



10gen is the creator and primary developer of MongoDB, the open source, high performance, scalable, document-oriented database. 10gen delivers technical support, professional services, and training for commercial-grade deployments of MongoDB. 10gen employees want to change the world through technology. We value open source principles and community. MongoDB wasn't built in a lab. We looked at what wasn't working for us and others and developed MongoDB to tackle real world problems. MongoDB has enabled our community and customers to build incredible applications that they couldn't have built with the previous iteration of database tools. For employees of 10gen, this means being part of most significant technology movement in decades. We believe in doing things that matter. We love coming to work every day. We embrace variety, diversity and brilliance. We believe you should never stop learning.



AppNexus is the most advanced platform for buying real-time online advertising. AppNexus's clients include the largest ad networks and online advertisers. AppNexus offers a proprietary gateway to premier ad exchanges and ad inventory aggregators, and cloud computing capabilities for unrivaled scalability. AppNexus is based in New York City. The company is backed by investors including Venrock, Kodiak Venture Partners, and First Round Capital.



Artsicle helps you discover your taste in art and enjoy original artwork in your home, through our rental program. Our mission is to support today's emerging talent today - while making art collecting accessible for everyone.



betaworks believes in the power of the real-time social web. We believe that the popularity of the real-time and social aspects of the web represent a radical shift in how people use and interact with the Internet. The future is about dynamic streams of information, not static pages. It's about push, not pull; it's about enabling publishing tools and data; and it's about the ways we touch, experience and interact with the Internet and each other. With this as our focus, we build and invest in great companies. We represent a new way to grow companies. Because we are not a fund, we can invest more flexibly in ideas. The companies that we build and work closely with are core to the betaworks vision.



**BOXEE**

Boxee is a new way to think about TV. We believe TV should be personal. With a Boxee connected to your TV, you can watch any TV show from the Internet, movies from services like Netflix, VUDU, MUBI, and OpenFilm, and enjoy all the rest the Internet has to offer that will never make it to broadcast TV. We believe your TV should be connected to your friends. Boxee automatically delivers video recommendations from your friends on Facebook and Twitter to your TV and lets you share stuff with them from the click of the remote.



Brightcove Inc, the cloud content services company, provides a family of products used to publish and distribute the world's professional digital media. The company's products include Brightcove Video Cloud, the market-leading online video platform, and Brightcove App Cloud, the pioneering content app platform. Together, more than 3,000 customers in 50 countries rely on Brightcove's cloud content services to build and operate exceptional media experiences across PCs, smartphones, tablets and connected TVs.

**BUSINESS INSIDER**

Business Insider is the future of business news. It is also the fastest-growing business news site on the web. Founded in 2007 by former internet analyst Henry Blodget and former Doublick CEO Kevin Ryan, it has rapidly grown to ~ 15MM monthly users, reaching a highly-coveted demographic of affluent males. The site uses mongoDB and a cutting-edge, proprietary CMS.



Chartbeat is a revolutionary real-time analytics service that enables people to understand emergent behaviour in real-time and exploit or mitigate it. Chartbeat launched in April 2009 and is used by some of the most popular sites on the web including the Onion, Mahalo, Pitchfork, and DailyKos. Based in New York, the team is led by General Manager Tony Haile and is part of betaworks, a media company focused on the real-time web and social media.



CrowdTwist is a social loyalty and rewards platform that engages and activates a brand's audience wherever the brand is. We focus on connecting all of a brand's customer touch points both online and offline to increase sales & engagement and ultimately provide much more sophisticated customer understanding. Consumers earn points for engagement and can then use those points for status, access and real world rewards.



Datalot is an advertising technology company. We have built a comprehensive customer acquisition platform that makes the process of multi-channel sales (ie: generating intent online, closing a sale offline) far more efficient. We are funded by some of the top early-stage technology investors (Founder Collective, Baseline Ventures), we work with oodles of real-time data, and we build awesome software that makes real money.



