

May 2023

Atlanta's Technology Executives Roundtable

Today's program presented by
Arketi Group & Morris Manning Martin

Technology Executive Compensation & Talent Acquisition – New Trends Impacting Tech Companies

May 16, 2023

TECH | Technology
Executives
Roundtable



John Wichmann

2023 President, Technology Executives Roundtable

Founder & CEO, Gather Sciences

Welcome Attendees

TER is your forum to gain new insights and to share, challenge and test ideas around complex leadership issues.

CEOs, CFOs, CTOs & Investors

12 meetings per year

Thank you to our Sponsors

Today's Hosting Sponsor



Full-service Law Firm

Today's Hosting Sponsor



Digital marketing for
B2B tech companies



Real estate advisors for
high-growth companies



Professional staffing and
recruitment agency



On-demand product design and
software engineering



Accounting & Advisory



Insurance and risk
management services



Global reach
Local knowledge

Administrative services to help
clients invest & operate around
the world



Full-service corporate/
investment banking

QUESTION OF THE DAY

How will the current economic climate impact your executive compensation decisions re: salary, bonus and equity over the next 12 months?

Featured Fund & Company

Fund of the Month



Hunter Hartwell
Partner

Company of the Month



Leah McDearmid
Co-Founder/COO



SPONSORS





GLASSWING VENTURES

275 Newbury St, Boston, MA

www.glasswing.vc

 GlasswingVC



GLASSWING SNAPSHOT



INVESTMENT STRATEGY

INTELLIGENT CONNECT & PROTECT

Highly-differentiated strategy from deep industry research and decades of AI investing

INTELLIGENT

Leverage the Breadth and Depth of AI & Frontier Tech

CONNECT

Enterprise SaaS and Platforms

PROTECT

Cybersecurity and Privacy



FUNDS & INVESTMENTS

Seed (95%) & Pre-Seed (5%)

- First-Capital-In
- Attractive Valuations

Glasswing Fund I – \$112M

- 100% called & reserved
- 14 Seed+ investments

Glasswing Fund II – \$158M

- Oversubscribed \$150M target
- Strong institutional LP base
- Fund II has made seven core investments



DIFFERENTIATED APPROACH TO FIRST-CAPITAL-IN AI INVESTING AND COMPANY BUILDING

Exceptional Team of Building Partners

- Team of 16 with 200+ years of operating and investing experience.
- Building Partners mirror end-to-end the leadership functions of a successful technology company, from AI & engineering, to sales & marketing, to operations & finance.

Deep and Broad Reach for Systematized Sourcing of Opportunities and Building Leading AI Companies

- 51 world-renowned AI luminaries, Fortune 500 executives, and repeat successful founders working exclusively with Glasswing.
- Systematically engaged with 500+ enterprise leaders each year through affinity groups, Trust Network, and university relationships.

THE GLASSWING TEAM

INVESTORS & BUILDERS



Rudina Seseri
Founder & Managing Partner

Education:
BA, Wellesley College | MBA, HBS
Past Years:
Fairhaven Capital | Microsoft
Credit Suisse



Rick Grinnell
Founder & Managing Partner

Education:
BS, MS, MIT | MBA, HBS
Past Years:
Fairhaven Capital | Fidelity Ventures
ClearOne Communications | PictureTel



Sarah Fay
Partner, ESG/DEI

Education:
BA, University of Vermont
Past Years:
CEO, Aegis NA | Isobar NA
Carat Interactive



Hunter Hartwell
Investment Partner

Education:
BA, Vanderbilt University
MBA, Wharton
Past Years:
Forté Ventures | Deloitte Consulting



Kleida Martiro
Investment Partner

Education:
BA, Mount Holyoke
MBA, Kellogg
Past Years:
Digitas | SocialFlow | Zillow Group



Ali Mahmoud
Senior Investment Associate

Education:
BBA, UMass Amherst
MBA, Chicago Booth
Past Years:
LightBank | SixPlus | EY
Morpheus Ventures



