



November 14, 2017

The Honorable Orrin Hatch  
Chairman  
Senate Finance Committee  
104 Hart Office Building  
Washington, DC 20510

Dear Chairman Hatch:

We are a group of startups, investors, and innovators deeply concerned about the proposed changes to the taxation of non-qualified deferred compensation plans in Section III(H)(1) of the Tax Cuts and Jobs Act. This shift would have profound negative consequences for technology start-ups by, among other things, undermining their ability to compete with large incumbents for employees.

Section III(H)(1) would require both tax assessment and payment on stock options and other stock-based incentive compensation upon vesting instead of exercise, distribution, or any other liquidity event. The current law, embodied in Section 409A of the Tax Code, enshrines the common-sense notion that employees should pay taxes on income that they actually receive. By making the mere vesting of a stock option a taxable event, an employee would have to pay a tax based upon a hypothetical gain that could take years to become liquid and may never materialize into cash. This would transform stock-based incentive programs from benefits to liabilities overnight and would effectively bar startups from offering this form of compensation.

We cannot overemphasize how essential stock-based compensation is to a startup's ability to recruit and retain talent. Startups do not have the ability to compete with larger firms based upon cash compensation. A startup's ability to issue stock options levels the playing field by giving potential employees something unique: the ability to share in the company's rewards as well as its risks and participate in the upside of a new and exciting venture. This is not just limited to the startup's top managers: according to one study, nearly 75 percent of venture-backed startups provide options to all employees. In addition, startups are themselves commonly founded by people using the proceeds of stock options that they received at previous startups. Stock-based compensation fuels the growth of existing startups and spurs the creation of new companies.

The changes proposed by Section III(H)(1) would take stock options off the table for startups, which lack the resources to establish and maintain qualified plans or provide employees with increased cash compensation. This will put startups—which are responsible for all net new job growth— at an insurmountable disadvantage. This will reduce competition, innovation, and job opportunities. Section III(H)(1) therefore undermines the stated purpose of tax reform by reducing job creation.

The House of Representatives wisely chose to eliminate this proposal from the House bill. We respectfully request that you remove from Section III(H)(1) from the Senate bill and otherwise decline to change the rules concerning the taxability of non-qualified deferred compensation plans. As written, Section III(H)(1) would cripple startups' ability to recruit the talent needed to innovate.

