J CAPITAL RESEARCH
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J CAPITAL RESEARCH

BIOTE CORP.
(BTMD)

May 20, 2024

BTMD May Make You Sick

Dangerous Side Effects, Unapproved Facilities, Ties to a 'Snake Oil' Salesman, Share Dilution Coming

- BTMD offers hormone and "nutraceuticals" products that purport to slow aging and increase sex drive. **But many former patients say the treatments make people sick, sometimes fatally.**[1]
- Patients often get irritable, develop acne, experience voice changes, and grow facial hair. **Dangerous side effects can include cancer and cardiac problems**. One lawsuit says that the (male) patient "developed breast cancer specifically as a result of the "improper, inappropriate, unsafe, and unnecessary hormone therapy that he received . . .per BioTE's hormone replacement Pellet Therapy program."[2]
- An FDA inspection of BTMD discovered **4,202 adverse events related to BTMD products that had not been reported.**[3]
- **BTMD does not test products coming out of the compounding facilities and sometimes ignores appropriate hormone release levels.** A 2021 lawsuit alleges that BTMD instructed its "trusted providers" to "patently disregard the patient's objective Testosterone lab values.[4]
- **One of BTMD's three suppliers[5] has been accused of blinding patients due to negligence.**[6]
- **We believe BTMD's business could be cut by over 70%** if the FDA determines that the hormone treatments it pushes need to be regulated as drugs.
- A key supplier has "received approximately 26 reports of adverse events related to your Testosterone and Estradiol implantable pellets, **including reports of death, heart attack. stroke, and breast cancer**," according to the FDA.[7] When we asked clinicians, **they were unaware of the adverse events**.
- To promote its products, BTMD reports "studies" that say "hormones are compounded in . . . licensed FDA outsourcing centers and are held to strict standards." But BTMD's suppliers have been told by the FDA that **their**

1 See, for example, Jeffries v. Biote Med (https://casetext.com/case/jeffries-v-biote-med) and Adkins v. Biote (https://wvrecord.com/stories/620982301-defendants-want-lawsuits-alleging-medical-negligence-dismissed)

2 Complaint, Richard Adkins v. Biote Medical, LLC, Civil Action No.: 2:21-cv-00636

3 https://www.fda.gov/news-events/press-announcements/statement-improving-adverse-event-reporting-compounded-drugs-protect-patients

4 Complaint, Richard Adkins v. Biote Medical, LLC, Civil Action No.: 2:21-cv-00636

5 https://www.documentcloud.org/documents/4834916-Florida-The-Stanleys.html

6 See Buzzfeed article: https://www.buzzfeednews.com/article/stephaniemlee/guardian-pharmacy-compounding-lawsuits-cataracts

7 https://www.fda.gov/media/163365/download

facilities do not meet the standards for a licensed compounding facility.[8]

- **BTMD's CEO was head of the Amen Clinics, called a "scam" in Reddit posts, which describe founder Daniel Amen as a "snake oil salesman" and "scam artist." Amen partners with BTMD. The Amen Clinics purport to diagnose ADHD, Alzheimers, and many other conditions via brain scans. They don't.**[9]
- In 2017, the CEO was **formally accused of fraud via "unjust enrichment"** through a related party.[10] The CEO **has little experience in consumer healthcare - except for her recent stint at Amen.**
- A clinician told us that customer retention is tough for BTMD, because **they often get doses wrong**, and many clinics prefer to figure out dosing and delivery methods themselves. Another clinician told us BTMD has a problem with **poorly formulated pellets popping out**, especially from male patients.
- **BTMD has changed CFOs twice since 2022. Those CFOs left under a cloud.**
- We are puzzled that BTMD can attract any investors with growth of 4% YoY in Q1 2024, barely keeping up with inflation, a 43% decline YoY in operating cash flow in the quarter, and a price of around 100x earnings.
- **A wall of shares is coming to the market, indicating massive dilution for shareholders.**
- **BTMD had to agree to purchase from its own founder almost $77 mln in stock to settle a lawsuit in which the founder called BTMD's SPAC merger a "get rich quick scheme."**
- The company's disclosure of legal proceedings fills two pages of the 10K.

8 Anazao: https://www.fda.gov/inspections-compliance-enforcement-and-criminal-investigations/warning-letters/anazao-health-corporation-613214-08182021, Right Value: https://www.fda.gov/inspections-compliance-enforcement-and-criminal-investigations[...]-value-drug-stores-llc-dba-carie-boyds-prescription-shop-610751, Asteroia: https://www.fda.gov/media/115061/download

9 See, for example, Reddit post https://www.reddit.com/r/TBI/comments/8flgzc/amen_clinics_legitimate_or_snake_oil/

10 https://law.justia.com/cases/minnesota/court-of-appeals/2017/a16-1234.html

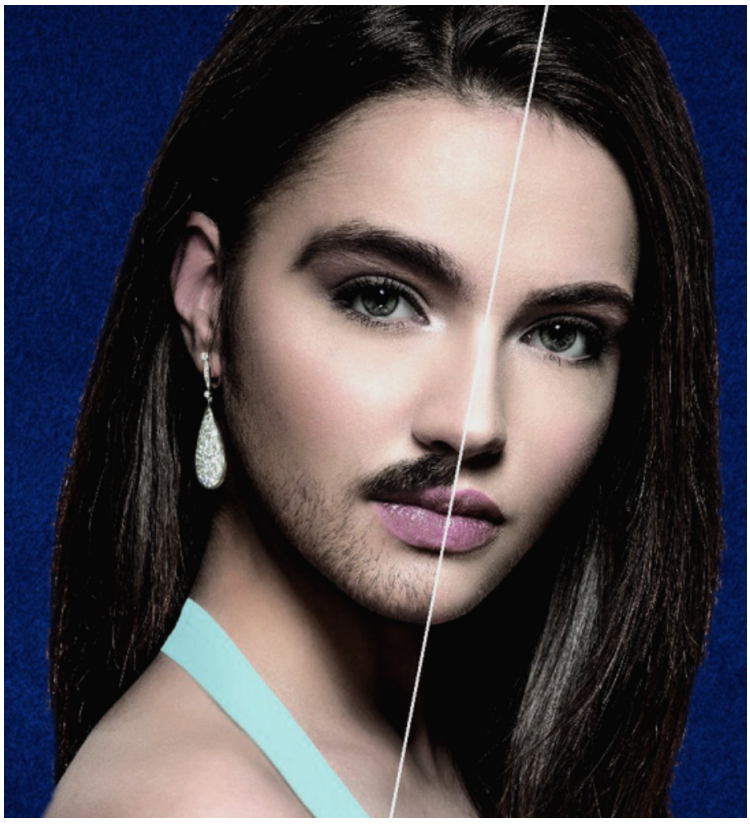


Photo presented by competitor Pro-pell as illustrating risks associated with hormone therapy.

BTMD pushes a dubious product but gets weak financial results

Biote Corp. sells hormone replacement "pellets" to clinics. The pellets are implanted into a patient's buttocks and provide hormones on time release for about three months. BTMD bundles this therapy into a "pellet procedure," which includes 1) sale of pellets, 2) inventory management software 3) access to company's blood-dosing website, 4) initial training for practitioners 5) ongoing practice development and marketing support. The company began trading on May 27, 2022.

The therapy is termed cBHT or "compounded bio-identical hormone therapy." BTMD also sells health supplements called "nutraceuticals" via distributors.

For the bundled goods and services, the Company accounts for individual products and services separately if they are distinct, i.e., if a product or service is separately identifiable from other items in the bundled package and if a customer can benefit from it on its own or with other resources that are readily available to the customer. The Company has identified three distinct obligations in its standard service agreement: initial training, pellet procedures (including sales of bioidentical hormone pellets, use of inventory management software to monitor pellet inventory, and use of the Company's blood dosing website to determine the appropriate pellets to use in each procedure), contract-term services (including ongoing practice development and marketing support, options to receive reusable trocars, and the right to use the reusable trocars through the term of the contract, if the option is exercised). The third obligation includes a combined lease/nonlease component for which the Company has adopted the practical expedient within ASC 842 which allows lessors to combine lease and non-lease components that have the same pattern of transfer to the customer-lessee and account for the combined component under the guidance relevant to the predominant portion of the component. By applying this expedient, the Company applies Topic 606 to the combined component.

Source: 2023 10K

Patients pay around $500 per insertion (once every three/four months or so). it can be more, depending on gender. There is no patient insurance coverage for treatments. Clinic providers call the BTMD package "very expensive."

BTMD's growth is so weak that one wonders what could attract investors. Q1 2024 rev-

enue of $46.8 mln barely kept up with inflation, increasing some 4.4% YoY. Operating cash flow fell 43%, to $7.4 mln in the quarter. BTMD did knock it out of the park on one metric though; its Class A share count rose from 18.5 mln at end Q1 2023 to 34.1 mln at end Q1 2024.

Damning side effects can include facial hair on women, breasts on men, cancer

Lawsuits contend that side effects of the BTMD procedure commonly reported (among women – 84% of patients) ***include heightened aggression, increased body hair, and acne. But the longer-term side effects can be much worse and include heart attack and cancer.***

In 2022, a former patient sued BTMD, claiming that the hormone replacement treatment had led to cancer. The complaint alleges that the (male) patient "developed breast cancer specifically as a result of the improper, inappropriate, unsafe, and unnecessary hormone therapy that he received . . . per BioTE's hormone replacement Pellet Therapy program."

