



COMPANY INTRODUCTION

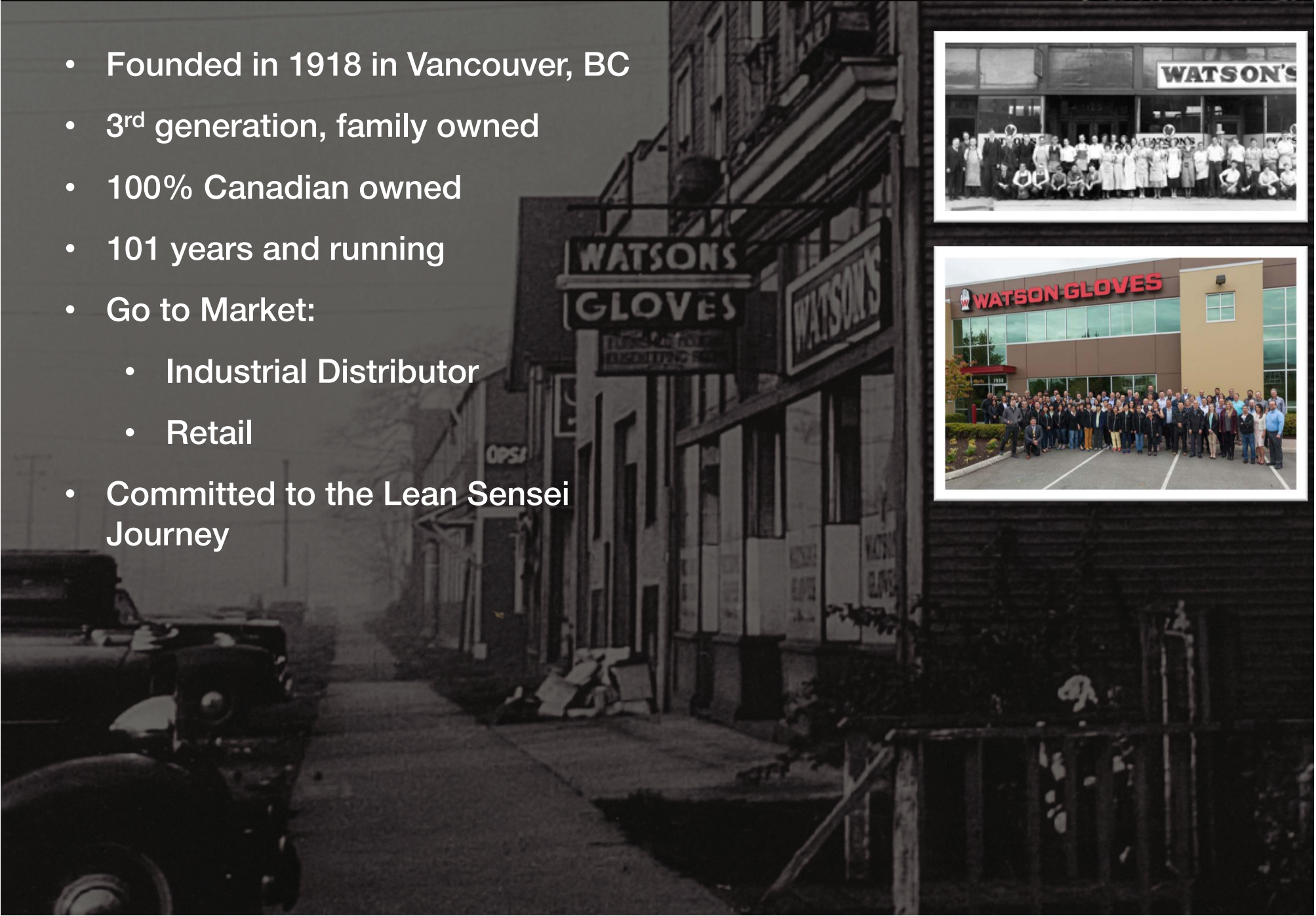
2019

(Distributor)



ABOUT US

- Founded in 1918 in Vancouver, BC
- 3rd generation, family owned
- 100% Canadian owned
- 101 years and running
- Go to Market:
 - Industrial Distributor
 - Retail
- Committed to the Lean Sensei Journey