Sincerely,

Adroll  
San Francisco, CA

Airbnb  
San Francisco, CA

AltSchool  
San Francisco, CA

AppNexus  
New York, NY

Dropbox  
San Francisco, CA

DuckDuckGo  
Paoli, PA

Dwolla  
Des Moines, IA

Eventbrite  
San Francisco, CA

Foursquare  
New York, NY

Funding Circle USA  
San Francisco, CA

GitHub  
San Francisco, CA

Hyperloop One  
Los Angeles, CA

IAC  
Dallas, TX

Kabbage  
Atlanta, GA

Kleiner Perkins  
Caufield Byers  
Menlo Park, CA

Marin Software Incorporated  
San Francisco, CA

Match Group  
Dallas, TX

Medium  
San Francisco, CA

Meetup  
New York, NY

MongoDB  
San Francisco, CA

Palantir  
San Francisco, CA

Palantir  
Palo Alto, CA

Pinterest  
San Francisco, CA

Postmates  
San Francisco, CA

Reddit  
San Francisco, CA

Salesforce  
San Francisco, CA

Slack  
San Francisco, CA

SoundCloud, Inc.  
New York, NY

Starry  
Boston, MA

Stride Health  
San Francisco, CA

Stripe  
San Francisco, CA

Twilio  
San Francisco, CA

Uber  
San Francisco, CA

udemy  
San Francisco, CA

Upwork  
Mountain View, CA

Vimeo  
New York, NY

Warby Parker  
New York, NY

Zendesk  
San Francisco, CA

Aaron King  
CEO  
Snapdocs, Inc.  
San Francisco, CA

Abdur Chowdhury  
Founder & CEO  
Aura Frames  
San Francisco, CA

Aboud Jardaneh  
Co-Founder  
SpotAngels  
San Francisco, CA

Abraham Heifets  
CEO  
Atomwise  
San Francisco, CA

Adam Dell  
CEO  
Clarity Money  
New York, NY

Adam Draper  
Founder and Managing Director  
Boost VC  
San Francisco, CA

Adam Foroughi  
Co-Founder and CEO  
AppLovin  
San Francisco, CA

Adam Pittenger  
CEO  
Moved  
New York, NY

Adam Regelman  
Founder and COO  
Quartzly  
San Francisco, CA

Adanech Getachew  
VP and Head of Legal  
Algolia  
San Francisco, CA

Adi Sideman  
CEO  
YouNow  
New York, NY

Adrian Fenty  
Co-Founder  
Macro Ventures  
Washington, DC

Adrian Sanders  
CEO  
Chargehound  
Oakland, CA

Adriana C Vasquez  
CEO and Co-Founder  
Lilu  
New York, NY

Afton Vechery  
CEO  
Modern Fertility  
San Francisco, CA

AJ Forsythe  
CEO  
iCracked  
Redwood City, CA

AJ Shankar  
CEO  
Everlaw  
Berkeley, CA

Akshay Dodeja  
Co-Founder  
Terminal 49  
San Francisco, CA

Albert Wenger  
Managing Partner  
Union Square Ventures  
New York, NY

Alex Davidov  
Principal  
Core Innovation Capital  
Los Angeles, CA

Alex Fielding  
CEO  
Ripcord  
San Francisco, CA

Alex Fishman  
Founder and CEO  
Bugsee Inc.  
San Francisco, CA

Alex MacCaw  
Founder  
ClearBit  
San Francisco, CA

Alex Tapper  
Co-Founder  
Sixty  
San Francisco, CA

Alexis Ohanian  
Managing Partner  
Initialized Capital  
San Francisco, CA

Aly Orady  
CEO  
Ript Labs, Inc.  
San Francisco, CA

Amy Errett  
Co-Founder and CEO  
Madison Reed  
San Francisco, CA

Anand Sampat  
Co-Founder and CEO  
Datmo  
Palo Alto, CA

Andrew Feldman  
Founder and CEO  
Cerebras Systems  
San Francisco, CA

Andrew Laffoon  
CEO  
Mixbook  
Redwood City, CA

Andrew Weissman  
Partner  
Union Square Ventures  
New York, NY

Ari Paparo  
CEO  
BeeswaxIO Corporation  
New York, NY

Alex Munk  
Co-Founder and CEO  
Dashbase, Inc.  
San Francisco, CA

Alexander Adell  
CEO  
Doorman  
San Francisco, CA

Alexis Rivas  
Co-Founder and CEO  
Cover Technologies, Inc.  
Gardena, CA

Amal Dar Aziz  
Co-Founder and CEO  
Maven Technologies  
San Francisco, CA

Anand Janefalkar  
CEO  
UJET, Inc.  
San Francisco, CA

Andrew Chomer  
Chief Marketing Officer  
Hometeam  
New York, NY

Andrew Gutierrez  
Director  
Science Exchange  
Palo Alto, CA

Andrew Scheuermann  
Co-Founder and CEO  
Arch Systems  
Stanford, CA

Andy Katz-Mayfield  
Co-Founder & Co-CEO  
Harry's  
New York, NY

Atish Davda  
Co-Founder  
EquityZen Inc.  
New York, NY

Alex Polvi  
CEO  
CoreOS  
San Francisco, CA

Alexi Robichaux  
CEO  
BetterUp  
San Francisco, CA

Alice Lloyd George  
Principal  
RRE Ventures  
New York, NY

Amir Manji  
Co-Founder and CTO  
Tenjin  
San Francisco, CA

Anand Kishore  
President  
AspireIQ  
San Francisco, CA

Andrew Dudum  
Co-Founder and General Partner  
Atomic  
San Francisco, CA

Andrew Hsu  
Co-Founder  
Speakeasy Labs  
San Francisco, CA

Andrew Verhalen  
General Partner  
Matrix Partners  
San Francisco, CA

Andy Volkmann  
CFO  
minuteKEY  
Denver, CO

Austen Allred  
Co-Founder  
Lambda School  
San Francisco, CA

Austin Lockwood  
Founder and CEO  
LocalPostal LLC  
Redding, CA

Bala Raja  
Co-Founder and CEO  
Luminostics  
San Jose, CA

Ben Anderson  
CEO  
Amino  
San Francisco, CA

Ben Huh  
CEO  
Social Construct Company  
Seattle, WA

Ben Rahnema  
Co-Founder and CEO  
Returnbase  
San Francisco, CA

Benjamin Chester  
Co-Founder and COO  
Bedly  
New York, NY

Beth Ferreira  
Managing Partner  
WME Ventures  
New York, NY

Bismarck Lepe  
CEO and Founder  
Wizeline  
San Francisco, CA

Brad Handler  
Founder and Chairman  
Inspirato  
Denver, CO

Brett Caine  
CEO  
Urban Airship  
San Francisco, CA

Austin Oehlerking  
CEO  
Boxbot  
San Francisco, CA

Barmak Meftah  
President & CEO  
AlienVault  
San Mateo, CA

Ben Bernard  
Co-Founder and CTO  
Fieldbook, Inc.  
San Francisco, CA

Ben Keighran  
CEO  
Caffiene  
San Francisco, CA

Ben Rubin  
Founder and CEO  
Houseparty  
Irvington, NY

Bertram Meyer  
CEO  
OneDome Global  
San Rafael, CA

Bilal Mahmood  
CEO  
ClearBrain, Inc.  
San Francisco, CA

Borna Safabakhsh  
Co-Founder and CEO  
AgileMD, Inc.  
San Francisco, CA

Brandon Levey  
CEO  
Stitch Labs, Inc.  
San Francisco, CA

Brian Gallagher  
CEO  
Insights Network  
San Francisco, CA

Austin Steed  
Founder  
PickTrace  
San Francisco, CA

Bart Riley  
CEO  
Metalenz  
Cambridge, MA

Ben Congleton  
Co-Founder and CEO  
Olark  
Palo Alto, CA

Ben Mackinnon  
Founder & CEO  
Kard  
New York, NY

Ben Rubin  
Co-Founder and CEO  
Life On Air, Inc.  
San Francisco, CA

Bertrand Vick  
CEO  
Rev Genomics  
San Francisco, CA

Bill Clerico  
Co-Founder and CEO  
