Pay less attention to the resume
“What is important is invisible to the eye”

Hire passionate talent

Complement, don’t copy
Building Successful Teams...

- Pay less attention to the resume
  "What is important is invisible to the eye."
- Hire passionate talent
- Complement, don't copy
Kauffman Foundation

- Founded by Ewing Marion Kauffman, successful Kansas City entrepreneur
- $1.8 billion in total assets
Question #1: In general, do we overemphasize Venture Capital...
OLS Regression
Dependent Variable = Employment Percentage Rate
N = 2388. *** denotes significant at the 1% level

<table>
<thead>
<tr>
<th>Variables</th>
<th>Parameter Estimate</th>
<th>t-Ratio</th>
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GAZELLES AND SUPER GAZELLES

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