In another case, in 2021, Randall and Stacey Jeffries sued BioTe, alleging that the pellets led Stacey Jeffries to develop cancer. An amended complaint in the lawsuit alleges that "BioTE further instructed its "Trusted Providers" . . . ***to disregard the patient's objective Testosterone lab values."*** Jeffries said she experienced nausea, headache, and fatigue, facial hair growth, voice changes, a reduction in the size of her breasts, appreciable weight loss, and noticeable swelling in her groin area, allegedly as a result of pellet implants provided by BTMD.

BTMD's partner outsourcing facilities are riddled with FDA violations

BTMD does not directly produce the HRT pellets or health supplements. This may change, as BTMD has just acquired a compounding pharmacy. To date, BTMD's partner outsourcing facilities produce the pellets, which are then marketed and sold by BTMD via clinics.

BTMD top outsourcing facilities are AnazaoHealth, Right Value Drug Stores, dba Carie Boyd's, and FH Investments, dba Asteria Health. Asteria is no longer an outsourcer, since BTMD acquired it on March 18. All of them have been subject to safety complaints by the FDA or the Department of Health.

We spoke with a biochemist and executive of biotech companies. He said:

> Compounding pharmacies are a crapshoot. They use unregulated compounds in many cases and have a history of causing infections due to poor sterile process. Their hormone products go in and can't be removed. So if the dose is wrong or you have a reaction you have to tough it out. There's too much real science out there to risk a place like this.

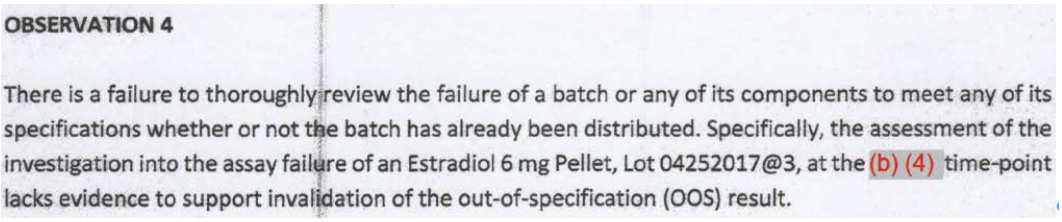
BTMD recently closed its purchase of Asteria Health, but Asteria has been told it has poor sterilization habits and weak controls.

The FDA is looking at the possibility of outlawing the direct distribution of drugs by compounders. This is probably why BTMD acquired Asteria Health for $8.4 mln plus a $0.5 mln earnout.

But ***Asteria looks like a weak compounder, if not downright dangerous.***

FH Investments, dba Asteria Health, has been cited by the FDA for inadequate controls. Glassdoor reviews also accuse Asteria of poor ethics.

The FDA cited Asteria in 2018 for poor hygiene, poor quality control, and lack of response to complaints.

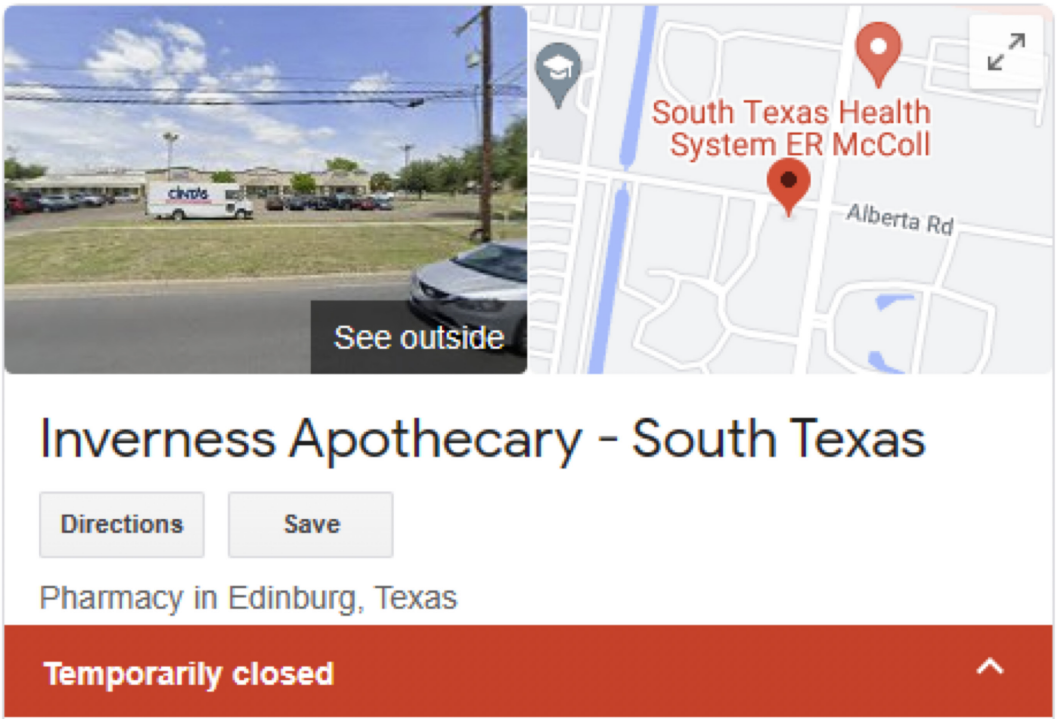


OBSERVATION 4

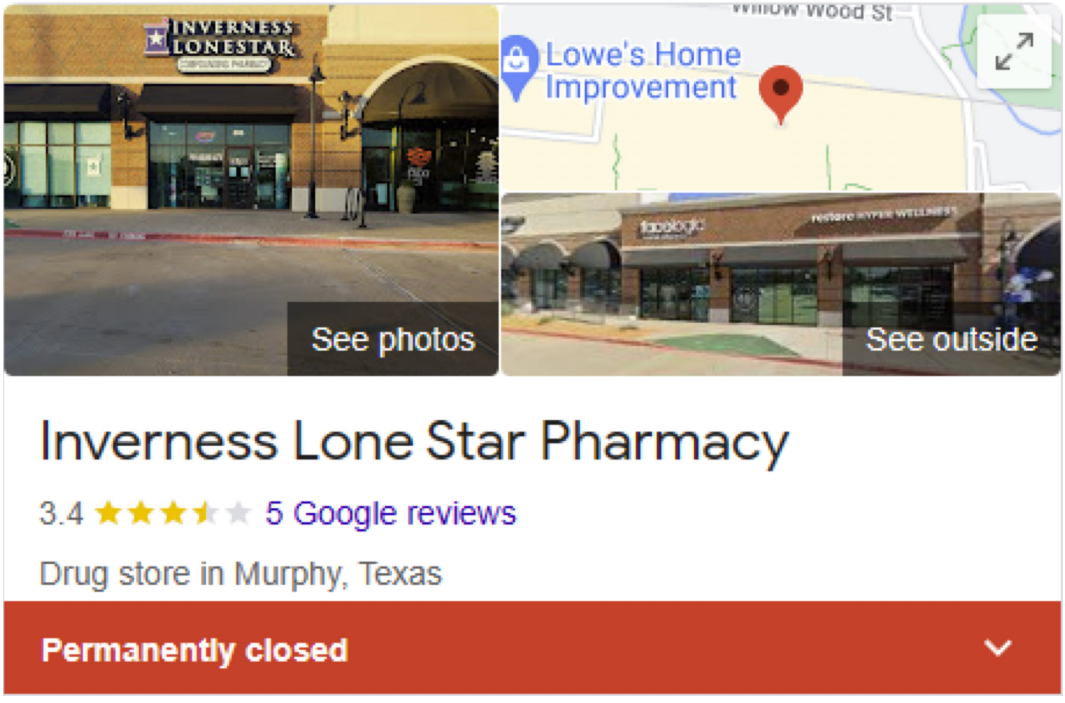
There is a failure to thoroughly review the failure of a batch or any of its components to meet any of its specifications whether or not the batch has already been distributed. Specifically, the assessment of the investigation into the assay failure of an Estradiol 6 mg Pellet, Lot 04252017@3, at the (b) (4) time-point lacks evidence to support invalidation of the out-of-specification (OOS) result.

Source: https://www.fda.gov/media/115061/download

Previous pharmacies belonging to Asteria's founder, William Fixler[11], called some variation of Inverness, appear to have been closed.