Etsy is the world's handmade marketplace. Our mission is to empower people to change the way the global economy works. We see a world in which very-very small businesses have much-much more sway in shaping the economy, local living economies are thriving everywhere, and people value authorship and provenance as much as price and convenience. We are bringing heart to commerce and making the world more fair, more sustainable, and more fun.



Everyday Health is a leading provider of health solutions. The company provides consumers, healthcare professionals, and brands with content and advertising-based services across a broad portfolio of over 25 websites that span the health spectrum – from lifestyle offerings in pregnancy, diet and fitness to in-depth medical content for condition prevention and management. Everyday Health is committed to providing the expert guidance and daily tools consumers need to make the best health choices, actively manage their conditions and live healthier lives every day.



Fog Creek Software is a small, friendly software company in New York City that was designed from the ground up to be a great place to work. We work on interesting projects with smart people, treat everyone like royalty, and eat lunch together every day.



Gracious Eloise is a Software-as-a-Service Company that allows businesses and individuals to build strong relationships with customers in a trackable, scalable, and efficient way. Our patent-pending handwriting replication software creates a digital version of any handwriting that can be used to easily generate and send printed notes or personalized emails. A dedicated web-to-print facility mails notes and hand-addressed envelopes within 24 hours.

## HARVEST

Harvest is a cloud-based time tracking and invoicing service for small business. Service professionals (designers, developers, lawyers, etc.) who bill by the hour can easily track their time from the web, mobile devices, or native desktop apps so they never miss another billable minute.

## hunch

Hunch lets you share what you like and get recommendations based on your taste, while connecting with people similar to you.

## hyperpublic

Our platform collects, organizes and structures geo local information from the open web and makes it available to the world. We make it easy for developers to query accurate, up to date, detailed local data using a variety of programming languages. Our algorithms identify and augment local objects like places, people, or things. We're tackling big data problems at web scale to create a rich location layer.

## ideeli

ideeli is a leading online retail site dedicated to delivering a unique, exciting daily shopping experience with a curated selection of offerings across the apparel, accessories, home, shoes, kids, travel and lifestyle categories. Each limited-time sale event offers privileged prices on the best brands and experiences. Most sale events start at noon ET and last only 40 hours. Launched in 2007 and headquartered in the Soho neighborhood of New York City, the company now has over 4 million members across the United States.

## <intent> MEDIA

Intent Media is a fast-growing start-up that thrives at the intersection of e-commerce and performance media. We're building an innovative advertising platform that is shaking up the e-commerce industry with a combination of fresh thinking and exceptional technology, and we're looking for people to help us grow and tackle new challenges. Intent Media was founded by a group of seasoned entrepreneurs and is backed by Matrix Partners, one of the top VC firms in the country.

## JESS3

JESS3 is a creative interactive agency that specializes in data visualization. JESS3 pushes the limits of what creativity and storytelling mean, providing services that range from UI / UX, animation and social media strategy to developing large-scale installations, on-air visualizations and killer apps. In addition to working with top tier brands like Google, Nike, Intel, MTV, Facebook and NASA, JESS3 also has a dedicated Labs division, which funds and launches its own products.

## Jumtap

Mobile advertising is hot, and at Jumtap, we're leading the pack. Join our talented team in driving the adoption of mobile advertising. Jumtap partners with digital and media agencies, publishers, app developers, wireless carriers and brand advertisers to deliver an array of mobile advertising solutions that combine the strengths of the PC Web with the unique benefits of mobile devices. We're hiring to meet demand in the ever growing billion dollar mobile advertising market. We need great talent to lead us in making our Smart and Simple mobile ad solutions come to life. At Jumtap we are passionate about our commitment to be an industry leader in targeted mobile advertising. We cultivate creativity, leadership and collaboration to complete challenging projects. Jumtap's team is filled with people who thrive in a challenging, fast paced, innovative and goal-oriented environment. Our team is rewarded with competitive pay, boundless growth opportunities, great benefits and the satisfaction of being part of something special.