WePay  
San Francisco, CA

Brad Burnham  
Managing Partner  
Union Square Ventures  
New York, NY

Brent Dusing  
CEO  
GameSalad  
Austin, TX

Brian Jeong  
Co-Founder and CEO  
Hawthorne Lab, Inc.  
New York, NY

Brian LeRoux  
Co-Founder and CTO  
Begin  
San Francisco, CA

Carol Luong  
Vice President  
Leadfeeder  
New York, NY

Cedric Bru  
CEO  
Taulia  
San Francisco, CA

Chandan Lodha  
Co-Founder  
CoinTracker  
Stanford, CA

Charlie Cheever  
Founder & CEO  
Expo  
Palo Alto, CA

Chas Ballew  
CEO  
Aptible  
Portland, OR

Chris Dean  
Co-Founder  
Treasury Prime  
San Francisco, CA

Chris Kline  
Co-Founder and CTO  
TravelJoy  
San Francisco, CA

Chris Ovitz  
Founder and Co-CEO  
Workpop  
Venice, CA

Christopher Dean  
CEO  
Swrve  
San Francisco, CA

Bryn Jones  
Co-Founder  
GrowSumo  
San Francisco, CA

Caroline McCaffery  
General Counsel  
Clairfai  
New York, NY

Chad Carson  
Co-Founder  
Pepperdata  
San Francisco, CA

Charles Douglas-Osborn  
CEO  
Merlin Onboarding, Inc.  
New York, NY

Charlie Maynard  
Co-Founder and CEO  
Going Merry  
San Francisco, CA

Cheryl Dalrymple  
CFO  
Confluent  
San Francisco, CA

Chris Granger  
CEO  
Kodawa, Inc.  
San Francisco, CA

Chris Lotz  
CEO  
Goodcover  
San Francisco, CA

Christian Romming  
Founder and CEO  
Etleap  
San Francisco, CA

Christopher Hopper  
Co-founder  
Aurora Solar  
Palo Alto, CA

Cameron Yarbrough  
Founder  
Redfish Labs  
San Francisco, CA

Catheryne Nicholson  
CEO & Co-founder  
BlockCypher  
Redwood City, CA

Chaim Fried  
CEO  
OWAL  
New York, NY

Charles Hamilton  
CEO  
Conamix, Inc.  
New York, NY

Charlie Oppenheimer  
CEO  
Loggly  
San Francisco, CA

Chieh Huang  
CEO  
Boxed  
New York, NY

Chris Hutchins  
Founder & CEO  
Grove  
San Francisco, CA

Chris Moore  
RideOS  
San Francisco, CA

Christina Carbonell  
Co-Founder  
Primary.com  
New York, NY

Christopher McCain  
Chief Legal Officer  
General Catalyst  
Cambridge, MA

Christopher Sheehan  
Founder and CEO  
WorldCover  
New York, NY

Clement Dleangue  
Co-Founder and CEO  
Hugging Face  
New York, NY

Courtney Guertin  
Founder & CTO  
EaseCentral  
San Francisco, CA

Dan McEleney  
Co-Founder  
Gfycat  
Palo Alto, CA

Dan Reich  
Co-Founder and CEO  
Troops  
New York, NY

Dan Wendlandt  
CEO & Co-Founder  
Covalent  
San Francisco, CA

Daniel Firu  
Co-Founder  
Quadratic.io  
Burlingame, CA

Daniela Perdomo  
Co-Founder & CEO  
goTenna  
Brooklyn, NY

Danny Shader  
CEO and Founder  
Handle Financial  
San Francisco, CA

Darshan Shankar  
Founder & CEO  
Bigscreen  
San Francisco, CA

Clara Sieg  
Partner  
Revolution  
Washington, DC

Colleen Poynton  
Vice President  
Core Innovation Capital  
Los Angeles, CA

Damon Tassone  
Co-Founder and President  
Intent Media  
New York, NY

Dan O'Connell  
CEO  
TalkIQ  
San Francisco, CA

Dan Ryan  
Co-Founder / CEO  
Vergesense  
San Francisco, CA

Dana Stalder  
General Partner  
Matrix Partners  
San Francisco, CA

Daniel Ilkovich  
Founder and CEO  
Dexter  
New York, NY

Daniele Perito  
Co-Founder  
Indigo Fair  
San Francisco, CA

Danny Windham  
CEO  
Digium  
Huntsville, AL

Dave Gandy  
Founder  
Fort Awesome  
Cambridge, MA

Claudio Pinkus  
Co-Founder  
Codestream  
Los Angeles, CA

Connor Zwick  
Co-Founder  
Speakeasy Labs  
San Francisco, CA

Dan Herman  
President & Founder  
Welcome Commerce  
New York, NY

Dan Parham  
Co-Founder & CEO  
Neighborland  
San Francisco, CA

Dan Teran  
CEO  
Managed By Q  
New York, NY

Daniel Burrows  
Founder and CEO  
XStream Trucking Inc.  
Burlingame, CA

Daniel Klaus  
President  
Airtime  
New York, NY

Daniella Yacobovsky  
Co-Founder and Chief Brand Officer  
BaubleBar  
New York, NY

Darren Lachtman  
Brat.co  
San Francisco, CA

Dave Lu  
Co-Founder and President  
Pared  
San Francisco, CA



David A. Reid  
CEO  
EaseCentral  
San Francisco, CA

David Husak  
Founder, CTO  
Plexxi  
Nashua, NH

David Rabie  
Founder and CEO  
Tovola  
Chicago, IL

David Samuel  
Managing Director  
Freestyle.vc  
San Francisco, CA

David Vetrano  
Co-Founder and CTO  
Onfleet, Inc.  
San Francisco, CA

Dean Yim  
CEO  
Loop Support  
San Francisco, CA

Derek Lo  
Co-Founder and CEO  
Py  
San Francisco, CA

Divey Gulati  
Co-Founder  
ShipBob  
Chicago, IL

Doug Ricket  
Founder and CEO  
PayJoy  
San Francisco, CA

Dylan Massey  
CEO  
Interchecks Technologies, LLC  
New York, NY

David Bladow  
Co-Founder  
BloomThat  
San Francisco, CA

David Mack  
CTO and Co-Founder  
SketchDeck  
Sunnyvale, CA

David Rosenblatt  
CEO  
1stdibs  
New York, NY

David Share  
Co-Founder and CEO  
UGE Labs  
New York, NY

David Wu  
General Partner  
Maveron  
Seattle, WA

Derek Haas  
CEO  
Avant-garde Health  
Boston, MA

Derek Nelson  
CEO and Co-Founder  
PipelineDB  
San Francisco, CA

Dmitry Stavisky  
CEO  
Edwin Technology Corp.  
San Francisco, CA

Dr. Manu Kumar  
Founder and Chief Firestarter  
K9 Ventures  
Palo Alto, CA

Echeyde Cubillo  
Co-Founder and CTO  
ACME Technologies, Inc.  
San Francisco, CA

David Hassell  
CEO  
15Five  
San Francisco, CA

David McDonough  
CEO  
CommonStock  
San Francisco, CA

David Rusenko  
Founder/CEO  
Weebly  
San Francisco, CA

David Skok  
General Partner  
Matrix Partners  
Cambridge, MA

Dawn Barber  
Co-Founder  
NY Creative Tech Week  
New York, NY

Derek Herrera  
President and COO  
Spinal Singularity, Inc.  
San Clemente, CA

Desiree Gruber  
CEO  
Full Picture  
Miami, FL

Doug Carlisle  
Partner Emeritus  
Menlo Ventures  
Menlo Park, CA

Dustin Moskovitz  
Co-Founder & CEO  
Asana  
San Francisco, CA

Eddy Lu  
CEO and Co-Founder  
GOAT  
Los Angeles, CA

Eduardo Vilar  
Founder & CEO  
Returnly  
San Francisco, CA

Eli Pollak  
Founder and CEO  
Apollo Agriculture  
San Francisco, CA

Enrique Allen  
General Partner and Co-Founder  
Designer Fund  
San Francisco, CA