Vlad Sejnoha
Partner, Technology

Education:
BEng, MEng, McGill
Past Years:
SVP, CTO, Nuance Communications
Chief Scientist, Kurzweil AI



Carol Meyers
Partner, GTM

Education:
BS, Finance, Fairfield University
Past Years:
CMO, Rapid7 (\$RPD) | LogMeIn
(\$LOGM) | Unica (IBM)



Joe Caprio
Partner, Growth

Education:
BA, Bentley University
Past Years:
CRO, InsightSquared
Chorus | Reprise



Ted Julian
Venture Partner, Product

Education:
BS, Cornell University
Past Years:
Devo | Resilient (IBM) | @stake
Application Security | Arbor Networks



Jessica Mullins
Camburn
CFO

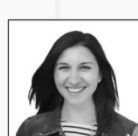
Education:
BS, Towson
MBA, Loyola University Maryland
Past Years:
Aduro Advisors | New Enterprise Associates

PLATFORM



Kyle Dolce
Chief of Staff

Education:
BS, Northeastern
Past Years:
Glasswing Ventures | Inrupt | CSM
Amundi | WorldQuant
IDEA Accelerator



Kaitlyn Ethier
VP, Marketing

Education:
BA, University of Rhode Island
Past Years:
Acquia | Highwire PR
Matter Communications



Ben Cary
Controller

Education:
BS, MBA, Ithaca College
Past Years:
Aduro Advisors | PwC
Great Hill Partners



Mackenzie Brennan
Coordinator, Operations

Education:
BS, BA, Washington University
Past Years:
Washington University | Maryville
Consulting Group | Simulmedia | Havas



Mark Mullaney
Specialist, Creative

Education:
BA, Lesley University
Past Years:
Centrus Digital | WriterAccess
TTP Marketing

51 WORLD-CLASS EXCLUSIVE ADVISORS

CONNECT

BUSINESS LEADERSHIP GROUP



Archana Arunkumar
SVP of Group Platform,
Expedia



Jeff Dolce
VP & GM Americas at
Aruba, An HPE Company



Saj-nicole Joni
Founder & CEO,
Cambridge International



Astrid Noltemy
Former MD, Cambridge
Associates



Christine Chang
Principal, Avire Finance



Tony Weisman
Former CMO,
Dunkin' Brands



Simone Ross
TED Tech Curator



Andrew Essex
Founder & CEO, Going Concern
Consulting Exec, Tata Group



Dave Knox
Media Executive &
Strategic Advisor



Rosemary Leith
Non-Exec Director at
HSBC, YouGov



Marc Speichert
EVP & CCO, Four Seasons
Hotels & Resorts



Heather Gelchion
Managing Director, Rockefeller
Global Family Office



Steve Chambers
Serial AI Entrepreneur
& Executive



Stephen Martiros
Founder, Kindros



Joey Fortuna
CTO, J2 Global



Perry Hewitt
CMO, DataDotOrg



Susan Macdermid
Founder & CEO,
Ascendant Network



Todd Cullen
Founder & Managing
Partner, Blue Table Advisors



Bela Labovitch
VP of Engineering,
Athenahealth



John Purcell
Chief Product Officer,
DoiT International



Ian Myers
2x Founder, Former
Investor & Media Executive



Barbara Goose
CMO, Rocket Software



Chuck Harrington
Executive Chairman,
Parsons Corporation



Emily Sumner
CIO, Gilder Office
for Growth LLC



Sir Tim Berners-Lee
Inventor of
World Wide Web



Dr. Peter Weinstock
Chair of Boston Children's
Hospital Simulator Program



Dr. Tom Davenport
Distinguished Professor
at Babson College



Dr. Brian Eberman
Entrepreneur & Startup
Advisor



Dr. Cynthia Breazeal
Professor at MIT & Associate
Director at MIT QI



Dr. Brad Berens
Editor-in-Chief & SVP,
Interactive Advertising Bureau



Dr. Tom Eisenmann
Professor at HBS,
Co-Chair of Harvard MS/MBA



Dr. Sandy Pentland
Director of MIT Connection
Science & Human Dynamics

PROTECT



Bruce Schneier
Cybersecurity Author
& Entrepreneur



Geoffrey Gilton
SVP, Technology,
Service Credit Union



Tom Axbey
Former CEO, CloudHealth
(acq. VMware)