Source: Google Maps



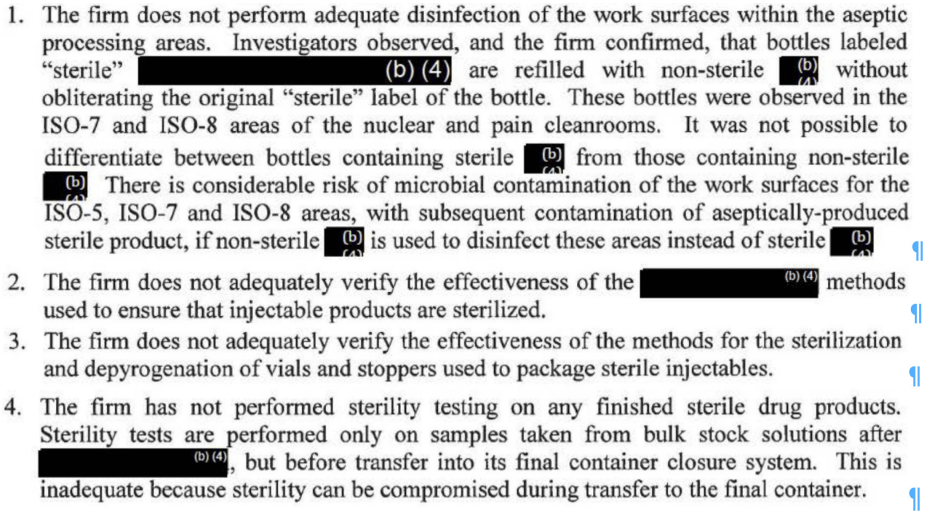
Source: Google Maps

11 https://www.linkedin.com/in/william-fixler-4a866548/

BTMD's second outsourcing facility, AnazaoHealth, has unsanitary conditions and non-sterile equipment

AnazaoHealth has been implicated in a plethora of cases accusing it of unhygienic and slipshod practices. Just a few:

- Allegedly blinding patients by producing a "negligently written" formula.
- Inadequate hygiene: Described in a letter from the FDA



1. The firm does not perform adequate disinfection of the work surfaces within the aseptic processing areas. Investigators observed, and the firm confirmed, that bottles labeled "sterile" [redacted] (b) (4) are refilled with non-sterile [redacted] without obliterating the original "sterile" label of the bottle. These bottles were observed in the ISO-7 and ISO-8 areas of the nuclear and pain cleanrooms. It was not possible to differentiate between bottles containing sterile [redacted] from those containing non-sterile [redacted] There is considerable risk of microbial contamination of the work surfaces for the ISO-5, ISO-7 and ISO-8 areas, with subsequent contamination of aseptically-produced sterile product, if non-sterile [redacted] is used to disinfect these areas instead of sterile [redacted] ¶
2. The firm does not adequately verify the effectiveness of the [redacted] (b) (4) methods used to ensure that injectable products are sterilized. ¶
3. The firm does not adequately verify the effectiveness of the methods for the sterilization and depyrogenation of vials and stoppers used to package sterile injectables. ¶
4. The firm has not performed sterility testing on any finished sterile drug products. Sterility tests are performed only on samples taken from bulk stock solutions after [redacted] (b) (4), but before transfer into its final container closure system. This is inadequate because sterility can be compromised during transfer to the final container. ¶

- Deficiencies in quality control

In 2022, the FDA told AnazaoHealth that many of its products were unsafe and may even have contributed to death, heart attack, stroke, or cancer. In 24 of the 26 cases, AnazaoHealth failed to identify whether the problem had originated with its compounds.

The National Academy of Sciences, Engineering, and Medicine (NASEM) calls Anazao-Health sterilization methods insufficient, its equipment unsanitary, and environmental conditions poor.[12]

In its 2021 Warning Letter, the FDA told AnazaoHealth that its compounding facilities did not meet FDA requirements. Violations included:

- Unapproved products
- Misbranded products

The letter said: "You should take prompt action to correct any violations cited in this letter. Failure to adequately address any violations may result in legal action without further notice, including, without limitation, seizure and injunction."

12 The report is available from J Capital at this link: https://jcapitalresearch.box.com/s/0frdmeswyktqjtvd80dvqet6dw5hvjk1

AnazaoHealth has also been implicated in a case of blinding. The company was accused of coming up with the recipe for the drug that allegedly caused the blindings is the Professional Compounding Centers of America (PCCA). PCCA denies it formulated the drug.

> *During a cataract surgery in 2009, a Florida woman was injected with a compounded medication that, she alleged in a lawsuit, blinded her left eye. The compounder, AnazaoHealth Corporation, in turn blamed PCCA for providing it with a "negligently written" formula. Anazao alleged that it had followed the recipe exactly, but that PCCA later corrected it without telling Anazao about the change. The case was eventually settled for an undisclosed amount, and PCCA denied any responsibility for the alleged injuries.*[13]

The FDA website shows seven warnings against AnazaoHealth since 2015. AnazaoHealth has also had trouble with the Environmental Research Center, which alleged that an AnazaoHealth formulation contained lead.[14]

An FDA inspection reported lack of required sterilization and inadequate controls and poor hygiene.[15]

BTMD's third supplier, Carie Boyd's, has had non-sterile conditions

BTMD's supplier Carie Boyd's has been subject to at least seven FDA adverse reports since 2014. Recent FDA complaints include compounding unapproved formulations, non-sterile conditions, and failure to report adverse events. DHHS safety complaints include poor sterilization and environmental monitoring and a lack of curiosity about product impacts.

Carie Boyd's, under its corporate name, Right Value, actually sued BTMD in 2020 for failing to buy as much as it had contracted to purchase. Carie Boyd's also alleged that BTMD had stolen some of its customers. BTMD responded that it had not met buying commitments, because the compounds were not up to spec.

BTMD doesn't check products from these compounders

BTMD said in 2019 that it does not test products coming out of the compounding facilities[16].

13 See Buzzfeed News: https://www.buzzfeednews.com/article/stephaniemlee/guardian-pharmacy-compounding-lawsuits-cataracts

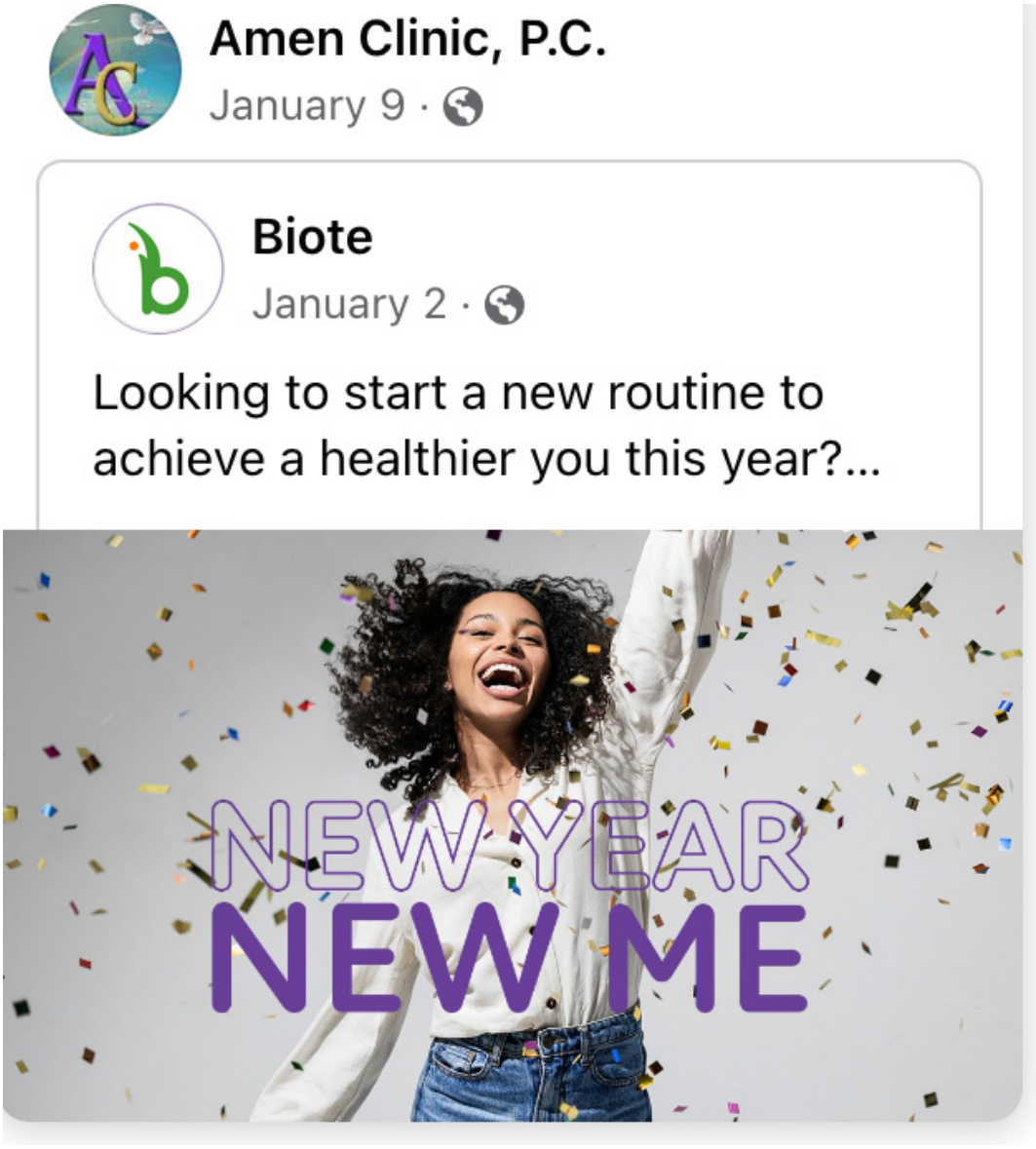
14 See Environmental Research Center vs. AnazaoHealth Corp https://oag.ca.gov/system/files/prop65/judgments/2018-00577J4001.pdf

15 Department of Health and Human Services inspection: https://www.fda.gov/media/91234/download

16 See Natinoal Library of Medicine report: https://www.ncbi.nlm.nih.gov/books/NBK562866/

Amen Clinics, from which two execs migrated to BTMD, is a critical counterparty

BioTe is deeply intertwined with Amen Clinics. CEO Teresa Weber was previously CEO of Amen. Jade Beutler, BTMD's "head of nutraceuticals," was COO at Amen. Amen is a BTMD provider. Amen regularly promotes BioTe on social media.