## KAYAK

Our platform collects, organizes and structures geo local information from the open web and makes it available to the world. We make it easy for developers to query accurate, up to date, detailed local data using a variety of programming languages. Our algorithms identify and augment local objects like places, people, or things. We're tackling big data problems at web scale to create a rich location layer.

## kikin

kikin is a thought leader in contextual search. Based in SoHo, NYC, kikin created kikin Browser, a full-featured web browser for iPad that makes search easy and fun... without the need to type or copy-and-paste. Help us build advanced touch browsing technology, the way it should be!

## KNEWTON

Knewton is a technology company based in NYC. Our Adaptive Learning Platform™ customizes standardized educational content to meet the unique needs of each student. We analyze learning materials based on thousands of data points—concepts, structure, difficulty level—and uses sophisticated algorithms to piece together the perfect bundle of content for each student, every day.



LivingSocial adds surprise to every calendar with handpicked daily deals you can share with friends. Members enjoy at least 50% off on the coolest, local experiences. Local business owners get an easy and cost effective marketing tool to attract new, loyal customers. In 2010, one of the fastest growing companies in the space expanded with LivingSocial Escapes offering a "vacation in a box" for easy weekend trips at great value. Based in Washington, DC, the international brand and has saved nearly 28 million subscribers more than half a billion dollars in more than 260 markets worldwide.



Next Jump is quickly becoming the #1 Buying Club in America, aggregating 90,000 B2B networks that have a combined reach of over 700MM eligible users. Our advantage is superior technology and a unique data set built over a decade – matching the best consumers to merchants, and the best offers to consumers. We create consumer and merchant relationships using three core products: a highly personalized CRM engine, an online consumer commerce platform, and a merchant analytics portal. For our 30,000 merchant partners and millions of engaged consumers, loyalty pays.



LongTail Video is a New York-based startup that has pioneered the web video market. Our flagship product the – JW Player- is active on over one million websites and streams billions of videos each month. It is used by a diverse group of publishers, ranging from Fortune 500 companies to individual bloggers. AddOns, a library of plugins and skins contributed by LongTail's community of developers that enable customers to customize their JW Player, are used by over 300,000 sites; and the AdSolution, LongTail's stand-alone, self-serve video ad serving system, serves over 200 million in-stream ad impressions each month to thousands of websites.



OkCupid is the largest free dating site in the US. We have over two million active users and many thousands of successful dates every day. Behind the scenes, we're a small team of 25 brilliant people with the mission to build the best dating experience possible for our users. Our team is fun to work with and passionate about our product. We have a wide variety of interesting technical challenges, and every challenge that is surmounted has a far reaching social impact on the world.



Lot18 is a membership by invitation website for wine and epicurean products from coveted producers at attractive discounts. Our members have access to some of the finest wines and specialty foods, made available in small quantities at extraordinarily low prices. Lot18 evokes the auction lots of old, where savvy consumers were able to bid on fantastic products at incredible values.



OTC Markets Group Inc. operates an electronic quotation and trading system in the over-the-counter (OTC) securities market and is the third-largest U.S. trading venue after the NYSE and NASDAQ for equity shares. The IT team designs, develops and maintains a number of highly-available, low-latency quoting and trading systems, using cutting-edge computing software and hardware. We offer a casual working environment in an airy loft office space in SoHo part of Manhattan, one of the most exciting and creative places in the world. We are committed to building a company where highly talented, creative people thrive. We invest heavily in employee satisfaction and we offer a competitive compensation package designed to entice the best.



We're starting a local community revolution! Our goal is a "Meetup Everywhere about Most Everything", and we're on our way. We help people "use the internet to get off the internet" because Meetups change lives and can change the world. We are profitable, growing, and committed to building an all-star, all-NYC company. We are a company that values doers over talkers and mentors over managers. We are a company where people who take risks and win are rewarded and grow. Our team is ambitious and passionate; the environment is relaxed and fun. We get shit done that makes a difference.