Eric Paley  
Managing Partner  
Founder Collective  
Boston, MA

Eric Steen  
Co-Founder and CEO  
Lygos  
San Francisco, CA

Eswar Priyadarshan  
Chief Bot  
BotCentral  
Mountain View, CA

Eurie Kim  
Partner  
Forerunner Ventures  
San Francisco, CA

Fabio Fleitas  
Co-Founder  
Tesorio  
San Francisco, CA

Fraser Kelton  
Co-Founder  
Koko  
New York, NY

Frederic Descamps  
Co-Founder  
Manticore Games  
San Francisco, CA

Edward Albanese  
CEO  
KryptonCloud, Inc.  
San Francisco, CA

Elyse Cowgill  
GC  
MealPal  
New York, NY

Eric Gilmore  
Founder  
Turvo  
San Francisco, CA

Eric Poirier  
CEO  
Addepar, Inc.  
Mountain View, CA

Erica Brescia  
Co-Founder and COO  
Bitnami  
San Francisco, CA

Ethan Bloch  
CEO  
Digit  
San Francisco, CA

Evan Beard  
Founder  
Standard Bots  
New York, NY

Florian Otto  
Founder and CEO  
Cedar  
Waltham, MA

Fred Johns  
Co-Founder and Media Director  
TwoSpuds LLC  
Mountain Top, PA

Galyn Bernard  
Co-Founder  
Primary.com  
New York, NY

Edwin Olson  
CEO  
May Mobility, Inc.  
Detroit, MI

Emil Mikhailov  
Co-Founder  
XIX.ai  
San Francisco, CA

Eric Mintzer  
Founder  
Imaginex  
Portland, OR

Eric Ries  
CEO  
Long-Term Stock Exchange  
San Francisco, CA

Erik Berlin  
CEO and co-founder  
Breaker  
San Francisco, CA

Ethan Lee  
Software Engineer  
Kard  
New York, NY

Evan Weaver  
CEO  
Fauna, Inc.  
San Francisco, CA

Fran Maier  
CEO  
Babierge  
San Francisco, CA

Fred Wilson  
Managing Partner  
Union Square Ventures  
New York, NY

Garrett Langley  
Co-Founder & CEO  
Flock Safety  
Atlanta, GA

Garry Tan  
Managing Partner  
Initialized Capital  
San Francisco, CA

Gautam Tambay  
Co-Founder & CEO  
Springboard  
Washington, DC

Geoff Schmidt  
CEO  
Meteor Development Group  
San Francisco, CA

George Davis  
Co-Founder & CEO  
frame.ai  
New York, NY

Grant Miller  
Founder  
Replicated  
Los Angeles, CA

Greg Ratner  
Co-Founder and CTO  
Troops.ai  
New York, NY

Guy Gal  
CEO  
Reside Real Estate  
San Francisco, CA

Harris Fishman  
CFO  
nference  
San Francisco, CA

Henry Toole  
Analyst  
RRE Ventures  
New York, NY

Indraneel Mukherjee  
CEO  
LiftIgniter  
San Francisco, CA

Gary Beasley  
Co-Founder and CEO  
Roofstock  
Oakland, CA

GEN (Ret) Keith Alexander  
President & CEO  
IronNet Cybersecurity, Inc.  
Fulton, MD

Georg Petschnigg  
Co-Founder and CEO  
FiftyThree  
New York, NY

Gil Elbaz  
CEO  
Factual  
Washington, DC

Greg Besner  
Founder and CEO  
CultureIQ  
New York, NY

Greg Schmergel  
President and CEO  
Nantero, Inc.  
Woburn, MA

Guy Nirpaz  
Founder and CEO  
Totango Inc  
San Mateo, CA

Harry Kargman  
Founder and CEO  
Kargo  
New York, NY

Ian Roncoroni  
Founder and CEO  
Next Caller  
New York, NY

Irene Webb  
Webb Investment Network  
San Francisco, CA

Gautam Sivakumar  
CEO  
Medisac  
San Francisco, CA

Geoff Lansberry  
Co-Founder  
Kuvee Inc.  
Boston, MA

George Arison  
Founder and Co-CEO  
Shift Technologies  
San Francisco, CA

Grace Ge  
Analyst  
RRE Ventures  
New York, NY

Greg Gretschi  
Co-Founding Partner  
Jackson Square Ventures  
San Francisco, CA