Amen Clinics perform SPECT scans, which measure blood flow and activity patterns in the brain. The clinics claim that a SPECT scan can help determine depression, mental illness, and other conditions. The clinics also provide brain scans to determine ADHD solutions (formerly it was Alzheimer's, depression, and bipolar). The scans have been proven not to work.[17]

17 See this 2013 article from the National Institutes of Health: Martha J. Farah and Seth J. Gillihan, "The Puzzle of Neuroimaging and Psychiatric Diagnosis: Technology and Nosology in an Evolving Discipline," https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3597411/

Dr. Amen and Amen Clinics have drawn controversy since at least 2005, when the clinics claimed a cure for Alzheimer's.

> It's 10 on a Saturday night and on my local PBS station a diminutive middle-aged doctor with a toothy smile and televangelical delivery is facing a rapt studio audience. "I will show you how to make your brain great, including how to prevent Alzheimer's disease," he declares. "And I'm not kidding."
>
> Before the neurologist in me can voice an objection, the doctor, Daniel Amen, is being interviewed by on-air station (KQED) host Greg Sherwood. Sherwood is wildly enthusiastic. After reading Amen's book, "Change Your Brain, Change Your Life," Sherwood says, "The first thing I wanted to do was to get a brain scan." He turns to Amen. "You could start taking care 10 years in advance of ever having a symptom and prevent Alzheimer's disease," he says. "Yes, prevent Alzheimer's disease," Amen chimes in.

Source: Salon May 12, 2008: https://www.salon.com/2008/05/12/daniel_amen/

In a 2022 article, the Daily Beast called Amen a "charlatan" and a "snake oil salesman."[18]

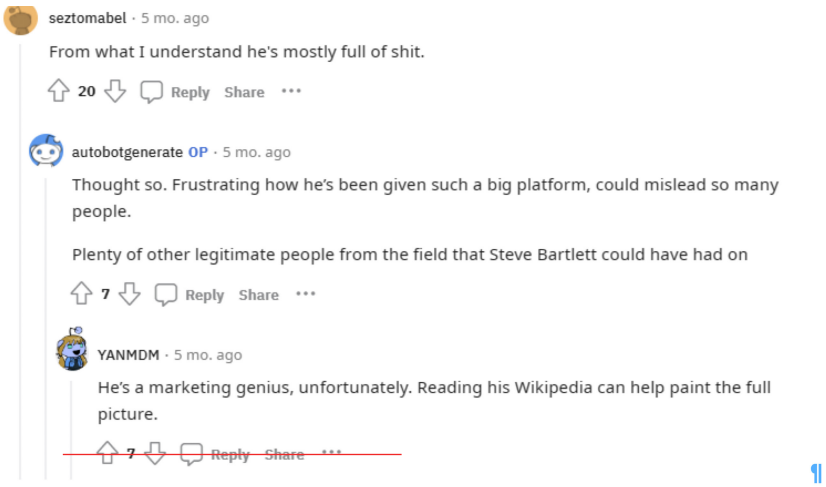
Online commentators say that the founder of the Amen clinics "is completely disregarded in the scientific community." "How is this dude allowed to do this?" says one post.

> **A warning about "Dr. Amen". Please dont go to his clinic..**
>
> This scam artist "Dr Amen". How is he this populair?
>
> He has MILLIONS of followers on instagram/tiktok. He goes on Dr Phil and he has a hugely viewed Tedtalk about "fixing ADD".
>
> He claims to see much better what your problem might be by using SPECT imaging. Thats where you get something radioactive in you and they take an image of bloodflow in certain areas.
>
> He leaves out SO MUCH VITAL INFORMATION when he shows these "healthy brain" and "ADHD brain" pictures. There NO(!) biomarkers for ADHD! You cannot look at one brain and go, yep, this is ADHD. He wears a labcoat on videos, explains how parts of your frontal lobe can be "sleepy" and then wants you to take a $3500 SPECT scan at his clinic, to tell you absolutely nothing. He uses many fancy words and wears a labcoat to take advantage of people who dont know any better. He ofcourse has his own supplement brand that ofcourse is the best, especially if you are "this or that braintype!".
>
> He is completely disregarded in the scientific community, not having any peer reviewed or credible research. How is this dude allowed to do this? Why does he have so many followers? If youve taken advice from him or think about going to his clinic, pleaaase be warned of this immoral prick.

Source: A warning about "Dr. Amen". Please dont go to his clinic.. : adhd_anxiety (reddit.com)

18 See Dr. Amen popular, to most researchers and scientists, that's a bad thing (Washington Post), Brain Doctor to the Stars Labeled a Snake Oil Salesman (Daily Beast), Controversy with Bella Hadid guru (Business Insider)

Another says "From what I understand, ***he's mostly full of shit***."



Other posts:

- Is the Amen Clinic a scam? : AskPsychiatry (reddit.com)
- Amen Clinics - Legitimate or Snake Oil? : TBI (reddit.com)
- What is your opinion of Daniel Amen and the Amen Clinics? Opinion of what he was saying on the diary of a CEO podcast? : neuro (reddit.com)

A January 2015 article in NeuroBollocks called advertising for the Amen Clinics: dangerous, disingenuous bullshit."[19]

"Serious violations," unreported adverse events, and misleading marketing

The U.S. Food and Drug Administration (FDA) has found so many problems with BTMD and its manufacturing partners that we are tempted to put on gloves before typing the company's name.

- 2016: the FDA inspected the BioTe warehouse and distribution center and found "serious violations of the FDA's regulations for Current Good Manufacturing Practice (CGMP) in Manufacturing, Packaging, Labeling, or Holding Operations for Dietary Supplements regulation" meaning that BTMD's dietary supplement products were adulterated and prepared, packed, or held under unsanitary conditions.[20]
- 2016: FDA found BTMD's products were inappropriately labeled and should not be transported across state lines.[21]

19 NeuroBollocks, January 2015 https://neurobollocks.wordpress.com/2015/01/25/the-amen-clinics-advertising-is-dangerous-disingenuous-bullshit/

20 https://www.fda.gov/inspections-compliance-enforcement-and-criminal-investigations/warning-letters/bio-te-medical-520217-05222017#:~:text[...]t%20111

21 https://www.fda.gov/news-events/press-announcements/statement-improving-adverse-event-reporting-compounded-drugs-protect-patients

- The finding applied to BioTE DIM, BioTE Probiotic, BioTE Iodine Plus, and BioTE Omega 3 products.[22]

- 2018: An FDA inspection of BTMD discovered 4,202 adverse events related to BTMD products that had not been reported. Adverse events suggested that BTMD hormone pellets were possibly associated with multiple types of cancer, strokes, heart attacks, etc. BTMD had an online portal to report adverse event data, but never reported that information to the FDA or outsourcing facilities.

- 2017: FDA inspection of BTMD's Irving warehouse and distribution center ended with BTMD being sanctioned for problems with misleading marketing materials, including products defined as drugs when not FDA approved. The inspection also uncovered violations of "Current Good Manufacturing Practices."

- 2019: The FDA's Statement on improving adverse event reporting of compounded drugs to protect patients | FDA showed that compounded drugs like those BTMD sells pose risks. Additionally, outsourcing facilities are required to report adverse events, but BioTe Medical failed to report adverse events to the FDA.

"Bioidentical" hormone therapy: "not subject to any quality control"

The FDA contracted with NASEM in 2020 for a report on cBHT.[23] Findings were negative. NASEM found no evidence that cBHT treats menopause and male hypogonadism. ***It found that the majority of marketing claims about safety and effectiveness are bogus, and safety concerns overshadow cBHT effectiveness.***

> "In summary, evidence suggests the current use of cBHT exceeds the small potential therapeutic need for cBHT. The committee concluded there are insufficient data to support that cBHT preparations are as safe as or safer than FDA-approved hormone therapy, and that inadequate oversight and reporting of adverse events are a public health concern. Similarly, the committee concluded there are insufficient data to support that cBHT preparations are as effective as or more effective than FDA-approved hormone therapy. Therefore, in consideration of clinical utility, current volume use of cBHT appears to reflect patient and prescriber preference for cBHT. Marketed claims, as well as celebrity endorsements, likely influence the use of, or patient preference for, cBHT. In addition, collected testimonies suggest there is widespread misunderstanding of the regulation, safety, and effectiveness of cBHT, and that these gaps in knowledge undermine accurate consideration of risks and benefits of cBHT use. Taken together, the evidence suggests that factors, including marketing claims, general misinformation, a mistrust of the pharmaceutical and health care industries, and cost may influence patient perspectives on overall clinical utility of cBHT.[24]

22 FDA: https://www.fda.gov/media/132898/download

23 The report is available from J Capital at this link: https://jcapitalresearch.box.com/s/0frdmeswyktqjtvd80dvqet6dw5hvjk1

24 NASEM report https://jcapitalresearch.app.box.com/file/1513630156005?s=0frdmeswyktqjtvd80dvqet6dw5hvjk1

In 2001, the FDA analyzed 29 product samples from 12 compounding pharmacies and found that 34% failed standard quality tests.

In a 2019 report, researchers at the National Institutes of Health (NIH), in withering language, found that cBHT therapy is an "illusion."

> *The **'bioidentical' salesmen play on recent media hype** about registered menopausal hormone therapies and the illusion that their hormones are somehow more 'natural' and therefore somehow safer than those synthesized by a pharmaceutical company. In reality, unlike the strict requirements for registered pharmaceutical products, the bio- identical products can be synthesized and imported without regulatory quality control evidence of purity, dosage, contamination, bioavailability, etc. They are compounded with other hormones and ingredients in local pharmacies without safety data concerning these combinations and doses and without adequate pharmacy audits of the compounding process. They are sold without evidence of the pharmacokinetics, clinical effect, side effects and drug interactions of these particular hormonal regimens. Some of the individual hormones used such as DHEA have not been approved by therapeutic regulatory authorities and have no quality data to justify their clinical use.*[25]

According to the FDA, ***there is no scientific support for BTMD's claim that "bioidentical" hormones are superior to synthetic products.*** In a presentation in 2019, the FDA reported:

- Statements made about compounded BHT may not have scientific support. Such statements may lead patients to take compounded BHT products instead of FDA-approved products in situations when the FDA-approved products would meet their medical needs.