With hundreds of millions of photos and videos being shared every day it's easy to miss out on the ones that actually matter to you. Pixable finds the best photos and videos shared on your social network so you never miss an important moment. Pixable, founded in 2009, is a start-up headquartered in SoHo, NYC with MIT roots. The company has enabled over a million users to manage and enjoy their online photos with a powerful set of features centered around photo search, discovery, aggregation, and editing. The company's free application offers a unique, personalized browsing experience by aggregating photos from different social networks and then sorting them into fun feeds like "Best Photos of the Day" in order of their relevance to the user. Pixable also doubles as a notification service allowing users to follow friends' photo activity and be notified of newly tagged or uploaded photos. Pixable has been featured in The New York Times, BBC, Newsweek, CNN, USA Today, Mashable, Tech Crunch and The Atlantic Magazine. It was also highlighted as one of the coolest companies to work for by Time Out Magazine.



My City Way is a location-aware platform that helps discover the world around you - soon to be available in over 40 cities around the world on a variety of mobile devices. With more than 50 hyper-local apps rolled into each city-specific guide, My City Way is a one-stop application platform to discover, interact with, experience and share information in any city. Tailored for use by local residents and visitors alike, My City Way is an interactive city discovery gateway on your mobile device.

Red Rover, a peer-to-peer learning platform for Enterprises, is a profitable start up and part of the inaugural TechStars NYC program. We are on a big mission – to accelerate the development of human potential by better organizing and connecting communities. Over 30,000 people use our software to connect to other people who share their passions and discover relevant information in their community. This work involves Rails, HBase/Hadoop, SOLR, amongst other things.

Shelby.tv is building the most amazing way to discover and enjoy web video. We are graduates of the first TechStars NYC class and are funded by excellent VC/angels. Read more about us at <http://blog.shelby.tv>



Shuttle Cloud

Thousands of companies are moving their enterprise collaboration data to the cloud every day, and many are using ShuttleCloud, a cloud migration service that facilitates the movement of data like email, enterprise collaboration information (contacts, calendars, documents) and cloud storage. We're a TechStars NYC company funded by East and West Coast investors and headquartered in NYC.

## RENTHERUNWAY

Rent the Runway is the premier online destination for dress and accessory rentals. With a revolving roster of over 120 top designers, 25,000 of the season's hottest dresses, and 4000 accessories, Rent the Runway is designer fashion delivered to her doorstep for a fraction of the price. We have an outstanding engineering team working on awesome technology problems in scaling, optimization, personalization, and recommendations, and building one of the most unique businesses online. For all of life's special occasions, [www.renttherunway.com](http://www.renttherunway.com) provides the Cinderella experience for women everywhere.

## SINGLEPLATFORM

SinglePlatform helps local businesses get discovered. 97% of consumers now use online media when researching products or services in their local area. However, only a small percentage of sites have up-to-date information for the local business and most do not have any rich content such as menus, photos, videos, specials or news. Through SinglePlatform, local businesses can now publish their storefront online and influence their customer at the most crucial moment – when consumers are researching products or services.



Sailthru is an email and communication technology platform revolutionizing the way companies communicate with consumers. Born in 2009 from the need for a higher standard of email delivery, Sailthru is built on the belief that a strong brand's foundation is in personalized communication and highly targeted, interest-based messaging has unlimited potential. Since 2009, Sailthru has grown to be the most powerful technical platform in existence for content companies, agencies, retailers and brands to seamlessly bridge the gap for consumers between email and the web— giving consumers what they want, when they want it and how they want it. Sailthru began by addressing the need for a platform that could reliably send millions of transactional emails: those critical one-to-one welcome emails, password resets and receipts. Next Sailthru expanded its capabilities to include newsletters, mass mailing announcements, community updates, and promotions, which has resulted today's only platform built for mass, one-to-one user experience management (UXM).