CORE VALUES, VISION AND MISSION



WATSON CORE VALUES

AUTHENTIC

we are true to who we are and what we do

FAMILY

we support each other and work as a team

**CONTINUOUS
IMPROVEMENT**

FUN

we work hard and play hard

INTEGRITY

we deliver on our promises every single day

Watson
QUALITY GLOVES

ULTIMATE GLOVE EXPERIENCE AT YOUR FINGERTIPS

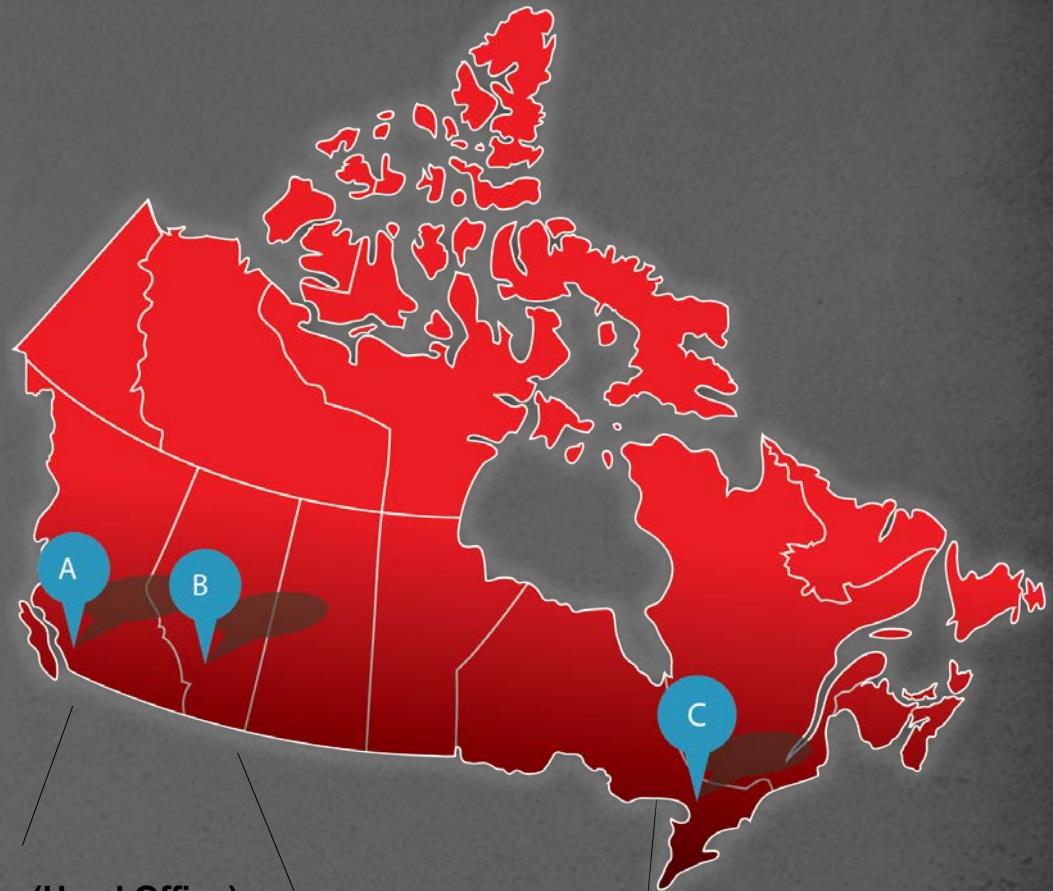
At Watson Gloves we live, educate and preserve the culture that we have established and cultivated since 1918. Our mission is to supply quality gloves while continuing to produce innovative and leading edge products to keep all hands safe at work, at home and at play.

Watson
QUALITY GLOVES

NATIONAL REPRESENTATION



- Largest glove supplier to the Retail and industrial Markets
- 500 years of combined glove experience, sales team and technical knowledge
- 9 CSR'S, 32 Sales Reps
- Bilingual Reps
- Three locations across Canada



Burnaby (Head Office):
125,000sq ft

Calgary:
50,000sq ft

Mississauga:
35,000sq ft

WHAT SETS US APART?

