

## Bright young minds attracted to internships with Elemental Enzymes

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Through its internship program, Elemental Enzymes is attracting bright young scientists to be part of a new era in mainstream agriculture.

A great example of structured mentoring in the workplace, the program encourages interns to be responsible, independent and critical thinkers whilst working in a team. It also provides a safe space for budding young scientists to develop and learn in a business environment, leading to future career opportunities.

Associate product development scientist Marshal Blank coordinates the hiring of interns to conduct research alongside the company's scientific staff. College students and recent graduates are recruited to Elemental Enzymes for a three-month period over summer. Technicians, specialists and scientists can request an intern to support ongoing projects, or to implement a new area of research. "We set ambitious project goals to challenge our interns to grow as scientists. By the end of summer, we expect them to be participating members of our collaborative culture, and comfortable working in a dynamic science environment."

Elemental Enzymes co-founder and chief operating officer Katie Thompson said the intern program provided multiple benefits – to the company, scientific staff and the interns.

"Internal scientific staff benefit by working with new energetic scientists while honing their coaching skills. The program provides the company a chance to view some of the smartest and most talented young scientists.

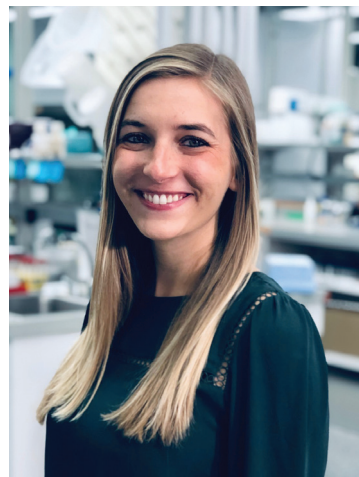
"The interns benefit by getting exposure to a leading Ag Biotech business, and a stepping stone for their careers either with Elemental Enzymes or in other organisations.

"We have a history of hiring interns into fulltime positions, with 90 per cent of new hires being interns for entry level positions."

Young scientists relate to the ethics of Elemental Enzymes and their products, which provide an attainable bridge between conventional and organic

agriculture. The company is targeting mainstream conventional agriculture – with soil products to help break down nutrients for the plant and the soil biome, adding life back into the ground; plus disease products to relieve symptoms and to limit resistance-development by stimulating plants' own immune and defence systems.

Joining conventional agriculture and helping to change it from within can have real impact – a very attainable shift in agriculture that appeals to young scientists.



Stacie Schumer, Product Manager.

**Stacie Schumer, a 2014 intern, is currently Product Manager.**

Stacie knew she wanted to have a positive impact on the world, but struggled deciding on a career path to pursue. By fate, she began working in agriculture with Elemental Enzymes via an internship while studying.

Undertaking a degree in Biology and Psychology at the University of Missouri in Columbia, she began interning at Elemental Enzymes in summer 2014, before her senior year of college, and has worked with the company ever since. She said interning while still studying was a great experience.

"I was able to relate so many things that I was learning in class to what I was doing in the lab at Elemental Enzymes."

In spring 2015, Elemental Enzymes were moving to new headquarters in St Louis and offered Stacie a Research Technician position, to continue assisting with cloning, fermentation and enzyme assays, and helping set up the new lab.

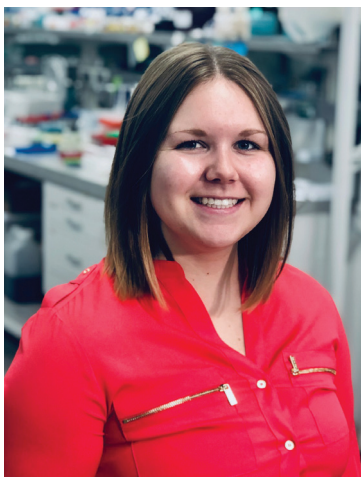
"As the company has grown and evolved, so have

I, surrounded by extremely intelligent colleagues who love to learn and teach. Starting my career with Elemental Enzymes has given me opportunities I wouldn't have at my age with a larger company. About a year ago I became Product Manager for our Biochemical Pesticides group, which encompasses many aspects of my previous positions."

She said Elemental Enzymes research focused on bringing safe and sustainable solutions to agriculture.

"With a growing world population, novel solutions to support food production are more important than ever.

"The company has developed eco-friendly inputs that improve soil and plant health and plant yield, increasing food production. Having these environmentally-friendly alternatives is vital to reducing the use of harsh or harmful farm inputs."



**Devyn Yates, a 2017 intern, is currently Manufacturing Bioprocess Technician and Lab Coordinator**

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She was drawn to Elemental Enzymes' goals on the company's website and contacted them 'on spec'.

Devyn Yates, Manufacturing Bioprocess Technician and Lab Coordinator

"We need to move towards better, more eco-friendly ways to meet growing food demands.

"Elemental Enzymes is working towards more natural solutions to improve agriculture by protecting crops and increasing yield, while reducing environmental impact. Their products give me confidence that we can create sustainable options, with minimal negative impact.

"The company is also a great place for young creative people to develop their careers, to grow their skills and independence. I've had opportunities to learn things very early in my career which I wouldn't have had at a larger company. Every year I'm given more responsibility, allowing me to grow both personally and professionally."

Studying Biomolecular Engineering at Milwaukee School of Engineering, Devyn's intern project focused on testing different surfactants with the company's WaterFlux products.

"I was capturing time lapses of plant growth in drought situations. I also assisted developing an early protocol for processing field images from drones."

In June 2018 Devyn officially moved into a fulltime Research Technician position, focusing on fermentation of free enzyme products, with 'a little bit of genetic work'

"This past fall, I oversaw production of enzymes at different facilities. I've also taken more responsibility for the upkeep of our fermentation and filtration equipment over the past year."

The Lab Coordinator position has increased her responsibility and leadership role, including upkeep of the lab, all ordering for the lab and inventory – especially challenging due to the shortage of many laboratory supplies during COVID.

"I'm still very new in my career, but would like to continue to work in the biological science field, working with bacteria, continuing to become more familiar with our fermentation equipment and able to troubleshoot any issues. I also hope to keep growing my leadership skills and eventually oversee a team."