

Bristol-Myers Squibb Company Law Department
2016 Diversity & Inclusion Summer Legal Internship Program
Application Cover Sheet

Name: _____

Law School: _____

Expected Graduation Year: _____

GPA/Class Rank: _____

Areas of Interest: Please mark with an X your preferred practice area, if any. If there is more than one area of interest, please rate the top 3 areas of interest with 1, 2, and 3. If you are not sure, please mark General Pharmaceutical Practice. Assignment to practice areas will be determined following interviews and at the time offers are made.

____ U.S. Regulatory/Commercial & Promotion Integrity

____ Transactional/Contracts

____ HR Law/Privacy Law

____ Patents (Please check all that apply)

biotech background

chemistry background

____ Trademarks/Copyrights

____ Litigation

____ Compliance

____ R & D Regulatory Law

____ General Pharmaceutical Practice

How to apply: Students interested in applying for this internship must forward their applications to elliott.korsen@bms.com by January 4, 2016. **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 why diversity and inclusion is important to the student
- 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 Company Law Department
2016 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 (first year preferred, but students at different stages of their legal education will be considered, including LLM students), 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.

In assessing potential candidates, this program is targeted towards law students from groups that have been traditionally underrepresented in the legal profession and

- Are in good academic standing and rank in the top 30% of their class and/or carry a 3.0 GPA or better; 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 4, 2016.

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, 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 why diversity and inclusion is important to the student
- 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.

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**

**Recognized by FORTUNE Magazine as one of the World's Most Admired
Companies in the Pharmaceutical Industry in 2015**



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 cancer, cardiovascular disease, hepatitis C, HIV and rheumatoid arthritis.

Our R&D organization is among the most productive in the industry, delivering 12 new medicines to patients in the past 7 years. Additionally, our philanthropic programs 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 2014, Bristol-Myers Squibb employed about 25,000 people worldwide and reported global sales of \$15.9 billion.

In 2015, Bristol-Myers Squibb received the following accolades:

Bristol-Myers Squibb was recognized on the Dow Jones' **2015 North America Index of Leading Sustainable Companies**. Our efforts to promote economic, social and environmental sustainability are core to our company's mission and reflect our ongoing commitment to patients, our employees and partners, the environment, and communities around the world.

MIT Technology Review named Bristol-Myers Squibb to its **50 Smartest Companies** list for 2015. Bristol-Myers Squibb was ranked No. 26, and recognized as a leader in Immuno-Oncology.

For the seventh consecutive year, Bristol-Myers Squibb ranked among the top 10 on Corporate Responsibility magazine's list of the **100 Best Corporate Citizens**. The company ranked sixth this year and has achieved the #1 ranking three times – in 2009, 2012 and 2014.

Bristol-Myers Squibb was ranked No. 4 among the **World's Most Admired Companies** in the pharmaceutical industry, according to the 2015 annual ranking published by FORTUNE magazine. Bristol-Myers Squibb ranked in the top three pharmaceutical companies for innovation and social responsibility.

Bristol-Myers Squibb was recognized as one of 2015's 100 Best Companies by Working Mother– marking the 18th consecutive year that our company has made the list. The company was recognized for outstanding leadership in establishing policies, programs and a corporate culture that supports working moms.

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 2016.

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, employment/privacy, intellectual property, and litigation. The positions primarily are based at our offices in Central New Jersey but 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, monthly 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. First-year students are preferred, but students at different stages of their legal education, including LL.M.s, will be considered. 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 eight qualified students will be placed in various areas of the Bristol-Myers Squibb Law and Compliance & Ethics Departments 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. Interested students should refer to our Recruitment Profile for more details.

TESTIMONIALS

*Digisha R. Bhavsar
Summer Internship Class of 2015*



“My experience at BMS was both unique and rewarding. As a Strategic Corporate Transactions Intern I was exposed to various types of agreements, contracts, and leases. I had the opportunity to enhance my research skills and develop my drafting abilities during the course of the summer. I was able to build professional relationships with people from groups outside of the Law Department, specifically the business group. Working on projects alongside different groups allowed me to take part in an open discussion regarding competing legal interests and business solutions. The mentors have created a program with novel events and excellent network opportunities. My summer at BMS has encouraged me to pursue a health law concentration and I have noticed that my experience at BMS is one that employers are enthusiastic to hear about! I highly recommend this internship to anyone who wants to gain excellent legal experience in a rich supportive environment.”

*Michael Zhang
Summer Internship Class of 2014*



“My 1L summer in the Strategic Corporate Transactions group at BMS allowed me to see the legal reasoning I learned throughout 1L in action, deliver value, and contribute towards a company's goals, products, and clients. Working in-house at BMS helped me develop my commercial judgment, which is a skill vital for both corporate lawyers and commercial litigators. The team at BMS delivers an excellent summer program not only in the work experience it provides but also in the programs it hosts, the mentorship it provides, and the enthusiasm it has for the summer interns. I began my law school's on-campus interview program right after my summer at BMS and employers were enthusiastic about my experiences there. Next summer, I will be working in corporate practice at Cravath, Swaine & Moore and my experience at BMS has provided an unparalleled springboard for my legal career.”

*Tatenda Musewe
Summer Internship Class of 2013*



“Last summer I had the opportunity to intern in BMS’s HR Law, Privacy and Records Management practice group. Through working within my practice group I was exposed to a wide array of substantive law such as the Fair Labor Standards Act, the Employee

Retirement Income Security Act, and L-1 immigration petitions. I also had the opportunity to pursue my interests in other legal areas by working with the Global Manufacturing and Supply group, and the Contracts group. Through all of these projects I learned the significance of supporting the business by turning legal issues into business solutions—an essential skill for any in-house corporate attorney. One of the greatest benefits of my time at BMS was the exponential expansion of my networks. My supervisors made it their business to ensure that they afforded me every opportunity to connect with the outstanding in-house counsel team and outside counsel from prominent law firms. The BMS internship has a strong history of fostering fruitful connections between interns and the Legal Department that last long after the internship is over. Already, I have drawn on this rich social capital as I move towards my legal career and I will continue to do so as my career progresses. This internship comprises boundless opportunities and imputes BMS’s global preeminent reputation to the intern. My time at BMS exceeded my internship objectives and I would recommend this internship to anyone.”

*Heather Oh
Summer Internship Class of 2012*



“My internship at BMS provided me with unique insight into the role of in-house counsel at a global biopharmaceutical corporation. As part of the Human Resources law group, I gained exposure to a variety of practice areas, including employment and benefits, privacy, business immigration, and compliance. I researched, drafted policy, and collaborated with other law departments. Perhaps the most valuable part of the internship was the guidance I received from my two mentors and the other attorneys at BMS. They were eager to give me meaningful work, and explain challenging areas of the law. Even after the internship, my mentors continue to be a source of advice and support. I highly recommend the BMS summer internship, as it was an experience that not only contributed to my skills as a future attorney, but one that employers are always thrilled to hear about.”

HOW TO APPLY

Students interested in applying for this corporate law department internship must forward their applications to elliott.korsen@bms.com by January 4, 2016. ***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 why diversity and inclusion is important to the student
- 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 2016 with an anticipated internship start date in late May 2016. Interviewees may be asked to provide references as part of the interview process.