Guarav Jain  
Co-Founder & Managing Partner  
Afore Capital  
San Francisco, CA

Han Wang  
Co-Founder, CEO  
Paladin Cyber  
San Francisco, CA

Hassan Ahmed  
Charman and CEO  
Affirmed Networks  
Boston, MA

Inder Singh  
CEO  
Kinsa, Inc.  
San Francisco, CA

Irving Fain  
Co-Founder and CEO  
Bowery Farming  
New York, NY

Isaac Oates  
Founder & CEO  
Justworks  
New York, NY

Ivan Zhao  
President & CEO  
Notion Labs, Inc.  
San Francisco, CA

Jack Jia  
CEO  
Musely  
Santa Clara, CA

James Smith  
CEO  
Bugsnag  
San Francisco, CA

Jared Friedman  
Partner  
Y Combinator  
San Francisco, CA

Jared Seehafer  
CEO and Co-Founder  
Enzyme  
San Francisco, CA

Jason Crawford  
Co-Founder and CEO  
Fieldbook, Inc.  
San Mateo, CA

Jason Malki  
Founder & CEO  
StrtupBoost  
New York, NY

Jason Zintak  
CEO  
6sense  
San Francisco, CA

Jay Kaplan  
CEO  
Synack  
Menlo Park, CA

Itai Gurari  
Co-Founder & CEO  
Judicata  
San Francisco, CA

Jack Abraham  
Founder and CEO  
Atomic  
San Francisco, CA

Jager McConnell  
CEO  
Crunchbase  
San Francisco, CA

Janet Hur  
Co-Founder  
Millibatt, Inc.  
Los Angeles, CA

Jared Hansen  
CEO  
Breezy  
San Francisco, CA

Jason Appelbaum  
CEO and founder  
EverCharge  
San Francisco, CA

Jason Davis  
CEO  
Simon Data  
New York, NY

Jason Purcell  
Co-Founder and CEO  
Salsify  
Boston, MA

Jay Desai  
CEO and Co-Founder  
PatientPing  
Boston, MA

Jay Reno  
Founder & CEO  
Feather  
New York, NY

Itziar Diez-Canedo  
Co-Founder  
Via  
San Francisco, CA

Jack Altman  
CEO and Co-Founder  
Lattice  
San Francisco, CA

Jake Medwell  
Partner  
8VC  
San Francisco, CA

Janine Sinanan-Singh  
Co-Founder and CEO  
Vitae Industries  
Providence, RI

Jared Heyman  
Founder and CEO  
CrowdMed  
Scottsdale, AZ

Jason Black  
Principal  
RRE Ventures  
New York, NY

Jason Devitt  
CEO  
Compound Eye  
San Francisco, CA

Jason Tan  
CEO and Founder  
Sift Science  
San Francisco, CA

Jay Hass  
Partner  
RRE Ventures  
New York, NY

Jay V  
Founder  
Anomaly Innovations  
San Francisco, CA

Jayant Kulkarni  
CEO  
Quartzly  
Palo Alto, CA

Jeff Green  
Founder and CEO  
The Trade Desk  
Ventura, CA

Jeff McAlvay  
Co-Founder and CEO  
Tempo Automation  
San Francisco, CA

Jennifer Fitzgerald  
CEO and Co-Founder  
Policygenius  
New York, NY

Jeremy Schneider  
Director  
Webb Investment Network  
San Francisco, CA

Jesse Vollmar  
CEO  
FarmLogs  
Ann Arbor, MI

Jim Robinson III  
General Partner  
RRE Ventures  
New York, NY

JJ Fleigelman  
Co-Founder and CTO  
WayUp  
San Francisco, CA

Joel Spolsky  
CEO  
Stack Overflow, Inc.  
New York, NY

John Heffner  
CEO  
Drybar Holdings LLC  
Irvine, CA

Jeff Cordova  
Rigetti Computing  
Berkeley, CA

Jeff Kirk  
Co-Founder  
Doodlebase  
Seattle, WA

Jeff Raider  
Co-Founder & Co-CEO  
Harry's  
New York, NY

Jennifer Wolbers  
Managing Partner  
Aktive  
Grand Rapids, MI

Jeremy Yamaguchi  
Founder  
Lawn Love  
San Diego, CA

Jessica rovello  
CEO  
Arkadium  
New York, NY

Jim Robinson IV  
General Partner  
RRE Ventures  
New York, NY

JJ Maxwell  
Co-Founder  
Real Labs  
San Francisco, CA

John Buttrick  
Partner  
Union Square Ventures  
New York, NY

John Kobs  
CEO & Co-Founder  
Apartmentlist  
San Francisco, CA

Jeff Ferguson  
Co-Founder and President  
PipelineDB  
Los Angeles, CA

Jeff LaBarge  
Co-Founder and CTO  
Tule Technologies  
Oakland, CA

Jeff Whelpley  
CTO  
GetHuman  
Boston, MA

Jeremy Redburn  
Co-Founder VP Product  
Salsify  
Boston, MA

Jerry M. Kennelly  
Chairman and CEO  
Riverbed Technology, Inc.  
San Francisco, CA

Jim Brusstar  
Co-Founder  
Treasury Prime  
San Francisco, CA

Jim Rose  
CEO  
CircleCI  
San Francisco, CA

Joe Wilson  
CEO & Co-Founder  
Studio Design  
Provo, UT

John Foley  
Founder and CEO  
Peloton  
New York, NY

John MacDonald  
Co-Founder and CEO  
Pi  
San Bruno, CA

John Saroff  
CEO  
Chartbeat  
New York, NY

Jon Lee  
CEO and Founder  
ProsperWorks  
San Francisco, CA

Jonathan Heiliger  
General Partner  
Vertex Ventures  
Palo Alto, CA

Jonathan Regev  
Co-Founder  
The Farmer's Dog  
New York, NY

Jordan Husney  
CEO  
Parabol, Inc.  
New York, NY

Joseph Nelson  
CEO and Co-Founder  
Represently  
Washington, DC

Josh Albrecht  
Founder  
Sourceress  
San Francisco, CA

Josh Breinlinger  
Managing Director  
Jackson Square Ventures  
San Francisco, CA

Josh Levitan  
Founder  
Skylight  
San Francisco, CA

Joshua Karam  
CEO  
Hyr  
New York, NY

John Waldeisen  
Co-Founder and CEO  
Diassess  
San Francisco, CA

Jonah Greenberger  
Co-Founder  
Bright  
San Francisco, CA

Jonathan Kibera  
Founder and CEO  
LiveNeighborly  
San Francisco, CA

Jonathan Richards  
Co-Founder  
GoLorry  
San Mateo, CA

Joseph Luchs  
Head of Enterprise Sales  
Beeswax  
New York, NY

Joseph Quan  
Co-Founder and CEO  
Twine  
Palo Alto, CA

Josh Auerbach  
COO  
SpokenLayer  
New York, NY

Josh Elman  
Partner  
Greylock Ventures  
New York, NY

Josh Luber  
CEO  
StockX  
Detroit, MI

JR Rivers  
Co-Founder & CTO  
Cumulus Networks  
Saratoga, CA

Jon Gelsey  
CEO  
Auth0, Inc.  
Seattle, WA

Jonathan Benassaya  
Founder  
IronChain  
San Francisco, CA

Jonathan Pines  
Director  
Webb Investment Network  
San Francisco, CA

Jonathan Spier  
CEO  
PLAE  
San Francisco, CA

Joseph Mucha  
Co-Founder and COO  
DotDashPay  
San Francisco, CA

Joseph Walla  
Co-Founder and CEO  
HelloSign  
San Francisco, CA

Josh Bennett  
Executive Producer  
Imaginex  
Portland, OR

Josh Hix  
Co-Founder and CEO  
Plated  
New York, NY

Josh Mendelsohn  
Managing Partner  
Hangar  
New York, NY

Jude Gomila  
CEO and Founder  
Golden  
San Francisco, CA

Justin Bedecarre  
CEO  
HelloOffice  
San Francisco, CA

Justin Ho  
????  
RideOS  
San Francisco, CA

Kara Goldin  
Founder and CEO  
Hint  
San Francisco, CA

Ken Frei  
Partner  
Convoi  
Lehi, UT

Kent Goldman  
Founder  
Upside Partnership  
San Francisco, CA

Kevin Siskar  
Managing Director  
Founder Institute New York  
New York, NY

Leland Smith  
Co-Founder  
Millibatt  
Los Angeles, CA

Lingke Wang  
Co-Founder  
Ethos Life  
San Francisco, CA

Liza Kostinskaya  
Gusto  
San Francisco, CA

Lorna Borenstein  
Founder & CEO  
Grokker  
San Francisco, CA

Justin Behar  
CEO  
Quri  
San Francisco, CA

K. Taylor Wakefield  
COO  
Gravitational  
San Francisco, CA

Karthik Rau  
Co-Founder and CEO  
SignalFx  
San Francisco, CA

Ken Miller  
Partner  
Omidyar Network  
Los Angeles, CA

Kevin Law  
Co-Founder  
Cambly  
San Francisco, CA

Kristina Campbell  
CFO  
Handle Financial  
Los Angeles, CA

Lewis Anderson  
Co-Founder and CEO  
Traptic  
Palo Alto, CA

Liz Simon  
General Counsel & Vice President,  
External Affairs  
General Assembly  
New York, NY

