

04. The Deep Thinker

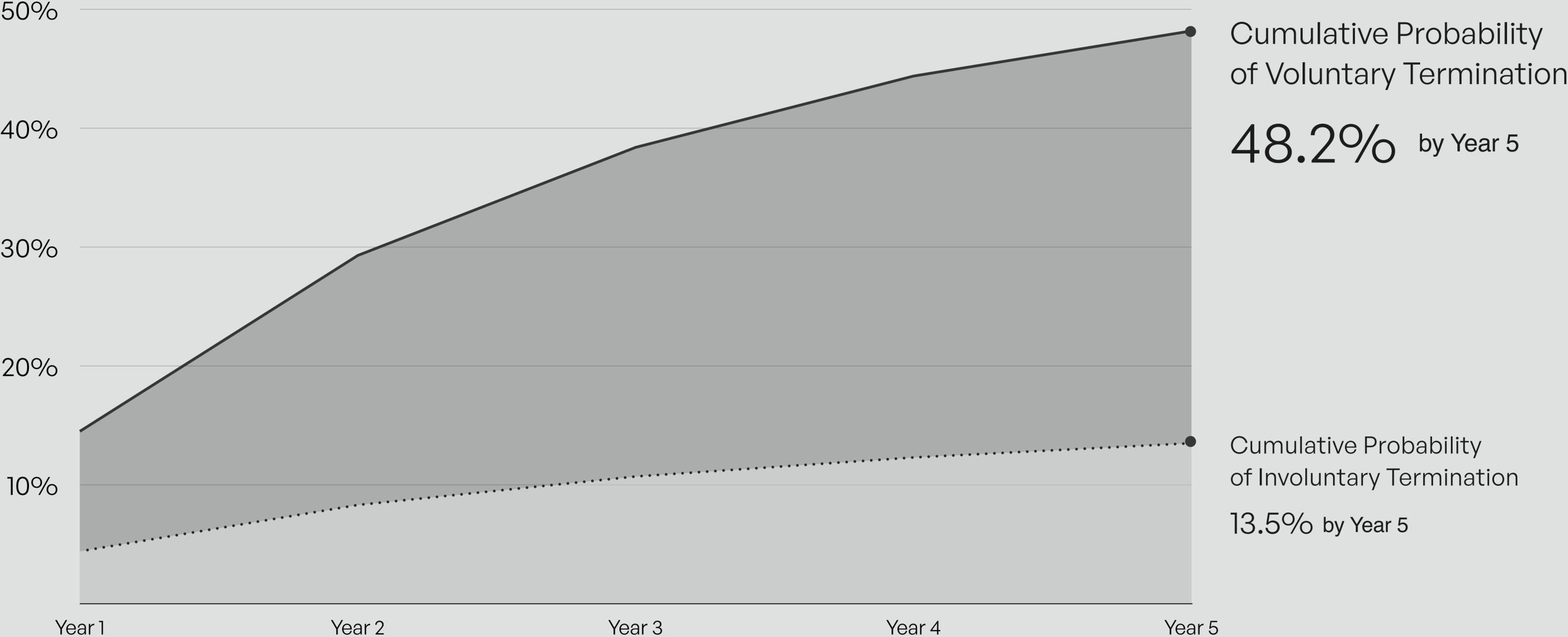
These are fictitious scenarios and listed companies are not actual participants.

An aerial photograph of a city street featuring a prominent white-striped crosswalk. The scene is captured from a high angle, showing the dark asphalt of the road and the bright white lines of the crosswalk. Long, dark shadows of several pedestrians are cast across the crosswalk, indicating a low sun position. One person in the center of the crosswalk is holding an open umbrella. A circular white line is overlaid on the image, framing the central text and the middle of the crosswalk. In the top left corner, a circular manhole cover is visible on the asphalt.

