early-stage therapeutics companies by helping them design and implement their best path for value creation.

Who do we invest in?

- Founders with an approach, insight, or skillset that can be leveraged to discover novel drugs with best-in-class potential.
- We're already backing industry scientists, academic researchers, biotech executives, engineers, computer scientists, first-time founders and seasoned entrepreneurs.

What kind of companies do we invest in?

- Therapeutics companies only—we must be excited by the science and believe you can deliver a drug that competitively addresses a major unmet medical need.
- Therapeutic modality and indication agnostic.
- Single asset or platform-focused.
- We support companies in any geography - we operate virtually.

What stage do we invest?

- Meaningful value inflection (e.g., milestones) must be achievable with \$5–15 million and our services in 12-24 months.
- We fund anything from a well-defined “idea on paper” to existing companies with significant proof of concept data.

How does diligence work?

- Efficiently. We bring rigorous analysis to your concept in the very first meeting—i.e., we read the materials you send beforehand, come to the meeting prepared with specific questions, discuss which milestones would generate value and what plan, budget and data it would take to achieve them.
- We pride ourselves on delivering candid, constructive feedback.

What happens before we write an investment check?

- We work with founders to develop a detailed research and operational plan, including the budget, timeline, vendor options, full-time and fractional talent requirements, and an experimental plan mapped to critical drug discovery milestones that are designed to increase the valuation of your company.
- Planning happens with a dedicated pod of Curie.Bio Co-pilots with extensive experience successfully (and unsuccessfully) developing drugs. These are people who would be impossible for most early-stage companies to be able to recruit or afford.



George Voren, PhD
Head of Founder Strategy
and Operations

“We aim to provide white-glove service to any founder we meet. Their company is our customer. That means each founder gets engaging, candid and constructive feedback on their company.

We work to maximize the value of the partnership between Curie. Bio and founders, ensuring that their experience from initial introduction to a successful future fundraising exceeds their expectations.

Given the substantial amount of work we put into each company we fund, only a very small subset of opportunities we see will receive a term sheet. From that point forward, we work tirelessly alongside the founders to leverage our resources and connections until your company reaches the next round of financing or is acquired.”

Freeing Founders

Curie.Bio supports a robust ecosystem of diverse founder archetypes.

01

Serial Entrepreneur

Repeat founder looking to maintain control of their idea and promote optimal economics.

02

Industry Scientist

Experienced scientist with experience in biotech or pharma looking to launch an idea.

03

Academic Scientist

Rockstar academic scientist(s) in need of an operator to run the day-to-day.

04

Industry Operators

Biotech operator looking to launch an idea but needs the technical expertise.

05

Biotech Spinout

A biotech company looking to spinout an asset.



Toufike Kanouni, MS

Founder, Forward Therapeutics

“Working with Curie.Bio – things move quickly. I was introduced to Zach and Christoph and they were very engaged from the get-go. We had solid targets that they knew well. George kicked off the planning phase as part of due diligence: working to map out how and when we could get to a lead molecule. After reaching a consensus within a few weeks, we moved forward with Curie and the financing came through in about a week.

We raised \$8 million from Curie.Bio—and began working with the External R&D team, some of Curie's fractional hires, their expert

“Curie.Bio helped us accelerate the science to get us to Series A. I'd recommend that every founder reach out to them—they are agnostic to therapeutic area, they are open to all good science, and are seeking companies where they can help. They are not just participating in companies, they are making the science and the breakthroughs better.”

network, and most importantly, the Co-pilots. We met at least weekly with Curie and the communication was amazing: we had clear goals, so our progress was tangible.

As a founder, it's very important to have conviction that you're making the right decisions. Curie had the team and network to help us investigate and make informed decisions we were confident about.

About 15 months later, we achieved everything we hoped to. We feel like our data is really robust and we recently completed dose range-finding studies and toxicology to further derisk our lead drug. Curie's support has remained strong throughout the entire seed journey.

ENDPOINTS NEWS

Forward Therapeutics, the first biotech from Curie.Bio, raises \$50M for oral small molecules in immunology

by Kyle Lathauk on November 9th, 2023

Now we're successfully raising our Series A, where Curie has helped us develop materials, connect with investors, and tell our best story.