Loek Janssen  
Co-Founder & CTO  
Nova Credit  
Stanford, CA

Luke Cohler  
Co-Founder and President  
Jetty  
New York, NY

Justin Boogaard  
CoFounder  
GoGoGrandparent  
Mountain View, CA

Kamil Mroczek  
Co-Founder and CTO  
Sense360  
Los Angeles, CA

Kathleen Utecht  
Managing Partner  
Core Innovation Capital  
Los Angeles, CA

Kenneth Lin  
Founder & CEO  
Credit Karma  
San Francisco, CA

Kevin Pomplun  
Co-Founder and CEO  
Go  
San Francisco, CA

Leif Jentoft  
Co-Founder  
RightHand Robotics  
Somerville, MA

Linden Tibbets  
CEO  
IFTTT  
San Francisco, CA

Liz Wessel  
CEO  
WayUp  
San Francisco, CA

Logan Green  
Co-Founder and CEO  
Lyft  
San Francisco, CA

Lyal Avery  
Founder and CEO  
PullRequest  
Austin, TX

Madelaine D'Angelo  
Co-Founder and CEO  
ArthenaArt  
New York, NY

Mahi de Silva  
Co-Founder & CEO  
Botworx.ai  
San Francisco, CA

Maria Palma  
Director of Platform  
RRE Ventures  
New York, NY

Mark Loranger  
Co-Founder  
Braavo Capital  
New York, NY

Masha Sedova  
Co-Founder  
Elevate Security  
San Francisco, CA

Matt Hill  
Founder  
Elegen  
San Francisco, CA

Matt Ocko  
Co-Managing Partner  
DCVC  
San Francisco, CA

Matthew Faustman  
Co-Founder and CEO  
Upcounsel  
San Francisco, CA

Matthew Pierce  
Co-Founder and CEO  
Trusted Health  
San Francisco, CA

Max Levchin  
Co-Founder & CEO  
Affirm  
San Francisco, CA

Magi Richani  
Co-Founder and CEO  
Alpine Roads  
San Francisco, CA

Mar Hershenson  
Managing Partner  
Pear Ventures  
Palo Alto, CA

Mark Gainey  
Co-Founder & CEO  
Strava  
San Francisco, CA

Mark McBride  
CEO and founder  
Turbine Labs  
Greenwood Village, CO

Mason Blake  
Co-Founder & CTO  
UpCounsel  
San Francisco, CA

Matt Lieber  
Co-Founder & President  
Gimlet Media  
New York, NY

Matt Voska  
COO  
Bannerman, Inc.  
San Francisco, CA

Matthew Glotzbach  
CEO  
Quizlet  
San Francisco, CA

Matthieu Riou  
CTO & Co-founder  
BlockCypher  
Redwood City, CA

Maxim Lobovsky  
CEO  
Formlabs  
Cambridge, MA

Mahesh Ram  
CEO  
Solvvy  
San Francisco, CA

Marc Rochman  
CEO  
Openbucks  
San Francisco, CA

Mark Josephson  
CEO  
Bitly  
New York, NY

Mark Shedletsky  
Founder and CEO  
Vertical Mass  
Los Angeles, CA

Matt Erlichman  
CEO  
Porch  
San Francisco, CA

Matt McCambridge  
CEO  
Eden Health  
Cambridge, MA

Matthew Delaney  
CEO  
Marble Robot, Inc.  
New York, NY

Matthew McDonald  
Co-Founder and CTO  
EquipmentShare  
Columbia, MO

Mattieu Gamache-Asselin  
CEO  
Alto Pharmacy  
San Francisco, CA

Maynard Webb  
Webb Investment Network  
San Francisco, CA



Megan Klimen  
Co-Founder and COO  
3scan  
San Francisco, CA

Michael Boswell  
CEO & Co-Founder  
Cue  
San Francisco, CA

Michael D'Angelo  
Co-Founder  
ArthenaArt  
New York, NY

Michael J. Malone  
CEO  
Smallstep  
San Francisco, CA

Michael Phillips Moskowitz  
CEO  
AeBeZe Labs  
Boston, MA

Michael Strong  
Co-Founder  
Zola Books, Inc.  
New York, NY

Mike Chapin  
General Counsel  
Knewton  
New York, NY

Mike Melillo  
Co-Founder and CEO  
Dockwa  
Newport, RI

Mike Seid  
Founder and CTO  
Naytev  
San Francisco, CA

Mitch Morando  
Founder and CEO  
Whalr  
San Francisco, CA

Megan Mokri  
Founder and CEO  
Byte Foods  
Mill Valley, CA

Michael Carvin  
CEO & Co-Founder  
SmartAsset  
New York, NY

Michael DeGiorgio  
Founder and CEO  
CREXi  
Venice, CA

Michael Koeris  
CEO & co-founder  
Sample6  
Boston, MA

Michael S. Galpert  
CEO  
Bot.me  
San Francisco, CA

Michael Witz  
Founder and CEO  
Redemption Games, Inc.  
San Diego, CA

Mike Lempres  
Chief Legal and Risk Officer  
Coinbase  
Washington, DC

Mike Molinet  
Co-Founder  
Branch  
San Francisco, CA

Miles Beckett  
Co-Founder and CEO  
Silversheet  
Los Angeles, CA

MJ Langlais  
Chief People Officer  
Rekener  
Boston, MA

Micah Rosenbloom  
Managing Partner  
Founder Collective  
Boston, MA

Michael Chen  
Co-Founder & CEO  
WanderJaunt  
San Francisco, CA

Michael Horn  
Founder and CEO  
Craft Coffee  
Brooklyn, NY

Michael Mignano  
Co-Founder & CEO  
Anchor.fm  
New York, NY

Michael Sha  
CEO  
SigFig  
San Francisco, CA

Michelle Crosby  
CEO & Founder  
Wevorce Inc.  
San Mateo, CA

Mike Maples  
Founding Partner  
FLOODGATE  
Palo Alto, CA

Mike Palank  
Managing Director  
Macro Ventures  
Los Angeles, CA

Mitch Bompey  
General Counsel  
Addepar  
New York, NY

Mohammad Musa  
Founder and CEO  
Deepen AI, Inc.  
Sunnyvale, CA

Mudit Garg  
Founder and CEO  
Qventus  
San Francisco, CA

Nate Smith  
Founder and CTO  
Lever  
San Francisco, CA

Nicholas Alt  
Co-Founder / CEO  
Vnyl  
Los Angeles, CA

Nicolas Tejera  
Co-Founder  
Tolemi  
Boston, MA

Nitesh Banta  
Co-Founder and CEO  
B12  