SocialFlow is the leader in social media optimization. By knowing the value of conversational topics in real-time, we help brands, publishers and retailers address the right audience, at the right time, with the best message.



sonar

Sonar is a mobile app that shows you how you're connected to people nearby through the aggregation of publicly available social media data (including Facebook, Twitter, Foursquare, LinkedIn). Launched to a very positive response (and taking second place!) at TechCrunch Disrupt in May, Sonar is one of the more buzzed about startups in NYC, and has a very exciting road ahead.

## schoolology®

Schoolology is an easy-to-use, easy-to-implement online learning, classroom management, and social networking platform that enhances student engagement and improves learning through better communication, collaboration, and increased access to curriculum and supplemental content. Schoolology is about learning. Together.



Squarespace offers premium online publishing platform for the world's most interesting and creative people.



SecondMarket is the marketplace for alternative investments. It has become the online destination for accessing market data, building your investor network and transacting in assets such as private company stock, structured products, public equity and bankruptcy claims. SecondMarket centralizes and simplifies secondary market activity by connecting buyers and sellers, and providing world-class market and operations expertise. Since 2004, SecondMarket has brought together more than 50,000 individuals and institutions and completed billions of dollars in alternative investment transactions.



Stack Exchange is a fast-growing network of 66 question and answer sites on diverse topics from software programming to cooking to photography and gaming. We are an expert knowledge exchange: a place where physics researchers can ask each other about quantum entanglement, computer programmers can ask about JavaScript date formats, and photographers can share knowledge about taking great pictures in the snow.



Sulia connects you to the best content from just the best experts on topics you care about. We all have interests that we're extremely passionate about. Whether it's our family, a sports team, breaking news, Hollywood gossip, a hobby, our career or a political issue, we obsess over our interests everyday. However, with an endless number of sources talking about an endless number of topics, it's nearly impossible to find the best sources to listen to across your interests. And, even if you were able to identify the top experts, sorting through all of their content is maddeningly time consuming. We built Sulia to address these problems (which were driving us mad too). Sulia is the world's first "Interest Network." We deliver you breaking news, inspiring ideas and original opinion from just the best experts on all of your interests.

## The Ladders®

TheLadders.com is the world's largest online service catering exclusively to the \$100k+ job market. Their job is to make the search for senior talent and senior positions quick and effective. With access to the most \$100k+ job leads in one place, senior level professionals can get to the next step in their careers faster. Top recruiters value the ability to quickly and easily connect with so much qualified talent in the sales, marketing, finance, HR, legal, tech and operations industries. Founded in 2003 by Marc Cenedella, TheLadders.com has grown into the largest specialty employment website.



Tumblr lets you effortlessly share anything. Post text, photos, quotes, links, music, and videos, from your browser, phone, desktop, email, or wherever you happen to be. You can customize everything, from colors, to your theme's HTML.



Venmo's mission is to make payments between friends simple and fun. Venmo works on all mobile devices and modern web browsers, so no matter where you are, you can quickly pay friends back for things like lunch, dinner, drinks, rent, utilities, groceries, movies, tickets and trips.



Wistia provides video hosting for businesses. We make it really easy for companies to get their videos online and give them all sorts of tools to track exactly who's watching their videos and how they're watching (see an interactive demo here: <http://wistia.com/product/tracking>). We're a 4 year old startup that's growing quickly and we're looking for amazing people to work with. You can learn more about Wistia at <http://wistia.com> or see what people are saying about us on twitter.



Yodle is a leading local online advertising company with a simple mission: to connect local businesses with consumers so simply and cost-effectively that business owners can't imagine any other way to advertise. It's no secret that 82% of consumers use the Internet to find local businesses. But the high complexity of running a local online advertising campaign is daunting – if not downright intimidating – to local business owners. That's where Yodle comes in. Yodle is changing the way local businesses advertise – by building their online presence, driving more phone calls and generating new customers. Yodle turns advertising into an investment that can be measured so business owners can see exactly how their advertising is performing. So it's no wonder that the leading venture capital firms, Bessemer Venture Partners, Draper Fisher Jurvetson, Draper Fisher Jurvetson Growth and JAFCO Ventures have invested over \$30 million in Yodle's rapid growth.



