ArsenalBio: Engineered to Cure

About Us

ArsenalBio is a privately held, programmable cell therapy company focused on the realization of solid tumor cell therapy to defeat cancer. Our discovery engine comprises precise CRISPR-enabled genome editing, integrated circuits incorporating logic gates for improved tumor targeting, and therapeutic enhancements enabling multiple pharmaceutical functions. The new instructions we are coding into cells:

- **Enable faster T cell growth**
- **Increase and extend potency of anti-tumor activity**
- **Improve targeting and specificity to tumor cells**
- **Deliver additional anti-cancer functions to the tumor**
- **Prevent tumor immune evasion**

With our programmable and computationally driven approach, our team is engineering living medicines to attack cancer's inherent multi-faceted nature and bring dramatic improvements to the lives of patients.

Our Values

One Team: We prioritize the team's outcomes over individual goals to achieve our company mission together.

Transparency: We operate with open and honest communication to build trust and respect with each other.

Humility: We ask for help and seek feedback from others to learn and grow.

Sustainability: We strive to scale operations while preserving our most valuable resources - funding, time and the well-being of our people.

Management Team

Ken Drazan, MD
President & CEO

Nick Haining, BM, BCh
Chief Scientific Officer

Susie Jun, MD, PhD
Chief Medical Officer

Tarjei Mikkelsen, PhD
Chief Technology Officer

John Schroer, CFA
Chief Financial Officer

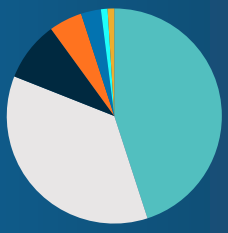
Meg Nibbi, JD
Chief Legal Officer

Bee Nguyen
Chief People Officer

Tim Sirichoke
Chief Technical Operations Officer

Employee Demographics

Race



- Asian: **45%**
- White: **36%**
- Two or more races: **9%**
- Hispanic or Latino: **5%**
- Did not disclose: **3%**
- Black/African American: **1%**
- Native Hawaiian or Pacific Islander: **1%**

Gender

Employee Base:
Male: **60%**
Female: **40%**

Executive Team:
Male: **67%**
Female: **33%**

Corporate Benefits

Health & Wellness: We offer comprehensive plans that cover medical, dental, vision, and emotional needs, paid at 100% for employees and 80% for eligible dependents. Employee enjoy catered lunches, unlimited healthy snacks, and 24/7 access to our free onsite fitness center. We also provide access to Modern Health, which provides coaching and therapy services to support your mental well-being.

Financial Well-Being: We offer flexible spending accounts and company-paid life and AD&D insurance in addition to our generous compensation packages. Our team also enjoys free parking and EV charging, commuter benefits, and monthly cell phone reimbursement.

Self-Managed Time Off: We prioritize work-life integration and offer unlimited time off, flexible office hours and paid parental leave.

Mindful Workspace: With ergonomically-friendly furniture, an open workspace and state-of-the-art lab with inspiring views, collaborative break-out spaces, wellness and meditation rooms, our office reflects our holistic commitment to health and happiness.

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