- Several women's health and medical organizations have expressed concern about the safety and clinical utility of BHT, both publicly and in direct outreach to FDA.

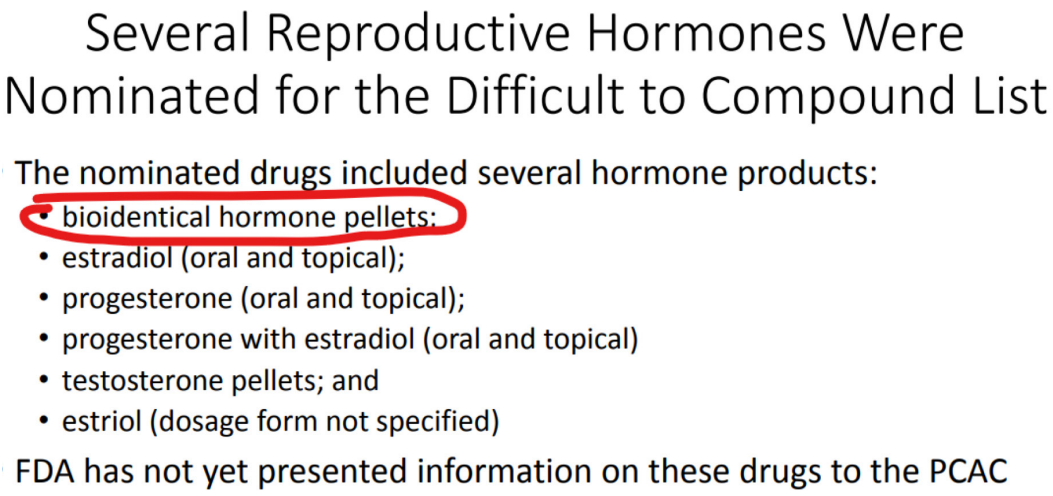
A Senate hearing back in 2007 concluded that "bioidentical" hormones are just bad science.[26]

25 Louise Newson and Janice Rymer, "The dangers of compounded bioidentical hormone replacement therapy," NIH November 2019, https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6808563/

26 https://www.aging.senate.gov/imo/media/doc/4192007.pdf

The FDA may regulate BTMD out of existence

The FDA maintains a "difficult to compound" list. Once included, a drug on the list may not be manufactured by "compounders." In 2019, bioidentical hormone pellets were nominated. The pellets, which are compounded, make up more than 70% of the company's business.



In 2020, NASEM's cBHT report recommended across-the-board restrictions on compounded hormones.

The report calls out BTMD specifically. The report said that Biote "was asked during an open session meeting whether their group tested the pellets to determine the rate of testosterone release over time." The company founder, Gary Donovitz, said they did not.

As if the threatened compounding ban were not enough, now the FDA may ban wholesaling

Even if BTMD manages to squeak past the recommendation that cBHT no longer be compounded, the company's activity may be banned as "wholesaling."

In July 2023, the FDA published guidance clarifying that wholesaling may be prohibited. Wholesaling is defined as *"sales by an outsourcing facility to a wholesale distributor, repackager, or relabeler that, in turn, sells or transfers the drug."*[27] *The prohibition includes when a "third party sells a drug compounded by an outsourcing facility, even though the third party does not take physical possession of the drug, by providing services (e.g., training, billing, advertising) to physicians that prescribe the drug and bundling the cost of those services with the costs for obtaining the drug."*

This is exactly what BTMD does. They (1) outsource the manufacturing (2) sell it to the physicians, and (3) do a large part of the marketing on the clinics' behalf.

27 The Wholesaling Prohibition (Potentially) Demystified? FDA's Take on Supply Chains for Section 503B Outsourcing Facilities (thefdalawblog.com)

Clinics drop BTMD because the dosing recommendations are often wrong

Doctors that want to offer hormone therapy can easily obtain the hormones they need without going through BTMD. The value proposition BTMD offers is calculating the proper dose via an algorithm offered to the partnered clinics. BTMD acts as "training wheels" for a clinic new to HRT, one provider told us. But after contracting with BTMD for the initial period, many providers believe they will do better going it alone.

One provider told us:

> I don't use them anymore, because they're expensive and the value that they bring to an experienced provider is very little. So I'm sure that's probably the biggest issue with these companies is that they have attrition rates. The, you know, smarter patient or providers get in the area, the less likely they are to, you know, continue with the program or the less they use the program.

This is borne out by BTMD's reports. The increase in the number of "partnered clinics" is much higher than the increase in revenue from pellet procedures.

Growth

	Partnered clinics	New clinics	Clinic growth	Pellet procedures revenue	Procedure revenue growth
2023	4,100	898	14%	$141	9.3%
2022	3,600	740	26%	$129	18.3%

Source: BTMD reports, J Capital

In Q4 2023, BTMD revenue showed signs of flatlining, with below-inflation-rate growth of some 2.7% compared to Q4 2022, and less than 1% growth QoQ.

Another problem: ***the algorithms often do not work properly.*** One clinician told us in a phone call:

> [M]y huge frustration between 2020 and 2022 was, you know, I was very diligent about checking peak levels, you know, following the Biote algorithm. . . .[Y]ou punch the peak levels into the algorithm, and then it's supposed to adjust the dose based on the peak levels. ***And it wasn't adjusting the dose very much.***

That BTMD algorithms might overestimate the amount of hormone a patient should receive is corroborated in both FDA records and patient lawsuits. In a 2022 case, for example, a former patient charged that BTMD's instructions to a clinic created a skewed standard for what is "low" testosterone. The patient alleged that his treatment gave him breast cancer, requiring a mastectomy and chemotherapy. After the treatment, he suffered a heart attack that, according to the lawsuit, was exacerbated by the hormone treatment from BTMD. A 2023 case alleged that BTMD pellet dosing had led directly to breast cancer. Even after her cancer, the clinic told the plaintiff that she should receive more BTMD hormone therapy.

A registered nurse was required to give up his nursing license when two patients under his care died due to over-prescribing hormones, including BTMD pellets.

Two clinicians told us that BTMD was having a problem with "pellet extrusion" or hormone pellets getting rejected and being pushed out of the skin. They blamed this issue on BTMD. One clinician said the incidence of extrusion went from about 2% to between 10-15%, and his company decided to switch from BTMD to a different pellet provider. "If [patients] had extrusions with Biote, they're less likely to have it with Evexias [a competing provider], just because of the way the pellets are processed and what they have in them."

A revolving door for CFOs

Since submitting its Draft Registration Statement, BTMD has had three CFOs. Each left under a cloud.

2021: Christopher Bradley.

Bradley was CFO of BTMD merger vehicle Haymaker and brother of CEO Steven Heyer.

- Haymaker concluded in November 2021 that financial controls were inadequate:

- Based upon their evaluation, the Company's Chief Executive Officer and Chief Financial Officer concluded that the Company's disclosure controls and procedures were not effective as of September 30, 2021, due to the material weakness in analyzing complex financial instruments including the proper accounting for warrants as liabilities and the proper classification of redeemable shares of Class A common stock as temporary equity.

Source: BTMD 8K November 18, 2021

May 2019 – August 24, 2022: Robbin Gibbons

On August 25, 2022, BTMD announced that it would re-list on NASDAQ. Trading had been suspended since July 20, 2022. On May 26, BTMD had received an SEC notice of non-compliance, given too few holders of the stock. ***On July 18, 2022, BTMD received a determination letter requiring it to delist two days later.***

August 24, 2022 – January 8, 2024: Samar Kandar[28]

Kamar abruptly left as CFO two months before the 10K was issued. ***On March 15, 2024, BTMD published its 2023 10K.***

28 See 8K https://ir.biote.com/node/7101/html

January 8, 2024 – present: Robert Peterson[29]

Immediately before joining BTMD, Peterson was CFO of a French animal health company called Virbac. The FDA in 2016 issued a warning letter to Virbac for selling unapproved animal drugs, confirming what this academic had reported.

Peterson was CFO from 2013-2017 of Elevate, ***essentially a loan shark.*** In 2022, the attorney general for the District of Columbia required Elevate to pay at least $3.3 mln to refund over 2,500 District consumers who took misleadingly high-cost loans and lines, to waive over $300,000 in interest owed, and to pay $450,000 in fines.[30]

A CEO from dodgy clinics and the auto industry

The only experience in consumer healthcare for ***Teresa Weber,*** the BTMD CEO, was as CEO 2015-2019 of of Amen Clinics.

Weber was sued in 2017 by a former client who claimed that she had unjustly enriched herself via an insider relationship.

Prior to Amen, Weber had 24 years of auto and retail experience. Since 2013, she has been a partner in Mattioli Weber Consulting, a firm for the motorsports, auto, and entertainment industries. From 1997-99, she headed the lingerie firm Frederick's of Hollywood.[31] Before Frederick's, she was with AAP Discount Auto Parts, and Whitlock, Strauss, and Rose Auto. The latter went bankrupt.[32]

BTMD's suspicious audit history

BTMD submitted its draft registration statement in August 2020 and formally agreed to merge with Haymaker Acquisition Corp. in December 2021, but Haymaker, about to go public, submitted filings late no fewer than five times.[33]

BTMD has received several comment letters from the SEC since early 2021 seeking better disclosure of the product and its benefits, competition, and risks, as well as querying accounting issues.