Your People Ventures

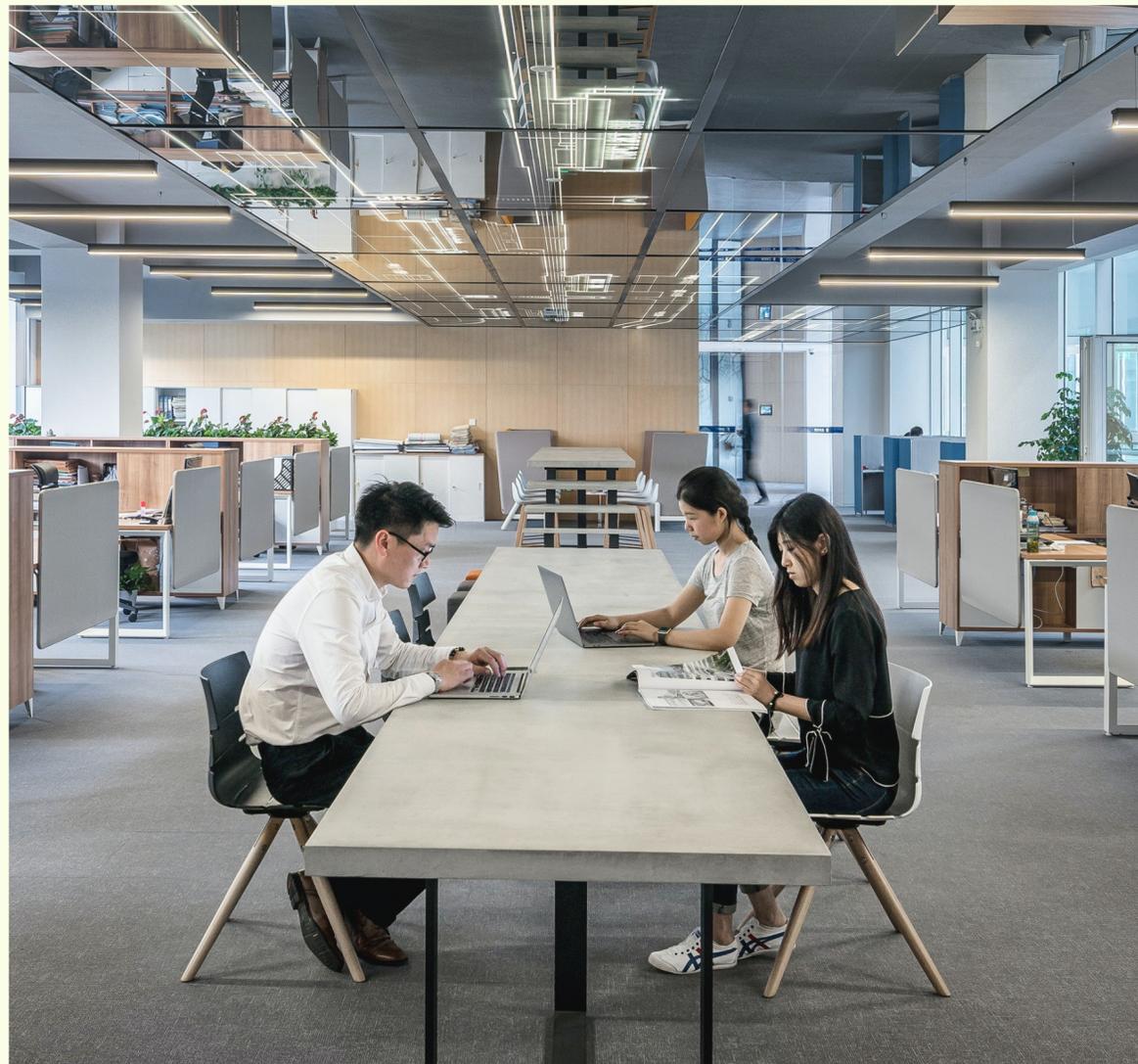
yourpeople.ventures
[@yourpeoplevc](https://twitter.com/yourpeoplevc)

Startups have a retention problem



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Equity isn't enough to keep employees at home