Prior to Forward Therapeutics, I was with another company that raised a Series A. I can say with confidence that we've made more progress through our \$8 million seed with Curie than my prior company did with their much larger Series A. We've also now accomplished this with a much smaller team.”

Service: Co-piloting

Our team is now your team. We've built a large team of world class drug hunters, investors, and operators that become your extended team members once you become a Curie.Bio portfolio company.

We provide our collective experience by co-piloting with founders from the first day of planning all the way through the next major round of financing. In service of founders, our Co-pilots and core service teams exist to provide support with:

- **Value creation & milestone planning:** We help founders select the initial therapeutic targets, refine the target product profiles to make sure the therapeutic has best-in-class potential, advise on how to resource the pipeline and platform, and map out appropriate milestones for raising the next round or partnering with biopharma.
- **Work plan design:** We help founders design a research and operational plan that is scientifically viable, technically feasible within the bounds of available research infrastructure, has a high likelihood of success with our support and generates data that makes the company worth significantly more in the eyes of future investors and biopharma.
- **Execution guidance:** We have built a team of experienced researchers, drug hunters and project managers that meet daily to weekly with the founder throughout the entire seed work plan (12-24 months) to review data, give guidance on the research plan, and seek out resources within our ecosystem on behalf of the founder(s).
- **Recruiting:** We support founders with their recruiting needs and overall team-building strategy. Our Co-pilots coordinate with our Talent Acquisition team to help founders build job specs for key hires and then identify, interview, land, and retain new hires for their team.
- **Vendor Management:** We work closely with founders to make sure all their external work happens on time and at the right quality. Early-stage companies typically struggle to leverage preclinical research services in an optimal way. Our team of Co-pilots has routinely leveraged external research in their prior roles in biotech and pharma to successfully move drug discovery programs forward. They've also suffered the setbacks from those relationships going poorly and know how to safeguard founders from suffering through the same mistakes.

CEO Co-Pilot

Has overall responsibility for the Curie.Bio pod and works together with the Lead Founder to define and implement the work plan to achieve company milestones.

CSO Co-Pilot

The main point of contact for founders—accountable for coordinating and delivering Curie.Bio services to the portfolio company.

Pod Members

Provide additional support as needed, stepping in to contribute based on their unique and valuable experience.

Project Manager

Provides project management support to the portfolio company. See the Project Management section for more details.

Your Co-Pilots



Christoph Lengauer, PhD
Chief Scientific Officer

“This Co-pilot concept is really important. As a founder, you might have a good platform idea but don’t know drug discovery. Or you might be a good chemist but then you need an expert in biology. It’s ultimately very difficult to start a company with all the expertise that’s needed. So what do you do? As a founder, you have a couple of options: You accept that blind spot or hire somebody in your network who likely is not a perfect fit.

But if you do hire: You are paying that person a full-time salary, even though you might not be ready to leverage their skillset full-time, because the company is early stage. You really can go through millions of dollars without ever beginning testing. The Co-pilot takes care of this by allowing you to have dedicated top talent, so that you can stay very disciplined in terms of your spend, but do that with a full talent base available for what the company needs. Ultimately, with Curie.Bio’s Co-pilots, the money goes further and the innovation happens faster.”



Ben Auspitz
Managing Partner



Chris De Savi, PhD
CSO Partner



Frank Stegmeier, PhD
CSO Partner



Greg Carven, PhD
Partner (Biologics)



Dennis Zaller, PhD
Partner (Immunology)