"I have never been with a company this deceitful"

Reviews of BioTe by employees are extremely negative. Glassdoor reviews call BTMD unethical, unstable, fly-by-night, misogynistic, and unprofessional. Reviews on Glassdoor call the company "shady," "unethical," and "dishonest." "I have never been with a company this deceitful," says one. Many employees claim sexual harassment. See appendix for screenshots.

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29 See 8K https://ir.biote.com/node/8096/html

30 https://oag.dc.gov/release/ag-racine-announces-nearly-4-million-settlement

31 https://en.wikipedia.org/wiki/Frederick%27s_of_Hollywood

32 https://www.chicagotribune.com/1996/02/24/auto-parts-retailer-files-for-bankruptcy/

33 Q1 2021 Haymaker Acquisition: https://www.sec.gov/Archives/edgar/data/1819253/000119312521163953/d157073dnt10q.htm
Q2 2021: https://www.sec.gov/Archives/edgar/data/1819253/000119312521247933/d214622dnt10q.htm
Q3 2021: https://www.sec.gov/Archives/edgar/data/1819253/000119312521329952/d251532dnt10q.htm
2021 10K: https://www.sec.gov/Archives/edgar/data/1819253/000119312522092254/d282210dnt10k.htm
Q1 2022: https://www.sec.gov/Archives/edgar/data/1819253/000119312522152031/d358581dnt10q.htm

Shareholders should get ready to be diluted to irrelevance

Progress in revenue and profitability is severely offset by a ***potentially exploding Class A share count of up to 49 mln shares.*** The potential dilution dwarfs the recently announced $20 mln share repurchase program, equivalent to only about 3.3 mln shares at the current share price. This increased number of Class A shares could be partially offset by the company buying back additional shares from its co-founder in a legal agreement, however, a large amount of potentially dilutive share issues remain, and the cost of these purchases will be a major drag on cash flow.

In 2023, income from operations was $28.7 mln, but the total number of Class A common stock exploded some 3.5 times to around 34.2 mln, much of it due to the conversion of Class V stock.

(in thousands, except share amounts)

	Class A Common Stock		Class V Voting Stock		Additional Paid-in Capital	Accumulated Deficit	Accumulated Other Comprehensive Loss	Total Stockholders' Deficit Attributable to biote Corp.	Non-controlling Interest	Total Stockholders' Deficit
	Shares	Amount	Shares	Amount						
Balance at December 31, 2022	9,655,387	$ 1	48,565,824	$ 5	$ —	$ (44,460)	$ (5)	$ (44,459)	$ (13,815)	$ (58,274)
Distributions	—	—	—	—	—	—	—	—	(8,694)	(8,694)
Net income (loss)	—	—	—	—	—	3,316	—	3,316	(6,121)	(2,805)
Other comprehensive income	—	—	—	—	—	—	9	9	10	19
Share-based compensation	—	—	—	—	—	9,057	—	9,057	—	9,057
Vesting of RSUs	1,250,512	—	—	—	—	(3,928)	(6)	(3,934)	3,934	—
Issuance of stock under purchase plans	33,704					(23)	—	(23)	167	144
Settlement of warrants	3,088,473	—	—	—	—	15,986	(1)	15,985	1,530	17,515
Exercise of stock options	105,049	—	—	—	—	2,043	(3)	2,040	(1,620)	420
Litigation settlement	375,000	—	—	—	—	1,199	—	1,199	—	1,199
Exchanges of Class V voting stock	19,746,758	2	(19,746,758)	(2)	—	(17,455)	(6)	(17,461)	17,460	(1)
TRA liability	—	—	—	—	—	4,874	—	4,874	—	4,874
Balance at December 31, 2023	34,254,883	$ 3	28,819,066	$ 3	$ —	$ (29,391)	$ (12)	$ (29,397)	$ (7,149)	$ (36,546)

Source: BTMD 2023 10K

There is more potential dilution on its way - up to nearly 49 mln shares - much of it from the conversion of remaining Class V stock. On a weighted average basis, those additional shares were excluded from 2023 earnings-per-share calculations. Now, Subject to the conditions for their issue, another 49 mln shares could eventually increase the Class A share count to around 74.7 mln, or nearly treble the 2023 weighted average share count of around 25.7 mln shares.

The company may alleviate some of this potential dilution by buying 18.4 mln shares from the founder, and pitches this agreement as a great deal, because the agreed average purchase of $4.17/share was at a substantial discount to the current share price. We are curious why the founder was willing to sell at a large discount if company prospects are so great. But even if he sells 18.4 mln shares, Donovitz and family will still have a substantial shareholding.

The $76.9 mln cost of this agreement as of the 2023 10K will be a financial drag on the company, ***equating to nearly three years' worth of 2023 operating cash flows.***

And there will still be potential dilution. Even excluding founder share purchases, the increased Class A share count could be up to an extra 30.5 mln shares, more than doubling the 2023 weighted average share count of some 25.7 mln.

17. NET LOSS PER COMMON SHARE

The computation of basic and diluted net loss per common share is based on net loss attributable to Biote stockholders divided by the basic and diluted weighted average number of shares of Class A common stock outstanding, each for the period subsequent to the consummation of the Business Combination. The following table sets forth the computation of net loss per common share:

(in thousands, except share and per share data)	Year Ended December 31, 2023	2022
Net income (loss) per common share		
Numerator:		
Net income (loss) attributable to biote Corp. stockholders (basic and diluted)	$ 3,316	$ (969)
Denominator:		
Weighted average shares outstanding - basic	25,709,343	8,059,371
Effect of dilutive securities	—	—
Weighted average shares outstanding - diluted	25,709,343	8,059,371
Net income (loss) per common share		
Basic	$ 0.13	$ (0.12)
Diluted	$ 0.13	$ (0.12)

On the Closing Date, the Company completed the Business Combination which materially impacted the number of shares outstanding, and the Company was organized in an Up-C structure. Net loss per common share information for the year ended December 31, 2022 has been presented on a prospective basis and reflects only the net loss attributable to holders of Biote's Class A common stock, as well as both basic and diluted weighted average Class A common stock outstanding, for the period from the Closing Date through December 31, 2022. Net loss per common share information prior to the Closing Date is not presented since the ownership structure of Holdings is not a common unit of ownership of the Company, and the resulting values would not be meaningful to the users of the consolidated financial statements. Net loss per common share is not separately presented for Class V voting stock since it has no economic rights to the income or loss of the Company. Class V voting stock is considered in the calculation of dilutive net loss per common share on an if-converted basis as these shares, together with the related Holdings Units, have Exchange Rights into Class A common stock that could result in additional Class A common stock being issued. All other potentially dilutive securities are determined based on the treasury stock method. See Note 1 for more information regarding the Business Combination.

The Company excluded the following potential shares, presented based on amounts outstanding at each period end, from the computation of diluted weighted average shares outstanding for the periods indicated because including them would have had an antidilutive effect:

	Year Ended December 31, 2023	2022
RSUs	414,566	1,622,840
Stock Options	8,141,716	5,042,628
Class V Voting Stock	28,819,066	48,565,824
Public Warrants	—	7,937,466
Private Placement Warrants	—	5,566,666
Earnout Voting Shares	10,000,000	10,000,000
Sponsor Earnout Shares	1,587,500	1,587,500
Plenty more potential share dilution on its way →	48,962,848	80,322,924

Source: BTMD 2023 10K

There is further scope to issue more shares. The company's charter states authorization to issue up to 718 mln common stock, a fraction of which has only been issued so far.

Authorized and Outstanding Stock

Our Charter authorizes the issuance of 718,000,000 shares, consisting of 708,000,000 shares of common stock, including (i) 600,000,000 shares of Class A common stock, (ii) 8,000,000 shares of Class B common stock, and (iii) 100,000,000 shares of Class V voting stock, and 10,000,000 shares of preferred stock. The outstanding shares of our common stock are, and the shares of Common Stock issuable upon exercise of the Warrants or pursuant to the Exchange Rights will be, duly authorized, validly issued, fully paid and non-assessable. These numbers of holders do not include DTC participants or beneficial owners holding shares through nominee names.

Source: BTMD 2023 10K

A recent offering document from the company confirms the potential for the Class A share count to explode to 74.5 mln.

THE OFFERING

Issuer	biote Corp. (f/k/a Haymaker Acquisition Corporation III).
Issuance of Class A Common Stock	
Shares of Class A Common Stock offered by us	Up to 58,565,824 shares of Class A Common Stock issuable to the Members upon exercise of the Retained Biote Units pursuant to the Exchange Rights.
Shares of Class A Common Stock outstanding prior to the exchange of the Retained Biote Units	35,712,492 shares of Class A Common Stock, as of March 11, 2024
Shares of Class A Common Stock outstanding assuming the exchange of the Retained Biote Units	74,531,558 shares of Class A Common Stock, as of March 11, 2024
Use of Proceeds	All of the securities offered by the Selling Securityholders pursuant to this prospectus will be sold by the Selling Securityholders for their respective accounts. We will not receive any of the proceeds from these sales. See "*Use of Proceeds*."
Resale of Class A Common Stock	
Shares of Class A Common Stock offered by the Selling Securityholders	Up to 62,289,796 shares of Class A Common Stock, consisting of (i) 7,937,500 Founder Shares and (ii) 54,352,296 shares of Class A Common Stock issuable to the Members upon exercise of the Retained Biote Units pursuant to the Exchange Rights.
Terms of the offering	The Selling Securityholders will determine when and how they will dispose of the shares of Class A Common Stock registered under this prospectus for resale.