Rene Guttman
Fmr. CISO,
Campbell's Soup



Dr. Salvatore Stolfo
Prof. of CS,
Columbia University



Chris McLellan
Former CSO,
HubSpot



Jennifer Leggio
CMO & Operational
Strategist



Marc Boroditsky
President of Revenue
Cloudflare



Patricia Titus
Chief Privacy & Information
Security Officer, Markel



Brendan Welter
CDO & CISO,
Rockefeller Capital
Management



David McLeod
VP & CISO,
The Walt Disney Studios



Eric Richard
SVP of Engineering
Operations, HubSpot



Jack Hembrough
Independent Director
& Security Exec

ENTREPRENEURS LEAD-IN



Heidi Lehmann
Entrepreneur,
Kenzen



Jim Anderson
Entrepreneur, Beacon,
SocialFlow



Scott Matthews
Entrepreneur, Verusen,
CrowdTwist (acq. Oracle)



Donna Cowan
Angel Investor



Frank Speiser
Entrepreneur



Noemi Greyzdorf
Executive, Vcinity

ACTIVE INVESTMENT THESES

GLASSWING THESES

CONNECT

**SMART DATA
INFRASTRUCTURE**

Intelligent backbone to power a machine learning enabled world and help manage its complexity

**COGNITIVE
AUTOMATION**

Automate repetitive tasks and empower users to leverage data to drive business value

**INTELLIGENT
VERTICALS**

End-to-end platforms that bring intelligence and optimization to specific industries

PROTECT

**CYBER-PHYSICAL
SECURITY**

Intelligent threat detection and security coordination in the physical world

**DATA SECURITY,
PRIVACY & COMPLIANCE**

Data, security configurations and policies to provide optimized defense and regulatory compliance

**COORDINATED
DEFENSE**

Intelligent coordination of heterogeneous cybersecurity solutions to provide optimized defense