Sue Wee, PhD
SVP, CSO Partner Team



Andy Garner, PhD
Senior Vice President



Lisa Huang, PhD
Senior Vice President



Nina Kreymborg, PhD
Senior Vice President



Mike Schlabach, PhD
Senior Vice President



Aron Jaffe, PhD
Senior Vice President



Chris Smith, PhD
Vice President



Wenyan Miao, PhD
Vice President



PV Sivakumar, PhD
Vice President



Ryan Sullivan, PhD
Vice President



Mariela Jaskelioff, PhD
Vice President



Patrick Lee, PhD
Vice President



Kelly Moynihan, PhD
Vice President



Thomas Horn, PhD
Diligence and Operations



Alexia Kedves, MS
Senior Director



Jon Sockolosky, PhD
Senior Director



Leah Sibener, PhD
Senior Director



Andrew Warren, PhD
Senior Director



Mary O'Sullivan, PhD
Senior Associate



Molly Cole, PhD
Senior Associate

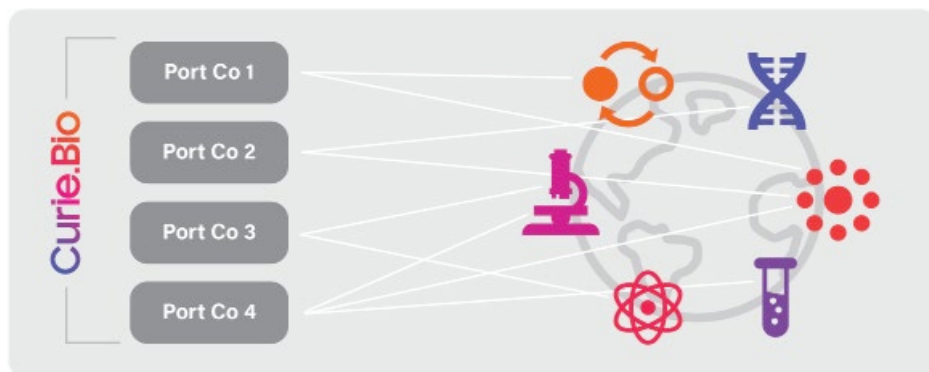


Helen Sun, PhD
Associate

Click on co-pilots to read full bios

Service: External R&D

The world is your lab—don't limit yourself to what you can build internally.



External R&D

The ecosystem of biotech research services has matured significantly over the last decade. Almost all aspects of preclinical research can now be completed through the use of top-quality contract research organizations (i.e., vendors). These vendors are routinely used by biotech and pharma companies to access specialized capabilities and scale their research footprint without having to hire more scientists and build additional infrastructure, all while accessing teams and capabilities that would not be possible to build internally.

Early-stage companies typically struggle to access quality contract research organizations in a timely manner. As a new, small customer, they additionally lack the leverage to ensure quality and optimized deal terms. For the first time, seed-stage companies can now access a comprehensive suite of high-quality vendor research services through Curie.Bio as if they were a large established biotech company.

Curie.Bio has an internal, dedicated team that selects the top vendors, establishes contracts, and manages the relationships to ensure you are working with the A-team. Our team has significant experience managing external research and vendor relationships at high-performing biotech companies and is available to provide project planning support for distributed work streams. We're available to review data reports with you to help with quality control and escalate any issues on your behalf. For some of the larger vendors, we have a governance structure that enables our alliance managers to enforce quality through the vendor's senior management, not the technical teams—something a small company would never have the leverage to set up.

Companies simply submit a statement of work, and they manage the work directly with the vendor researchers, while Curie.Bio manages the larger business relationship. Less friction, less paperwork, faster execution - founders focus on the science.



Christophe Muller, PhD
Chief of External R&D and
Partnering

"We are geared towards serving our founders. We do so by identifying best-of-breed external partners, removing frictions around the contracting, pricing and negotiation process as well as ensuring that through the aforementioned strategic partnerships, we generate the highest quality outcome to all the experiments, carefully crafted by our founding teams and Curie. Bio co-pilots. In addition, should any issues occur during execution, our team will be at hand to identify and implement a solution."

Services: Project Management and Business Operations

Our goal is to **eliminate operational mistakes** so founders can focus on the science.

Project Management

During this early stage of your company's journey, making the right choices is essential. Our project management (PM) leaders help you develop your project plans throughout your time with Curie.Bio. They visualize different options, so you have a clear sense of the impact on budget and timelines. They identify key decision points, help you navigate choices, identify dependencies, and help you stage activities that are appropriately gated.

Your project management leader provides support throughout the planning and execution of the plan we invest in together. To set you up for your next round of financing, they also work with you to develop a new research and operational plan to ensure you're raising the right amount of capital for that next stage in your company's journey.



Jeroen Verheijen, PhD
Head of Project and Portfolio Management

"We understand what is required to take a drug all the way, and we make sure you are prepared for what's next and have all your ships pointed in the right direction."