New York, NY

Oliver Kharraz  
CEO  
Zocdoc  
New York, NY

Osama Bedier  
Founder and CEO  
Poynt  
Palo Alto, CA

Patrick Montague  
Vice President & General Manager  
Betaworks  
New York, NY

Paul Gut  
CTO  
Loop Support  
San Francisco, CA

Pejman Nozad  
Managing Partner  
Pear.VC  
Palo Alto, CA

Murali Aravamudan  
Founder and CEO  
nference  
Boston, MA

Nathan Richardson  
CEO  
Trade It, Inc.  
New York, NY

Nick Grossman  
General Manager  
Union Square Ventures  
New York, NY

Nima Gardideh  
Co-Founder  
Pear Mill  
San Francisco, CA

Noah Breslow  
CEO  
OnDeck  
New York, NY

Onno Faber  
Co-Founder and CEO  
Taptalk  
San Francisco, CA

Pareesh Patel  
Founder and CEO  
PayRange  
San Jose, CA

Paul Biggar  
Founder  
CircleCI  
San Francisco, CA

Paul La Londe  
Transmedia Capital  
San Francisco, CA

Pete Koomen  
Co-Founder and CTO  
Optimizely  
San Francisco, CA

Naman Kumar  
CEO and Founder  
Airo Health, Inc.  
Sunnyvale, CA

Naveen Selvadurai  
Partner  
Expa  
New York, NY

Nick Huzar  
Co-Founder and CEO  
OfferUp  
Seattle, WA

Nirav Tolia  
Co-Founder and CEO  
Nextdoor  
San Francisco, CA

Ohad Samet  
Co-Founder and CEO  
TrueAccord  
San Francisco, CA

Ooshma Garg  
CEO  
Gobble  
Palo Alto, CA

Patrick Deem  
Co-Founder and CFO  
Voodoo Manufacturing  
New York, NY

Paul Graham  
Co-Founder & Partner  
Y Combinator  
San Francisco, CA

Paul Murphy  
CEO  
Dots  
New York, NY

Peter Chen  
CEO  
Embodied Intelligence  
Emeryville, CA

Peter Ombres  
Co-Founder  
Deal  
San Francisco, CA

Philip Stehlik  
CPO & Co-Founder  
centrifuge.one  
San Francisco, CA

Pratyus Patnaik  
Co-Founder and CTO  
Spoke  
San Francisco, CA

Rahul Chitrapu  
Co-Founder and CEO  
Instaread  
San Francisco, CA

Ramji Srinivasan  
CEO  
Counsyl  
San Francisco, CA

Ranvir Gujral  
Co-Founder and CEO  
Chute  
San Francisco, CA

Ray Zhou  
Co-Founder CEO  
Affinity  
San Francisco, CA

Ric Fulop  
Founder and CEO  
Desktop Metal  
Boston, MA

Richard Li  
CEO  
Datawire, Inc.  
Boston, MA

Rishi Garg  
General Partner  
Mayfield Fund  
Menlo Park, CA

Peter Pezaris  
Founder and CEO  
CodeStream  
New York, NY

Pierre Davidoff  
CTO  
Kard  
New York, NY

Puneet Chawla  
Founder and CTO  
Workspot, Inc  
Cupertino, CA

Raju Rishi  
General Partner  
RRE Ventures  
New York, NY

Randall Bennett  
Founder  
Vidpresso  
Salt Lake City, UT

Ray Grieselhuber  
CEO  
Ginzamarkets  
San Francisco, CA

Raymond Hurthi  
Co-Founder  
Going Merry  
San Francisco, CA

Rich Chao  
Software Engineer  
Kard  
New York, NY

Richard Napolitano  
CEO  
Plexxi  
Boston, MA

Ro Gupta  
CEO  
CARMERA  
Brooklyn, NY

Philip Haslett  
Co-Founder  
EquityZen Inc.  
New York, NY

PJ Gupta  
Founder  
Checkbook.io  
San Francisco, CA

Rachel Drori  
CEO  
Daily Harvest  
New York, NY

Ram Shriram  
Founder & Managing Partner  
Sherpalo Ventures  
Menlo Park, CA

Randall Fagundo  
CEO  
minuteKEY  
Denver, CO

Ray Sturm  
CEO  
Alphaflow  
San Francisco, CA

Rebecca Kaden  
General Partner  
Union Square Ventures  
San Francisco, CA

Richard Harris  
CEO  
Intent Media  
New York, NY

Rick Tallman  
CEO  
Vungle, Inc.  
San Francisco, CA

Rob Gonzales  
Co-Founder & VP Business  
Development  
Salsify  
Boston, MA

Rob Hunter  
Founder  
HigherMe  
Boston, MA

Robert Fly  
Co-Founder and CEO  
Elevate Security  
San Francisco, CA

Robert I. Chen  
President and CEO  
AEssense  
Sunnyvale, CA

Robert J. Moore  
Co-Founder and Chairman  
Stitch Data  
Philadelphia, PA

Roger Ehrenberg  
Managing Partner  
IA Ventures  
New York, NY

Rohan Puri  
Diatom Digital Inc  
San Francisco, CA

Ron Conway  
Founder and Co-Managing Partner  
SV Angel  
San Francisco, CA

Rony Kubat  
Co-Founder  
Tulip  
Cambridge, MA

Rui Ma  
President and Co-Founder  
Kinnek, Inc.  
New York, NY

Ryan Block  
Co-Founder and CEO  
Begin  
San Francisco, CA

Ryan Boyko  
Founder & CEO  
Embark Veterinary  
Austin, TX

Ryan Donnelly  
Co-Founder and VP Engineering  
Super  
San Francisco, CA

Ryan Jackson  
Co-Founder and CEO  
Paid  
San Francisco, CA

Ryan Micheletti  
Co-Founder  
Vet-Tech  
Redwood City, CA

Ryan Ringholz  
Founder  
PLAE  
San Francisco, CA

Ryan Sandler  
CEO  
Zethos, Inc.  
San Francisco, CA

Ryan Thompson  
General Counsel  
Shape Security  
Mountain View, CA

Sacha Labourey  
CEO and Founder  
Cloudbees  
San Francisco, CA

Sam Altman  
President  
Y Combinator  
San Francisco, CA

Sameer Bhalla  
CEO and Co-Founder  
Swoop  
San Francisco, CA

Sameer Shariff  
CEO  
Cambly, Inc.  
San Francisco, CA

Sanjay Mandava  
Co-Founder  
GoLorry  
San Mateo, CA

Santiago Suarez Ordonez  
Co-Founder and CTO  
Blameless, Inc.  
San Francisco, CA