Source: BTMD Form 424B3 9th April 2023

BTMD's CEO has multiple accusations of fraud

Founder Gary Donovitz accused the BTMD CEO of holding "secret meetings" to push him out

Donovitz founded BioTe in 2012. The company went public in May 2022 in a SPAC transaction with Haymaker Sponsor III. Donovitz called the SPAC merger deal a "get-rich-quick scheme." ***He accused current CEO Teresa Weber and the SPAC sponsors of holding secret meetings to take control of the company and executives he hired of hijacking the company***[34] and diluting his ownership by nearly $220 mln.[35]

34 See Natalie Walters, "Biote founder calls merger deal a 'get-rich-quick scheme' that's cost him millions," July 18, 2022, Dallas Morning News, https://www.dallasnews.com/business/local-companies/2022/07/18/biote-founder-calls-merger-deal-a-get-rich-quick-scheme-thats-cost-him-millions/

35 https://www.dallasnews.com/business/health-care/2024/02/21/biote-settles-founders-lawsuit-by-buying-back-his-nearly-77-million-in-stock/

Others named in the suit were Mary Elizabeth Conlon, Donovitz's lawyer on the SPAC transaction who later became BTMD's general counsel; Marc Beer, executive chairman of BTMD and chairman of the new company's board of managers; and Cooley LLP, a law firm that served as counsel to BTMD but also gave legal advice to Donovitz.[36]

That isn't the only time BTMD's CEO has been accused of fraud. In 2017, Brian MacDonald brought suit against Weber for allegedly diluting his ownership in a company called The North Country Woodshop, LLC without his knowledge. North Country Woodshop had hired Weber to provide consulting services. That lawsuit alleged "unjust enrichment" on the part of Weber via insider relationships with a company called LJ&J Enterprises, Inc.

Terri DeNeui, another founder?

BTMD reports that its founder was Gary Donovitz. But Terri DeNeui, who founded BTMD competitor Evexipel/Evexias, claims to have cofounded BioTe.

> In 2008, Dr. Terri began Hormonal Health & Wellness Centers, now Evexias Medical Centers, to meet the unique age management needs of adults who have not found relief with traditional medicine. Terri and her team of 5 Board Certified Nurse Practitioners have treated over 15,000 women and men in the area of hormone restoration and prevention of disease through a functional, integrated approach, and are positively affecting lives on a daily basis. In 2012 Dr. Terri co-founded BioTE Medical, a company focused on training practitioners across the country on advanced age management skills, including hormone homeostasis with subcutaneous hormone pellet therapy. Her 3-year tenure with the company afforded her the opportunity to develop and present lectures, training protocols and train over 1,000 practitioners across the country. Additionally, during her tenure with BioTE, Terri designed and established processes for a 4000-square foot, 8-bed research and hands-on training facility that is utilized to this day.

This was disputed in a 2018 lawsuit that BTMD eventually lost. In December 2018, BTMD filed a lawsuit against Evexias/Farmakeio alleging that Evexias unlawfully manufactures and sells unapproved new drugs under the guise that the company is engaged in lawful "compounding" and employs illegitimate means to conduct business in the form of an association-in-fact enterprise in violation of RICO.

On January 9, 2019, BTMD requested the court to enjoin Evexias from the HRT pellet business. But ultimately, Gary Donovitz had to issue a public apology in the Dallas Morning News.

The business could collapse, and BTMD could default on its debt

Adding hormone pellets to the "difficult to compound" list would represent a massive risk to the business. Biote's revenue and profitability could collapse and in turn risk triggering a breach of a debt covenant related to a net leverage ratio calculation that included EBITDA on its outstanding $155.6 mln term loan from truist.

> *"On the Closing Date, the Company entered into a new loan agreement with Truist Bank (the "Credit Agreement" and with respect to the term loan within, the "Term Loan") for $ 125.0 million.....At December 31, 2023, the interest rate charged to the Company was approximately 8.00 %..... As of December 31, 2023, the outstanding principal on the Term Loan was $115.6 million..... the*

36 Paul O'Donnell, "Biote settles founder's lawsuit by buying back his nearly $77 million in stock," February 21, 2024, Dallas Morning News, https://www.dallasnews.com/business/health-care/2024/02/21/biote-settles-founders-lawsuit-by-buying-back-his-nearly-77-million-in-stock/#:~:text=Irving%2Dbased%20hormone%20therapy%20firm,ownership%20by%20nearly%20%24220%20million.

Credit Agreement is subject to (i) ***a maximum total net leverage ratio*** *and (ii) a minimum fixed charge coverage ratio.* ***The Company must maintain a total net leverage ratio of less than or equal to*** *(i) 4.25 :1.00, with respect to the fiscal quarter ending September 30, 2022 through and including the fiscal quarter ending March 31, 2023, (ii) 4.00 :1.00, with respect to the fiscal quarter ending June 30, 2023 through and including March 31, 2024, and (iii)* ***3.75 :1.00 thereafter.***

Source: BTMD 2023 10K

The company had already technically defaulted on its Truist debt in 2023 after failing to deliver a budget on time to the lender.

"A breach of any of the covenants contained in the Credit Agreement could result in a default under the Credit Agreement, which could cause all of the outstanding indebtedness under the facility to become immediately due and payable if not waived by the lender. ***Biote failed to timely deliver a budget for the fiscal year ending December 31, 2023, resulting in an event of default as of June 30, 2023. On July 27, 2023, the lender waived the event of default."***

Source: BTMD 2023 10K

How come they're stocking 4.5 months of inventory?

In Q1 2024, BTMD reported that annualized inventory days increased by 71%, to 135 days, compared to some 79 days in 2022. The big increase in inventory was primarily from "dietary supplements," presumably nutraceuticals and not pellets. But if inventory had already grown so much, why would sales in supplements be affected by disruptions from a distributor? Could BTMD have bought the distributor's stock?

They're staffed to push product, not to ensure safety.

As of December 31, 2023, BTMD had 194 employees, across 11 departments. Of those, ***128 were in sales and marketing, and nine in finance and operations.***

Appendix

Review from Glassdoor

Not the best place I've ever worked.

Anonymous Employee

Former employee, more than 3 years

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

Lunch catered everyday for all employees.

Cons

Executives are shady and not ethical. They say one thing and do another. They treat their employees like a number and could care less if you stay or go. Do not share your personal life with anyone there, they will use it against you.
Executives only care about how much money they can make and do not care about the employees that carry the company. Don't invest you'll regret it.

2.0 ★★☆☆☆ Nov 11, 2(

toxic

Anonymous Employee

Current employee · Irving, TX

○ Recommend ○ CEO Approval ○ Business Outlook

Pros

hybrid, lunches every day, 9-5

Cons

toxic,chaotic,underminding,passive agressive, lots of inner fighting

Stay far away from

Business Development/Physician Liaison

Former employee

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

Decent perks The field of HRT is cool but NOT for everyone as biote would have you sell

Cons

This place is totally unstable. They will fire you without warning , and without any sort of performance plan to even give you a chance to work on something. They Are micro managing you and will try to set up traps to "catch you lying" they're insane and unprofessional. They will also make you think they're all there to support you in the beginning but believe me 3- 6 months in you'll retreat leaving where you are to come here. They'll also agree to a large salary likely because you're so disposable to them they don't care. Don't bother coming here it's a waste of your time.

Advice to Management

Do you actual job instead of blaming those who report to you when you can't explain your numbers.

2.0 ★★☆☆☆ Apr 14, 2023 •••

The good bad and ugly

Practice Development Manager

Current employee

✗ Recommend ✓ CEO Approval — Business Outlook

Pros

I am hoping things keep improving.

Cons

Every company has room for improvement.

Advice to Management

Listen to the field reps and what they need. Honor loyalty. Keep improving and trying to make things better.

1.0 ★☆☆☆☆ Feb 23, 2023 •••

No Ethics

Regional Sales Manager

Former employee, more than 3 years | San Diego, CA

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

nothing good here. Lot's of empty promises

Cons

No ethics. They lie about what you can earn and constantly change the compensation so you can't reach your bonus.

Advice to Management

Fix the toxic work environment.

1.0 ★☆☆☆☆ Feb 27, 2022 •••

Very Abusive Company

Leadership

Former employee, more than 8 years | Irving, TX

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

Being a part of a company that claims it is trying to change healthcare for the better of patients feels good until you realize who they really are.

Cons

Misogyny at its best. Sexual harassment is very common. Unethical and very common to ask you to cover things up from the DEA, FDA, and practitioners. CEO claims she is about women empowerment but calls her employees fat and hired catering team to put them on diets. Her constructive feedback is around appearance and putting you down as a mechanism to get you to work harder, longer hours. Manipulative in her messaging to create a hostile environment.

Advice to Management

New management is needed. Founder of the company is an alcoholic who expects employees to cover up his affairs. Racist and sleeps with employees.

False Stats

Physician Liaison

Former employee, more than 5 years | Dallas, TX

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

BioTE used to care about the patient and the practice and put them first

Cons

Now they only care about the bottom line. HR loses key documentation from private meetings on 4 separate occasions. These meetings were to complain about sexual harassment that happened with me and others I witnessed FIRST HAND

Advice to Management

Run a company the legal way. There would be no BioTE if it weren't for your employees. To ignore them and dismiss them when they follow the protocols by reporting to HR and then that file get buried and dismissed when there is physical proof with pictures and video

Sales

Former employee, more than 3 years

✕ Recommend ✕ CEO Approval ○ Business Outlook

Pros

learn about the legal system, 80% chance you will end up in a lawsuit with this company. Just google or ask any former employee!

