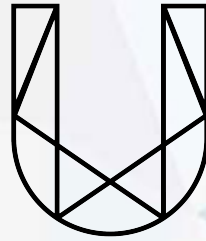


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A handwritten signature in black ink, which appears to read 'David Kelley', is placed above the printed name and title.

David Kelley
Founder, IDEO

MAY 18, 2020