10 years

Average time to exit for a venture-backed startup

- Multiple rounds of investment
- Many changes in leadership

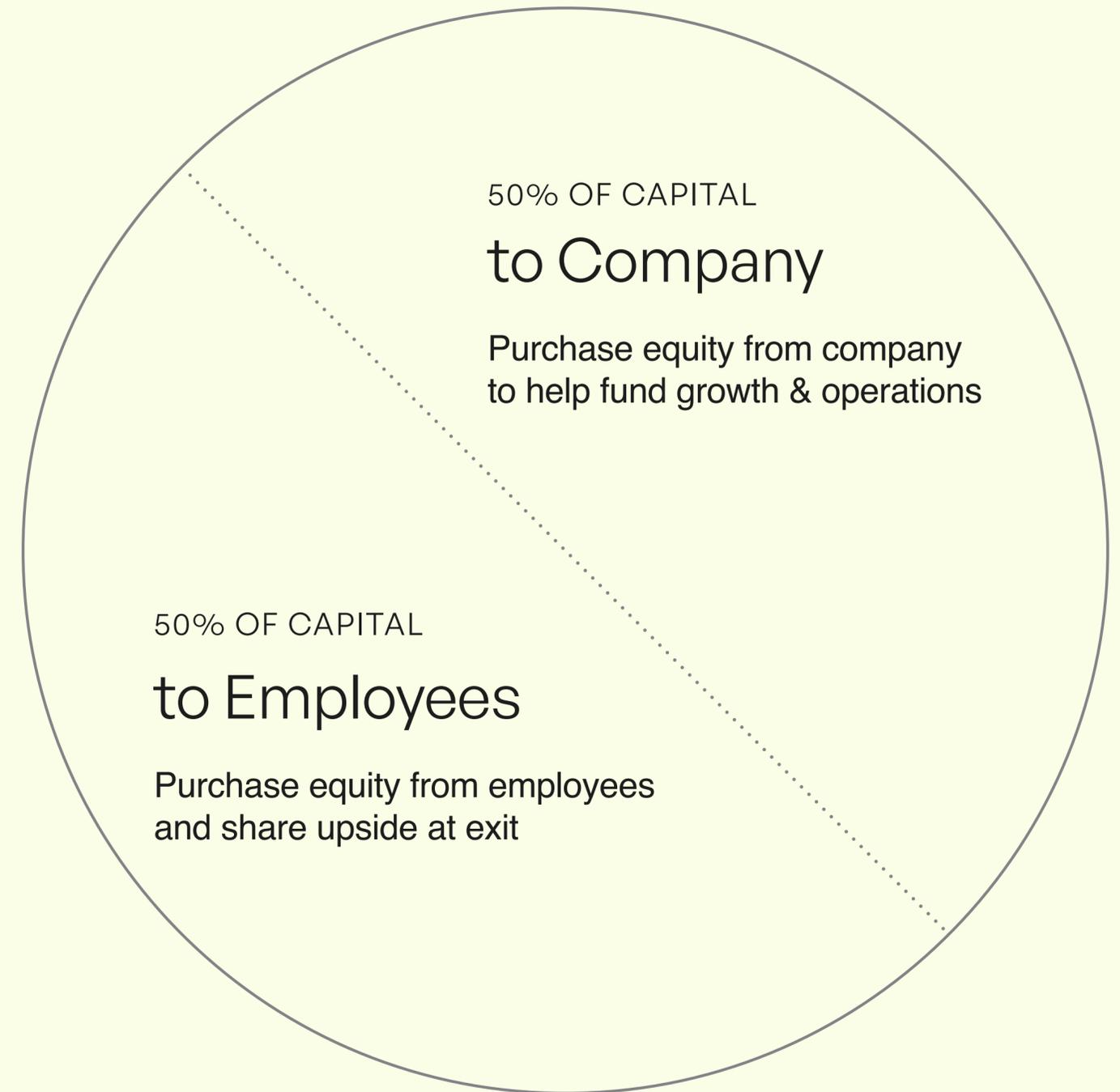
0.02%

Average employee ownership at time of exit

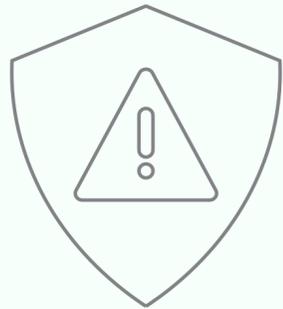
- Shrinking employee pools
- Heavy dilution with each raise

We fix this problem
with a fundamentally
different approach to
venture capital

OUR MODEL

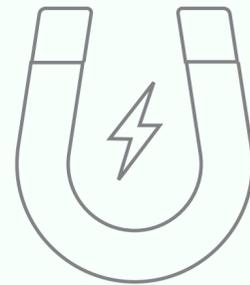


Our model is a magnet for talent-hungry startups



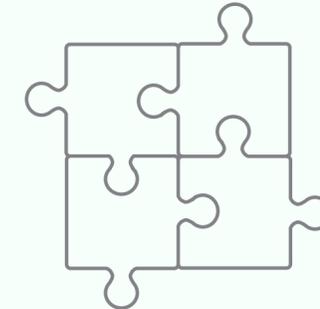
Low Risk

Attract New Employees with
Lower-Risk of Return of Equity



High Retention

Retain Employees with
Guaranteed Payments over Time



Strong Culture

Promote a Differentiated
Employee-Centric Environment

We will use public data to identify ideal candidates for this model