ZocDoc started in September of 2007 as a service to help people find and make dentist appointments in New York City. Today ZocDoc also offers primary care, dermatologist, eye-doctor, ENT, orthopedist, OB/GYN, allergist, podiatrist, cardiologist, pediatrician, radiologist and psychiatrist appointments in New York, Los Angeles, Chicago, Dallas, Philadelphia, Houston, Phoenix, Washington, DC, Atlanta, San Francisco and Boston.

## Company Leader Bios



**Next Jump**  
Charlie Kim, Founder & CEO



**Next Jump**  
Tom Fuller, CTO



**Next Jump**  
Albert Balcells, SVP Eng



**Next Jump**  
Greg Kunkel, SVP Biz Dev



**10gen | MongoDB**  
Eliot Horowitz, CTO & Co-Founder



**Appnexus**  
Hagos Mehretaab, Director of Engineering



**Artsicle**  
Alexis Tryon, CEO & Co-Founder



**Artsicle**  
Scott Carleton, CTO & Co-Founder



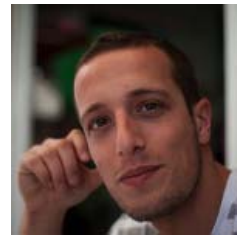
**Betaworks**  
Alex Lines, Head of Engineering



**Bit.ly**  
Todd Schwartz, CTO & Co-Founder



**Boxee**  
Avner Ronen, Co-Founder & CEO



**Boxee**  
Idan Cohen, Co-Founder & VP Product



**Boxee**  
Tatum Lade, VP of Engineering



**Brightcove**  
Bob Mason, CTO & Co-Founder



**Brightcove**  
Tareef Kawaf, SVP, Engineering & Operations



**Business Insider**  
Julie Hansen, President & COO



**Business Insider**  
Pax Dickinson, Chief Architect



**Chartbeat.com**  
Tony Haile, CEO



**CrowdTwist**  
Irving Fain, CEO &  
Co-Founder



**CrowdTwist**  
Josh Bowen, COO &  
Co-Founder



**CrowdTwist**  
Mike Montero, CTO &  
Co-Founder



**Datalot**  
Josh Reznick, CEO



**Embark**  
David Matter, VP of  
Engineering



**Embark**  
Raza Khan, CEO



**Etsy**  
Chad Dickerson, CEO



**Everyday Health**  
Ben Wolin, CEO



**Everyday Health**  
Premal Parikh, CTO



**Fog Creek & Stack Exchange**  
Michael Pryor, Co-Founder



**Gracious Eloise**  
Eloise Bune, Founder & CEO



**Harvest**  
Danny Wen, Co-Founder



**Harvest**  
Shawn Liu, Co-Founder



**Hunch**  
Tom Pinckney, Founder &  
VP of Engineering



**HyperPublic**  
Jeff Weinstein, President



**ideeli, inc.**  
Mark Uhrmacher, CTO &  
Co-Founder



**Intent Media**  
Josh Hartmann, CTO



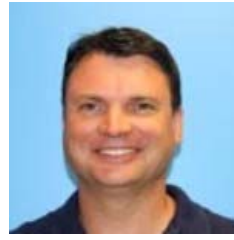
**Intent Media**  
Kurt Schrader, VP of  
Engineering



**JESS3**  
Leslie Bradshaw, President  
& COO



**JESS3**  
Jesse Thomas, CEO  
& Founder



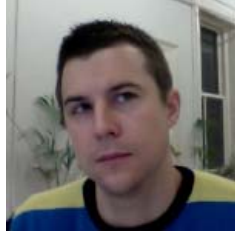
**Jumptap**  
Mark Ettrich, SVP of  
Engineering