David Hackner
Head of Business Operations

"My job is to make sure the founders develop important therapeutics without getting bogged down by NDAs, vendor comparison projects, laptop ordering, payroll, monthly financials, tax filings... I'm here to free the founders from distractions."

Business Operations

Founders should focus on generating data, not on making payroll. Outside of research and fundraising, there's a considerable amount of business operations required to launch and operate an early-stage biotech company (e.g., legal, accounting). Mistakes here can be just as detrimental to the fate of an early-stage company as bad scientific decisions. To ensure the business operations of our portfolio companies are handled, we've partnered with the groups that specialize in providing these services for biotech.

Similar to our vendor research platform, Curie.Bio has pre-negotiated arrangements with partners to ensure our founders get the best service for the best prices and can rely on us to negotiate on their behalf. We've selected the top partners for intellectual property, legal, finance and accounting, human resources, information technology and security, and insurance. This allows founders to remain focused on the science while knowing other operational responsibilities are taken care of.



Service: Talent Acquisition

Curie.Bio's teams help you identify, attract, assess, hire, and retain world-class talent for your organization.

Full-Time Hires

The first new additions to your team will be critical to putting your company in a position to be successful. Our in-house, full-cycle Talent Acquisition team can address your hiring needs, from helping visualize roles and their responsibilities to crafting competitive offer packages based on market compensation data. Our team will serve as internal advisors and liaise externally as an extension of your company and brand to help create a compelling and seamless experience for your candidates. We will help you hire a broad range of talent, including executives, scientists, operators, and general managers.

CXOs and Drug Makers: On-Demand Fractional Hires

To execute the seed experimental plan, founders need great day-to-day scientists doing hands-on work but struggle to attract top talent and may not need a full-time hire.

Curie.Bio provides our portfolio companies with highly skilled and experienced drug discovery scientists to help founders reach scientific milestones more efficiently. This helps founders save significant money through utilizing fractional and temporary hires — i.e. world-class talent on demand. We expect to “lose” our DMiRs to a company they love, and we are happy to see our portfolio companies gain great talent.



Andrew Wylie, PhD
CXO



Darryl McConnell, PhD
CXO



Ankit Mahadevia, MD
CXO



Neal Padte, PhD
SVP, Operator



Erik Meredith, PhD
SVP, Drug Maker, Chemistry



Ping Li, PhD
SVP, Drug Maker, Biologics



Xin Huang, PhD
SVP, Drug Maker, Protein Sciences & Structural Biology



Jun Kuai, PhD
VP, Drug Maker, Discovery Biology



Mike Sintchak, MS
VP, Drug Maker, Structural Biology & Protein Sciences



Bo Barnhart, PhD
VP, Drug Maker, Biologics



David Tully, PhD
VP, Drug Maker, Chemistry



Michelle Southey, PhD
VP, Drug Maker, Computational Chemistry



Chris Borella, PhD
VP, Drug Maker, Project Management



Alan Futran, PhD
Senior Director, Drug Maker, Biology



Lixin Qiao, PhD
Senior Director, Drug Maker, Chemistry



Joshua Mugford, PhD
Senior Director, Drug Maker, Biology



Chandra Miduturu, PhD
Senior Director, Drug Maker, Chemistry



Yue Pan, PhD
Senior Director, Drug Maker, Chemistry



Sarah DeVos, PhD
Senior Director, Drug Maker, Oligonucleotides



Crystal Shih Byers, PhD
Senior Director, Drug Maker, Biology



Masoud Sadaghiani, PhD
Senior Director, Drug Maker, Biology



Antoine Henninot, PhD
Senior Director, Drug Maker, Peptide Chemistry



Cristina Puchades, PhD
Associate, Drug Maker, Structural Biology

[Click on copilots to read full bios](#)

Service: Expert Network

Our goal is to **connect you with the world's best people**, handpicked to complement your founding team by bridging gaps in experience, expertise, and network.

We maintain a best-in-class expert network whose members' expertise spans all therapeutic areas, modalities, phases of drug discovery and development, and drug discovery technologies. The network includes scientific and clinical leaders, drug discovery veterans, and experts on regulatory, clinical development, and market access. If our network doesn't already have the best advisers for your company, we will seek them out directly on your behalf.