Sasha Herman  
Marketing Manager  
Kard  
New York, NY

Saurabh Ladha  
CEO & Founder  
Doxel  
Palo Alto, CA

Scott McNealy  
CEO  
Wayin  
Denver, CO

Scott Voigt  
Founder and CEO  
FullStory  
Atlanta, GA

Sean Knapp  
Co-Founder & CEO  
Ascend.io  
San Francisco, CA

Sean Suchter  
CTO  
Pepperdata  
San Francisco, CA

Seth J. Sternberg  
CEO  
Honor  
San Francisco, CA

Shan-Lyn Ma  
Co-Founder and CEO  
Zola  
New York, NY

Shrey Bhatia  
CEO  
Reputation.com  
Redwood City, CA

Shubham Goel  
Co-Founder  
Affinity  
Stanford, CA

Sohail Prasad  
Founder and CEO  
Equidate  
San Francisco, CA

Steve Martocci  
Co-Founder / CEO  
Splice  
New York, NY

Steven Cox  
Founder and CEO  
TakeLessons.com  
San Diego, CA

Susan Hobbs  
Partner  
CrunchFund  
New York, NY

Theodore Goldin  
COO  
Hint  
San Francisco, CA

Todd Hixon  
Managing Partner  
NAV.VC  
Boston, MA

Tomasz Tunguz  
Managing Director  
Redpoint Ventures  
Menlo Park, CA

Sharvesh Mahesh  
CEO  
Tavant Technologies  
Santa Clara, CA

Shriram Bhashyam  
Co-Founder  
EquityZen Inc.  
New York, NY

Shuhan Bao  
Co-Founder  
AspireIQ  
San Francisco, CA

Stan Markuze  
Founder and CEO  
Parts Market  
San Francisco, CA

Steve Newman  
Founder and CEO  
Scalyr, Inc.  
San Mateo, CA

Stuart B. Frankel  
CEO  
Narrative Science  
Chicago, IL

Susan Wiseman  
SVP  
Braze  
New York, CA

Timothy Frank  
Co-Founder  
One Concern  
Washington, DC

Tom Finn  
Interim-CEO  
Shapeways, Inc.  
New York, NY

Tomer London  
Founder and CPO  
Gusto  
San Francisco, CA

She-Rae Chen  
Founder and CEO  
FanTalk  
San Francisco, CA

Shu Li  
Co-Founder  
Alpine Roads  
San Francisco, CA

Sima Sistani  
Co-Founder and COO  
Houseparty  
San Francisco, CA

Stephen Di Franco  
Principal  
IoT Advisory Group  
San Francisco, CA

Steve Timson  
CTO  
Manticore Games  
San Francisco, CA

Stuart Ellman  
General Partner  
RRE Ventures  
New York, NY

Susie Kim Riley  
CEO  
Aquto  
Boston, MA

Toby Hervey  
Co-Founder & CEO  
Bravely  
New York, NY

Tom Shapland  
Co-Founder and CEO  
Tule Technologies  
Oakland, CA

Tony Stubblebine  
CEO  
Coach.me  
Brooklyn, NY

Tony Vartanian  
Co-Founder  
Jump Ramp  
New York, NY

Trevor O'Brien  
CEO  
Propeller Factory, Inc.  
San Francisco, CA

Umur Cubukcu  
CEO & Co-Founder  
Citus Data  
San Francisco, CA

Vitor Lourenco  
Partner  
Expa  
New York, NY

Walker McHugh  
Co-Founder and CEO  
PreDxion Bio, Inc.  
Ann Arbor, MI

Wen-Wen Lam  
Founder  
NexTravel  
San Francisco, CA

William Morgan  
CEO  
Buoyant  
San Francisco, CA

Zachary Townsend  
Co-Founder and General Partner  
Deciens Capital  
San Francisco, CA

Zack Liscio  
Founder and CEO  
Naytev  
San Francisco, CA

Zain Qayyum  
Founder and CEO  
Medsender  
New York, NY

Tony Xu  
Co-Founder and CEO  
Doordash  
San Francisco, CA

Tuval Ben Yehezkel  
CEO  
Loop Genomics  
San Jose, CA

Villi Iltchev  
Partner  
August Capital  
Menlo Park, CA

Vlad Magdalin  
Co-Founder  
Webflow  
San Francisco, CA

Walker Williams  
Co-Founder & CEO  
Teespring  
San Francisco, CA

Whitney Gaynor  
CEO  
Sinovia Technologies  
San Francisco, CA

Zach Kanter  
Founder & CEO  
Stedi  
Boulder, CO

Zack Abbott  
CEO  
ZBiotics Company  
Berkeley, CA

Zack Rosen  
CEO and Founder  
Pantheon  
San Francisco, CA

ZJ Lin  
Co-Founder  
GoLorry  
San Mateo, CA

Travis Noll  
Co-Founder  
Just Appraised  
Palo Alto, CA

Tyler Bosmeny  
CEO  
Clever  
San Francisco, CA

Viral Balaria  
Co-Founder and CTO  
6sense  
San Francisco, CA

Vladislav Voroninski  
CEO  
Helm.ai  
San Francisco, CA

Warren Shaeffer  
Founder & CEO  
Vidme  
Los Angeles, CA

Will Porteous  
General Partner  
RRE Ventures  
New York, NY

Zach Sims  
Co-Founder & CEO  
Codecademy  
New York, NY

Zack Bogue  
Co-Managing Partner  
DCVC  
San Francisco, CA

Zafer Ahmed  
CEO  
Tilk/Talkray  
Sunnyvale, CA

Zubin Bhattay  
Co-Founder and CEO  
Fuzzy  
San Francisco, CA