**KAYAK**  
Paul English, CTO &  
Co-Founder



**kikin Inc.**  
Carlos Bhola, CEO



**kikin Inc.**  
Gregory Schnese, CMO



**kikin Inc.**  
Sandesh Devaraju, CTO



**Knewton**  
Marjo Mercado, SW  
Development Manager



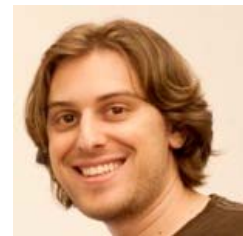
**LivingSocial**  
Chad Fowler, VP of Engineering



**LongTail Video**  
Dave Otten, CEO



**LongTail Video**  
Doug Cunningham, CTO



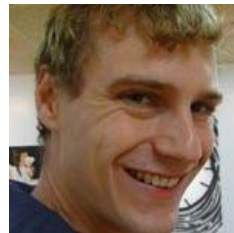
**Lot18**  
Adam Gotterer, VP of  
Engineering



**Meetup**  
Gary Burns, VP, Engineering



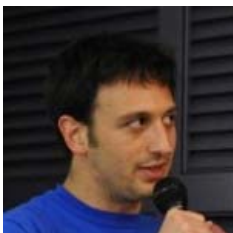
**MyCityWay**  
Sonpreet Bhatia, Co-  
Founder



**OkCupid**  
Tom Quisel, CTO



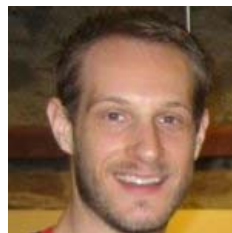
**OTC Markets Group**  
Emilia Sherifova, CIO



**Pixable**  
Andres Blank, COO



**Pixable**  
Inaki Berenguer, CEO



**Red Rover**  
Dan Storms, Head of  
Engineering



**Red Rover**  
Kevin Prentiss, CEO



**Rent The Runway**  
Jonathan Betz, Head of Engineering



**Sailthru**  
Ian White, CTO



**SecondMarket**  
Dominic Preuss, Chief Product Officer



**Schoology**  
Jeremy Friedman, Founder & CEO



**Schoology**  
Ryan Hwang, Founder & Creative Director



**Schoology**  
Tim Trinidad, Founder & CEO



**shelby.tv**  
Dan Spinosa, CEO



**shelby.tv**  
Myles Recny, Engineer



**shelby.tv**  
Reece Pacheco, CEO



**ShuttleCloud**  
Bob Greenlees, Co-Founder



**ShuttleCloud**  
Eduardo Fernandez, Director of Operations



**SocialFlow**  
Frank Speiser, CEO



**Sonar**  
Brett Martin, CEO



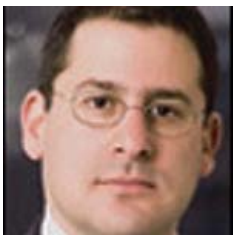
**Squarespace**  
Anthony Casalena, CEO & Founder



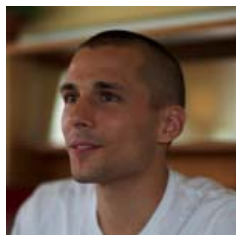
**Squarespace**  
Jesse Hertzberg, SVP



**Squarespace**  
John Colton, VP of Engineering



**Sulia**  
Jon Glick, CEO



**Venmo**  
Andrew Kortina, CEO



**Venmo**  
Julian Connor, CTO



**Wistia**  
Brendan Schwartz, Co-Founder & CTO



**Wistia**  
Chris Savage, Co-Founder  
& CEO



**Yodle**  
Court Cunningham, CEO



**ZocDoc**  
Cyrus Massoumi, CEO &  
Founder



**ZocDoc**  
Nick Ganju, CTO &  
Co-Founder