Cons

Owner is a complete womanizer and will hit on you nonstop. Birthday cakes of women's butt with thong and medical device sticking out, acts like a frat boy always drunk and acting unprofessional. DUI, board actions... Brings GF around to some events and wife to other events. Ended up divorced and married 30yr old rep, who gets promoted. Nonstop racial and LGBTQ comments and jokes. Terrible leader!
Potential to make good money only to have over 50% of salary cut to run you off after you built a business for them.
Current CEO nothing but bold face lies. approval to do this only to let people go for said approvals.
Non reporting of adverse effects of the treatment, countless board actions from owner and people on the medical board.

Advice to Management

career opportunities - sleep with the boss get promoted
compensation - ever changing
culture & values of a frat house
diversity - only in the owners jokes
management - n/a
work/life balance - 100% work expectations and 0% life opportunity

Anonymous Employee

Former employee

✕ Recommend ○ CEO Approval ✕ Business Outlook

Pros

I'm sorry there are none

Cons

WHAT APPEARS TO BE IS NOT...STAY FAR AWAY! DO not be fooled because what you say yes to does not exist. This is not a solid company although the offering is quality but it will never work in certain areas due to management . Management is unprofessional and uneducated in the skill. Most were hired because of who they know and have no regard for the employee. They are highly unskilled and micromanage based on the own inadequacy and they have no idea how to motivate a team or close themselves; they love to hire and fire which is only a reflection on their inability but ask yourself why they do this. Nepotism at it's best. They do not allow for work and personal life balance with weekend travels and constantly threaten to terminate. Stay far away. No amount of money is worth tarnishing your resume and the opportunity is fair at best. It is a sad that the CEO and founder allow this but why should they care about their employees or clients as long as they are benefiting. Research on linkedin and see where employees have been for any length of time but please just do not do this to yourself.

Advice to Management

Careful!

RUN!

Liaison

Former employee, more than 3 years | Irving, TX

✕ Recommend ○ CEO Approval ✕ Business Outlook

Pros

All of the Pros are lies! The leadership in this company is clueless and dishonest. I guess the only Pro is that the FDA is investigating.

Cons

I have never been with a company this deceitful. Everything good has been dismantled by people who have no clue what they are doing or how to develop this space. Qualify for a bonus? Don't worry, it won't get paid. If you had a decent salary, it got cut in half. If you built the company and know what you are doing, you get fired. If you happen to be there still and are okay with your salary cut, you were smart enough to be making money on the side partnering with practitioners on other ventures.

Advice to Management

It doesn't matter, you fired anyone that built the company or made money.

Amazing Product - Tragic Management

Sales

Former employee, more than 1 year

✗ Recommend ✗ CEO Approval ✓ Business Outlook

Pros

The product is wonderful and we all believe in it 100%

Cons

At first it is wonderful. They say things like 'welcome to the family' etc. very soon after, you start to see things as they really are. The worst management team and work culture. Fear-based management style, toxic work environment, move the sales goals constantly, mess with bonus structure and manipulate the formulas constantly to assure you never get what you truly earned. No regard for life balance, expect production that requires at a minimum a 60-hour week and must attend a monthly meeting in Dallas for three days. During this meeting, instead of building you up, they tear you down and then send you back to your territory while you are hoping you will not be fired before or at the next meeting. Discourage any kind of camaraderie or discussion with other employees about what is going on. Have to be extremely careful who you talk to anyway as everyone is continually in fear of losing their jobs and could stab you in the back at any moment to save themselves. Never make the mistake of thinking you are 'in' with the executives, it will change. Hire and fire people with no discernible methodology. No car allowance or mileage reimbursement or cell-phone reimbursement despite being considered an employee and the territories are generally huge. If you speak up about anything, it will only get you noticed and you don't want to be noticed, it is the fastest ticket out of there. If you do work there keep your head down and do your best but don't expect that you will ever get out of this company even a fraction of what you put in.

1.0 ★☆☆☆☆ Jan 15, 2021 •••

Do not Recommend

Anonymous Employee

Former employee, more than 1 year

✗ Recommend ✗ CEO Approval ✗ Business Outlook

Pros

There were some people in the company that tried to make BioTE a better place to work.

Cons

The nepotism is rampant and they are have been investigated by the FDA. Benefits are not great and if you have a family they do not cover any of their insurance. Unfortunately, there are a lot of reasons why you should not work at BioTE. If you love your career and reputation do not work for them.

1.0 ★☆☆☆☆

Unprofessional Environment

Physician Liaison (Current Employee) - California - September 8, 2021

Big disappointment. Management is unprofessional and childish. Corporate culture is toxic. Decisions made without consulting sales force or considering what customers would like. Poor decisions are the norm. Would not recommend this place.

✓ **Pros**
Free nutras

✗ **Cons**
No retirement, expensive healthcare plans, poor management, lack of vision

Was this review helpful?

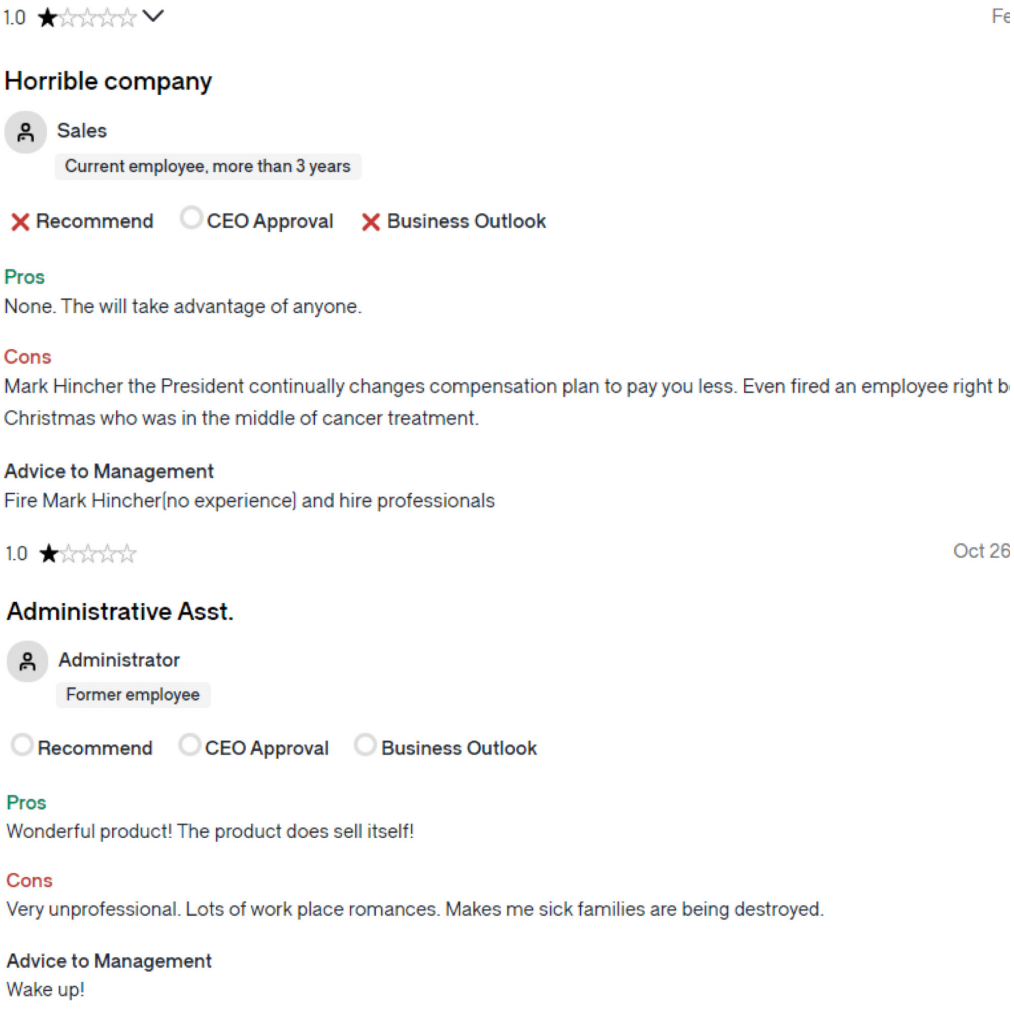
Yes 1 No

Report Share

1.0 ★☆☆☆☆

Stay far away from this company they are very superficial people and do Not value their employees or invest in them

Sales Representative (Former Employee) - Austin, TX - June 28, 2019



1.0 ★☆☆☆☆ Fe

Horrible company

Sales

Current employee, more than 3 years

✕ Recommend ○ CEO Approval ✕ Business Outlook

Pros

None. The will take advantage of anyone.

Cons

Mark Hincher the President continually changes compensation plan to pay you less. Even fired an employee right b
Christmas who was in the middle of cancer treatment.

Advice to Management

Fire Mark Hincher[no experience] and hire professionals

1.0 ★☆☆☆☆ Oct 26

Administrative Asst.

Administrator

Former employee

○ Recommend ○ CEO Approval ○ Business Outlook

Pros

Wonderful product! The product does sell itself!

Cons

Very unprofessional. Lots of work place romances. Makes me sick families are being destroyed.

Advice to Management

Wake up!

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