INVESTMENTS WITHIN THESES

GLASSWING THESES

CONNECT

SMART DATA
INFRASTRUCTURE

COGNITIVE
AUTOMATION

INTELLIGENT
VERTICALS

PROTECT

CYBER-PHYSICAL
SECURITY

DATA SECURITY,
PRIVACY & COMPLIANCE

COORDINATED
DEFENSE

FUND I

 CHAOSSEARCH

inrupt

Zylotech

Reprise

VERUSEN

 CLOUDTRUTH

 narrative

 plannuh

 seva

 labviva

FUND II

 FEATUREBYTE **TΣLMAI**

beacon

 Basetwo

 PRE-SEED
PROGRAM

 Lambent

 ALLURE
SECURITY

TERBIUM LABS

 BLACK KITE

 NAMETAG

FLUX **>trustle**

 PRE-SEED
PROGRAM

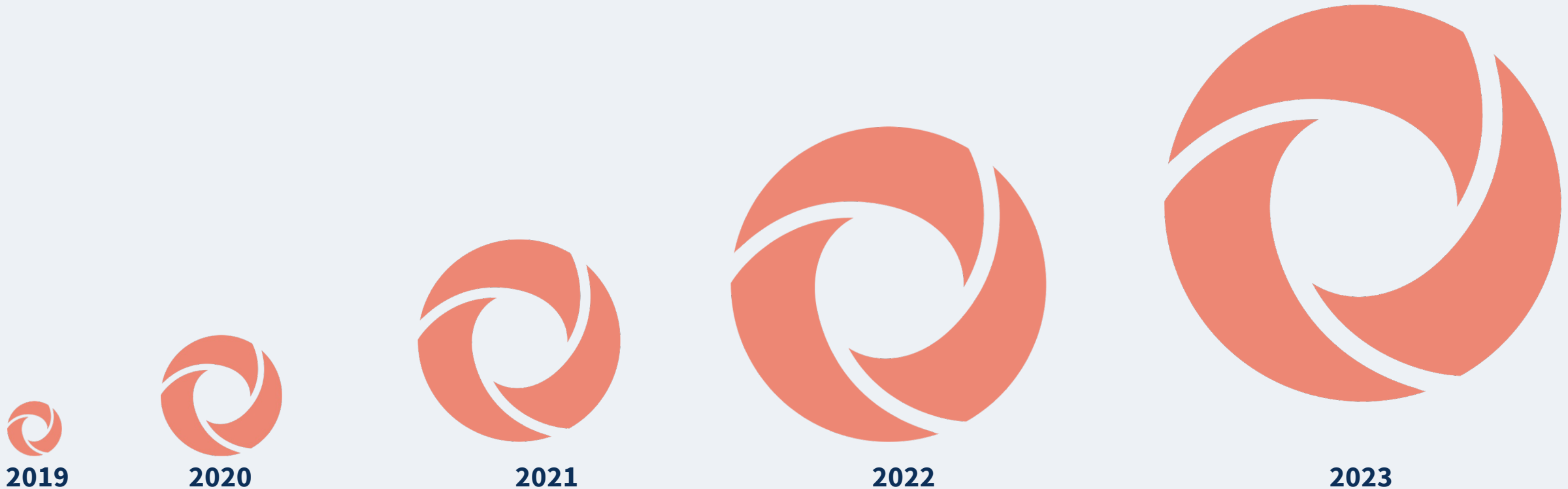
Executives
Roundtable



Building a High Growth Company with an Intention on Culture

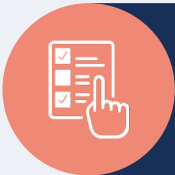


What's our growth story?



- From \$0 a day to \$2 million dollars a day
- 3500 Active Merchants across HI and HC
- Over 30,000 Consumer Loans and growing
- Extend on ~50M in credit limit per month
- We are active in 38 states across the US