We are not just finding you your SAB, but people who can do real work. We connect you with experts who will partner with you day-to-day on all aspects of building a successful therapeutics company. Each expert's involvement can vary significantly based on interest, incentives, and the company's needs. We help founders maximize the value of each expert engagement and relationship.



Morgan Breitmeyer
VP, Head of Data Product & Engineering

"Our goal is to enable deeply informed expert calls, improve recruitment processes, and provide strong partnership and expertise to founders."

Our Experts:

Drug Hunters

Platform Builders

Modality Selective

Indication Selection

Toxicology

Clinical Trialists

Regulatory

Manufacturing

Target Biology

Protein Engineering

Medicinal Chemistry

Computation / ML / AI

Strategic Finance

Business Development

Structural Biology

Services: Fundraising and Partnering

Our mutual success is driven by how excited others are about your company. We do everything we can to maximize competition for your next round of financing or partnership.

By not leading the next round of financing, we avoid signaling risk and have ultimate incentive alignment with founders as stockholders.

We win when you win.

We provide founders with end-to-end fundraising support—integrating our collective experience in raising billions of dollars for our prior companies.

- **Materials:** We want to make sure you're going into the fundraising process set up for success. To do that we begin working on the Series A pitch and materials ~6 months before you run out of cash. This includes the Series A investment memo, pitch deck, market assessments, Series A budget/timeline/use of proceeds/hiring needs, cap table model, investor target list, and data room. We put together the optimal package we'd want to see as if we were the Series A investors and we activate our entire team to help.
- **Practice:** We listen to your pitch, individually and as a group. We grill you with the questions you'll get from investors. We put you in front of expert advisors for additional grilling and feedback. We pitch your story to you so that you can be the critic. All of this is to get you ready for primetime.
- **Campaign:** Once the data, the story, and founders are ready, we make introductions to our broad network of Series A investors and biopharma companies. We coach you and guide you on how to run a tight fundraising campaign. The goal is to make sure that of all the target investors are getting the same information in a tight timeframe to maximize competition for your round.
- **Term Sheet:** When you receive term sheets, we help you navigate how to get the best possible deal. We help you optimize the round terms, not just the financial terms. We help you syndicate the deal so that you're paired up with the right partners for your next phase of growth. An important thing to keep in mind—Curie.Bio will not lead any Series A rounds, so we are completely aligned with your incentive to find the best firm to lead your Series A. Just like you, we want to maximize valuation and minimize dilution at the next round.
- **Closing:** Our Business Ops team will help you get the legal support you need to close the round.



Lazar Bojic, PhD
Head of Investor Network

"We'll arm you with the tools you need to effectively communicate your science, articulate your vision for your company, and partner with the right syndicate of investors to help you scale your business."

Contact Us

Founders tell us **our diligence process is constructive**, not probing, and helps them elevate their company. We aim to help founders in every interaction, even if the company isn't a fit for us.

Diligence Questions: When we assess new opportunities for investment, we start with the following questions. We appreciate that founders may not yet have a complete answer for each question and may still be working on selecting a lead program. However, we ask that you think through these topics as they will be important for creating a research plan that sets your company up for a successful next round of financing or partnership.

- 1. Lead Program:** What is your best, first desired drug? We need to understand how the drug works and the rationale for this mechanism in the disease you want to treat.
- 2. Discovery Approach:** What are the technical methods you will use to discover and optimize your drug candidates? Describe the platform and its role in your drug discovery process. This will be especially important if the 'special sauce' of your company is the platform and not the target.
- 3. Preclinical proof of concept:** Assume we can effectively get that best, first drug made for you. What then is the best, most definitive animal model or preclinical experiment that can be done with that drug and how fundamentally believable/compelling is that model to the field and to clinicians?
- 4. Clinical proof of concept:** Assume the results look as good as you hope in that best preclinical model. How meaningful of a therapeutic effect do you believe you would see in humans and what population would this be the best clinical demonstration in?
- 5. Why now?** What has recently changed in order to make today the right time to invest in this approach?
- 6. Why you?** What is it about your team's background that makes you well-positioned to succeed in tackling the unique challenges of this company's approach?
- 7. What's next?** Assume the drug discussed in questions 1-4 is made. What are the next, best drugs you think would be the best to pursue next for your company?

Curie.Bio

Submission Form



Curie.Bio

Free the Founders