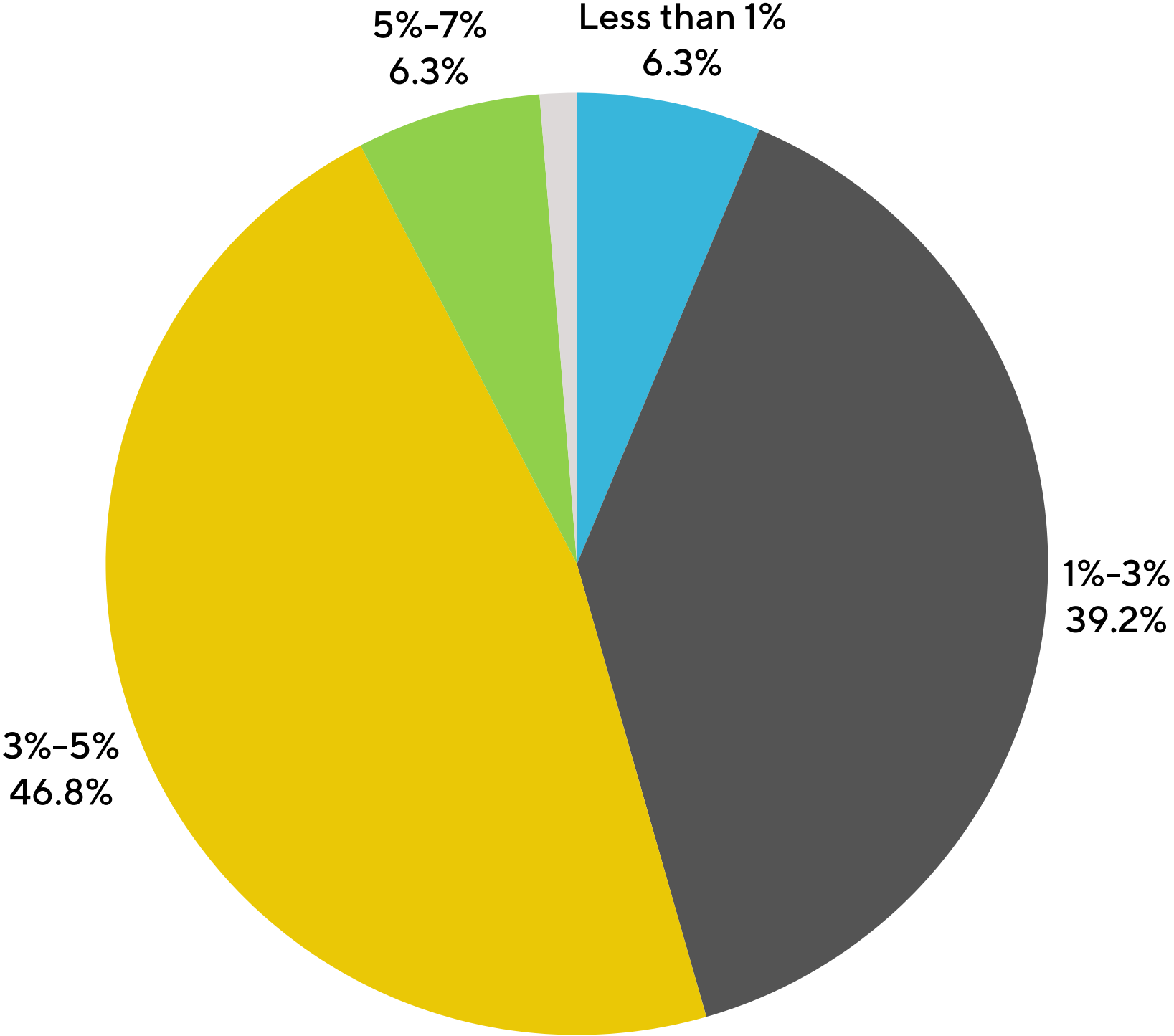


**What is your equity burn percentage?**



# Equity Strategy - Playing Chess, Not Checkers

**In terms of your compensation philosophy, which aspect do you find most challenging?**