Capturing the Moment



Simple, Easy to Use Moment-of-Need Solution



Private Label or Embedded API



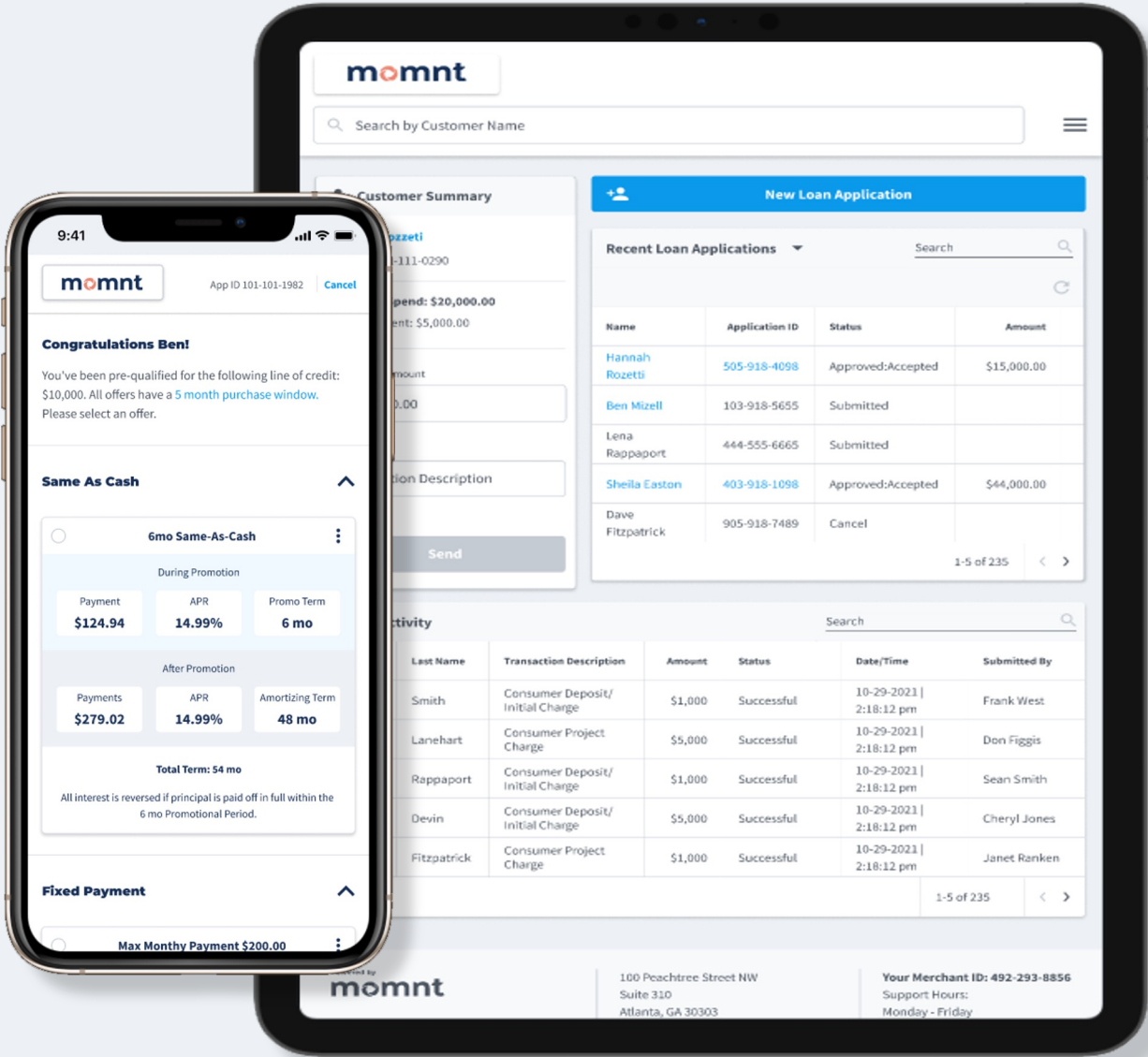
Seamless for End Users



Competitive Advantage in Targeted Sectors



Creates High Switching Costs



Our Culture

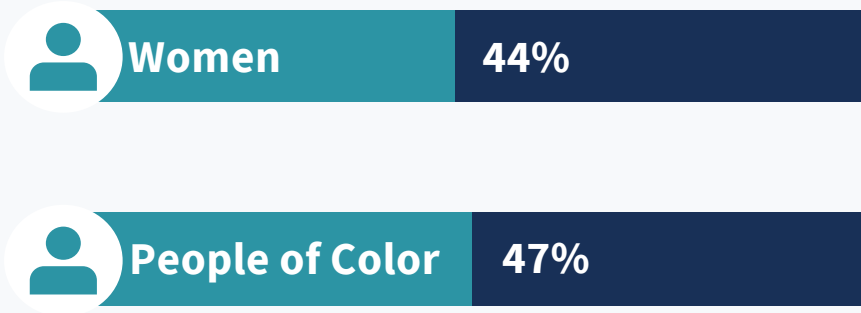
From the very beginning we intended to build a company that focused on building a healthy and supportive culture.

And we have done just that.

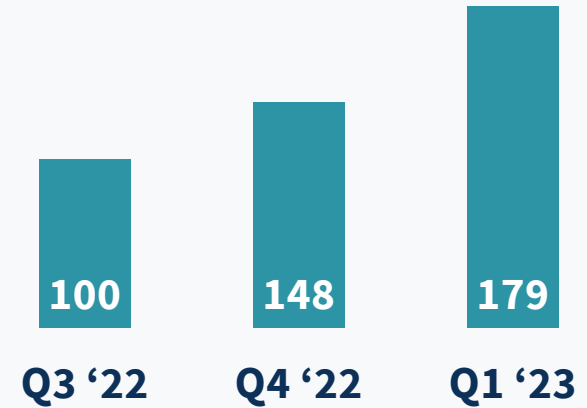


Human Capital

Team Demographics



Team Growth



How can you impact your
company culture?



2023 Executive Compensation Survey Highlights

Business Outlook

HOW LIKELY IS A U.S. TECH RECESSION IN 2023?



WHAT IS THE OUTLOOK FOR YOUR BUSINESS IN 2023?



Compensation Outlook

PLANS FOR COMPENSATION



PLANNED PERCENTAGE INCREASE IN 2023
(among those planning an increase)

Compensation Highlights

CEO

\$242,603

average salary
2021 \$221,753

\$113,164

average bonus paid
2021 \$88,744

31.4%

average equity
fully diluted

President

\$189,165

average salary
2021 \$189,199

\$62,819

average bonus paid
2021 \$35,154

16.0%

average equity
fully diluted

CFO

\$229,518

average salary
2021 \$196,328

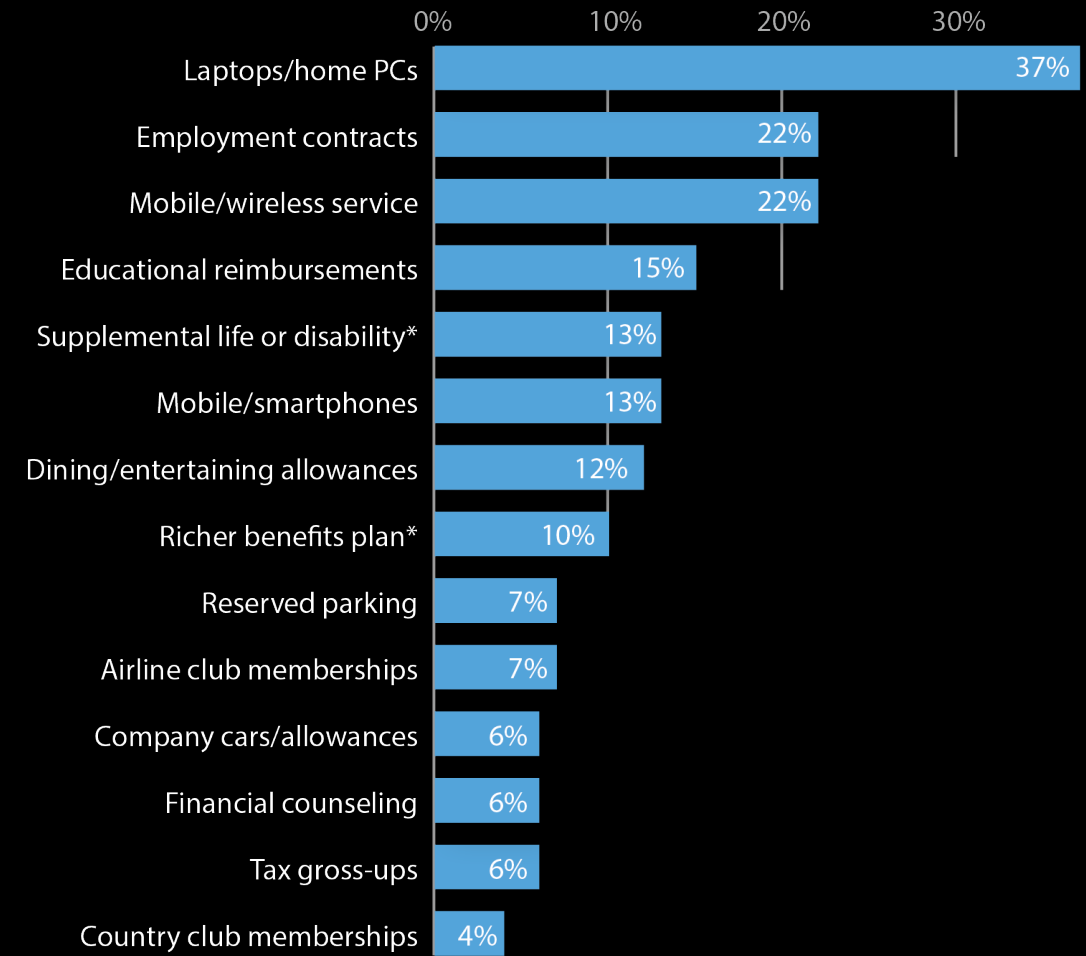
\$115,451

average bonus paid
2021 \$31,804

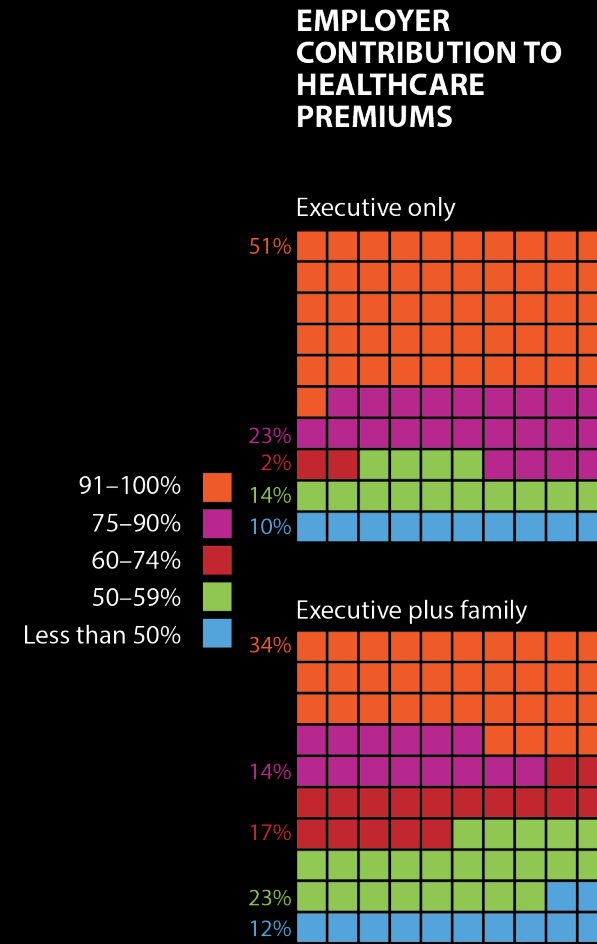
10.5%

average equity
fully diluted

Additional Benefits



* Not offered to non-executive employees Note: Multiple responses possible



Complete Report



Report available to TER members
at ter-atlanta.com

Panelists



MODERATOR:
Scott V. Wagner
Partner
Morris Manning Martin



Mike Becker
Managing Director
Vocap Partners



Gia Ganesh
MIS, MBA, SHRM-CP
Florence Healthcare



Megan Heaney
Head of People, Culture, &
Strategic Projects
Groundfloor



Star VanderHaar
COO & Vice President
Arketi Group

Questions & Answers



SPONSORS



SPEAKERS' CONTACT INFORMATION

Scott V. Wagner
Partner
Morris Manning Martin
swagner@mmmlaw.com

Mike Becker
Managing Director
Vocap Partners
mike.becker@vocappartners.com

Gia Ganesh
MIS, MBA, SHRM-CP
Florence Healthcare
gia.ganesh@florencehc.com

Megan Heaney
Head of People, Culture, & Strategic
Projects
Groundfloor
megan@groundfloor.us

Gail Tolbert
Director of People Operations
cove.tool
gail.tolbert@covetool.com

Star VanderHaar
COO & Vice President
Arketi Group
svanderhaar@arketi.com

SPEAKERS' CONTACT INFORMATION

FUND OF THE MONTH:

Hunter Hartwell

Partner

Glasswing Ventures

hunter@glasswing.vc

COMPANY OF THE MONTH:

Lena McDearmid

Co-Founder, COO, and Chief Culture Officer

Momnt

lena@momnt.com

Announcements



SPONSORS



Please join us for our
June 2023 event
(in-person and virtual)

AI & ChatGPT: What Every Company Needs to Know

June 20, 2023