In-house Canadian Factory:

- 101 years
- Union made
- 30 core Canadian made sku's

Core business:

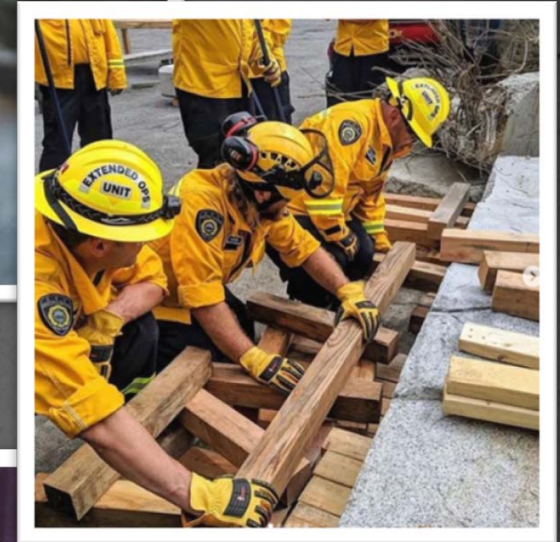
- Welding/Utilities
- Construction
- Oil and Gas
- Motorcycle
- Farm and Ranch

Factory value proposition:

- Collaborations (Postmark, Lords, etc)
- Small MOQ's
- Nimble & quick turn arounds
- International Presence
 - Japan
 - Switzerland



Postmark Brewing



Lords of Gastown

ADDED VALUE



Merchandising accounts: We offer no charge in-store signage and POP display racks



Cobranding: We offer co branding In-house or overseas adding value to your customers



Online Chat: Our CSR's are available on our online chat Monday-Friday



Marketing Material: We have marketing material and videos available to assist with product launches



Online Presence: Our website has been completely updated which includes a retail partner online sales program



SWAT on site hazard assessment: Our specialized team will help assess to reduce consumption, hand injuries and cost



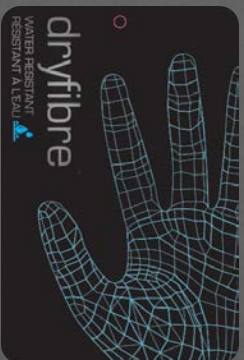
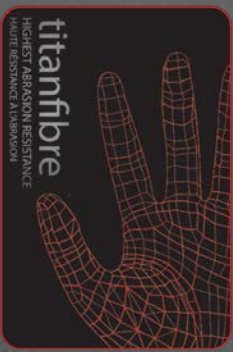
WHAT SETS US APART?



Product Development:

- Line review and gap analysis of full collection executed annually
- Feedback from end users to help innovate core and provide solutions
- Constant Innovation through R&D
 - Wearable technology
 - Biodegradable & Recyclable
 - Sourced from around the world
 - Partnerships with innovative brands like D3O
- Design products that pull

Innovative materials:



WHAT SETS US APART?

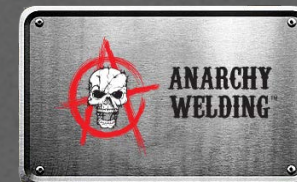


Marketing:

- Strong brand loyalty and recognition
- Creative glove names and dynamic brands
- In-house marketing team
- Influencer partnerships

Value:

- Product launch support through providing content:
 - Digital Marketing (Website banner ads, videos, social media partnerships)
 - Traditional Marketing (Flyers, Programs, in-store signage)



WHAT SETS US APART?



MARKETING SUPPORT:

-Co branded Marketing material, planograms, booking programs

IMPACT & CUT PROTECTION

YOUR LOGO HERE

#353TPR HELLICAT #357TPR DOG FIGHT #360TPR DESTROYER

WATSON GLOVES Quality since 1918
watsongloves.com

ANSI/ISEA 104 A2 CUT ANSI/ISEA 104 A5 CUT ANSI/ISEA 104 A7 CUT

Promotional Flyers

CUT RESISTANT CHART							CUT RESISTANT CHART						
LEGEND	357 Stealth Dog Fight	362 Stealth Hornet	911 Stealth Danger Zone	1005CR Controller	1051 The Breakdown 91051 Lined Version	9990 Stealth Mach 5	547 Van Goat 5549 Lined Version	5782CR Storm Trooper	5785 Shock Trooper	5786 Shock Trooper	034ALLY43 Gridlock	455 Triple Shot	
N/A													
NOT RECOMMENDED													
FAIR													
GOOD													
EXCELLENT													
EXTREME													
RESISTANCE AGAINST BLADE CUTS													
RESISTANCE AGAINST ROUGH EDGES													
NEEDLEPOINT PUNCTURE RESISTANCE*											F 9.7N (P) 12.0N		
DEXTERITY													
FLEXIBILITY													
COMFORT													
RESISTANCE TO ABRASION (EN 388)	4	4	4		3	4	3	3	2	2	4	4	
RESISTANCE TO CUT (EN 388)	X	6	X		X	6	6	6	X	X	6	3	
RESISTANCE TO TEAR (EN 388)	4	4	4		3	4	2	2	3	4	4	3	
RESISTANCE TO PUNCTURE (EN 388)	2	3	2		3	2	2	2	3	3	3	2	
ISO 13657 CUT RATINGS (EN 388)	E	E	F		E	C1	D	D	D	F	F	B	
RESISTANCE TO IMPACT (EN 388)					P				P	P		P	
2016 ANSI CUT RATING (F2992M-15)	A6	A4 (1600G)	A6	A4	A6	A4 (160G)	A4 (2160G)	A4 (2160G)	A4	A7 (4022G)	A7 (4022G)	A9 (800G) PRL16	A3 (120G)
ANSI PUNCTURE RATING	3	4	3		4	3	3	3		4	4	4	3
ARC FLASH RATING													
FEATURES AND BENEFITS OF THE GLOVE	DRY												
	WET												
RECOMMENDED APPLICATIONS	<ul style="list-style-type: none"> Building and construction Shoe retail handling Glass industry Automotive Medical handling Engineering Assembly/Inspection 	<ul style="list-style-type: none"> Building and construction Shoe retail handling Glass industry Automotive Medical handling Engineering Assembly/Inspection 	<ul style="list-style-type: none"> Building and construction Shoe retail handling Glass industry Automotive Medical handling Engineering Assembly/Inspection 	<ul style="list-style-type: none"> Welding Utility Work 	<ul style="list-style-type: none"> Heavy construction Medical handling Glass handling Transportation Insulation Asbestos removal work Cold temp. 	<ul style="list-style-type: none"> Automotive Construction Medical handling Engineering Assembly/Inspection Construction Cold temp. 	<ul style="list-style-type: none"> Shoe retail handling Medical Cargo handling Insulation Firefighting Welding Demolition Construction 	<ul style="list-style-type: none"> Oil and Gas Heavy construction Welding Blowing Demolition 	<ul style="list-style-type: none"> Oil and Gas Heavy construction Welding Blowing Demolition 	<ul style="list-style-type: none"> Welding Heavy construction Medical handling Glass handling Asbestos removal work Insulation Asphalt Paper & pulp mills 	<ul style="list-style-type: none"> Welding Glass handling Shoe retail handling Engineering Asphalt Paper & pulp mills 		

Glove selection charts

WHAT SETS US APART?



MARKETING SUPPORT:

-Co branded Marketing material, planograms, booking programs

GLOVE APPLICATION CROSSOVER



	GENERAL CONTRACTING	ELECTRICAL	WELDING	GLAZERS	MECHANICAL	VENTING/HVAC	ANTI-VIBRATION	RIGGING																																
GOOD	320 Blue Chip *Latex coating *Poly/cotton shell Women's: 325 Athena	390 Stealth Original *Nitrile coating *Nylon knit shell Winter: 330 Valsubul	1663 Man Handers *Cowhide leather *Shirred elastic wrist *Slip-on style cuff Women's: 1601	3777 Circuit Breaker *Full-grain cowhide *3-finger back *5 1/2" reflective cuff Winter: 9377/91700	2759 Blue Steel *Split cowhide leather *Cotton fleece *Gaurlet style cuff	2756 Pipeliner® *Split cowhide leather *Cotton fleece lining *Gaurlet style cuff	352 Stealth Desert Storm *Kevlar® knit *Nitrile coating *ANSI Cut 2/EN388 4341	353 Stealth Dynamol *Aramid fibre *Foam nitrile coating *ANSI Cut 2/EN388 4342 Winter: 9390	104HV Safe T Split *Split cowhide leather *Reflective strips *Safety Cuff Women's: 6366	4024 Rawhide *Full-grain cowhide *Cotton drill back *Safety Cuff Winter: 940069HV	390 Stealth Original *Nitrile coating *Nylon knit shell	395 Stealth Blackbird *Microfoam nitrile *15gq fine nylon shell Shrug-fitting wrist Women's: 325 Athena	1010 The Shark *Microfibre palm patches *Rubber on BOH *Reflective fingertips	0108K Extreme *Microfibre palm *Textured PVC fingertips *Vibration absorb palm Winter: 9010W	005 Flextime *Full-grain goatskin *Spandex back *Micro closure	014 Viper *Full-grain goatskin *Neoprene knuckles *Neoprene cuff Winter: 9014																								
BETTER	353 Stealth Dynamol *Aramid Fibre knit *Foam nitrile coating *ANSI Cut 2/EN388 4342	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543 Winter: 9390	391 Stealth Black Lite *Polyurethane coating *Fine-gauge nylon shell	393 Stealth Slipstream *Nitrile coating *Triple-thread nylon shell	2711 The Prospect *Split cowhide *Cotton jersey shell *FR rubber	2757 Fabulous Fabricates *Full-grain cowhide *Split cowhide back *Gaurlet style cuff Winter: 92757	353 Stealth Dynamol *Aramid Fibre knit *Foam nitrile coating *ANSI Cut 2/EN388 4342	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543 Winter: 9390	390 Stealth Original *Nitrile coating *Nylon knit shell	395 Stealth Blackbird *Microfoam nitrile *15gq fine nylon shell Shrug-fitting wrist Women's: 325 Athena	353 Stealth Dynamol *Aramid Fibre knit *Foam nitrile coating *ANSI Cut 2/EN388 4342	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543	0108K Extreme *Microfibre palm *Textured PVC fingertips *Vibration absorb palm Winter: 9010W	011 Hammer Time *Microfibre palm *Silicone studded palm *Air-flow mesh	0108K Extreme *Microfibre palm *Textured PVC fingertips *Vibration absorb palm Winter: 9010W																									
BEST	005 Flextime *Full-grain goatskin *Spandex back *Micro closure Women's: 012/012	014 Viper *Full-grain goatskin *Neoprene knuckles *Neoprene cuff Winter: 9005W/9014	353 Stealth Dynamol *Aramid Fibre knit *Foam nitrile coating *ANSI Cut 2/EN388 4342	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543 Winter: 9390	2762 Smoking Gurn *Full-grain deerskin *Split deerskin back *Gaurlet style cuff	2713 Hot Rod *Full-grain goatskin *FR rubber *4.5" gaurlet	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543 Winter: 9390	1051 The Breakdown *XX Suede Deuce *Microfibre palm *ANSI Cut 4/EN388 3543 Winter: 9390	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543 Winter: 9390	1051 The Breakdown *XX Suede Deuce *Microfibre palm *ANSI Cut 4/EN388 3543 Winter: 9390	357 Stealth Dog Fight *Aramid fibre knit *Sandy Nitrile coating *ANSI Cut 4/EN388 4543 Winter: 9390	1051 The Breakdown *XX Suede Deuce *Microfibre palm *ANSI Cut 4/EN388 3543 Winter: 9390	0108K Extreme *Microfibre palm *Textured PVC fingertips *Vibration absorb palm	0108K Extreme *Microfibre palm *Textured PVC fingertips *Vibration absorb palm	576 Drill Sergeant *Full-grain deerskin *Heavy duty rubber *Slip-on style cuff Winter: 9010W/9378																									
LADIES	1086 Jailbreak *Microfibre palm *Reflective Fingertips *Shrug-fitting wrist	1010 The Shark *Microfibre palm patches *Reflective fingertips *Slip-on neoprene wrist		2712 0' Lady *Full-grain goatskin *FR rubber *4.5" gaurlet cuff	ANSI/ISEA 105 Performance Levels for Cut Resistance <table border="1"> <thead> <tr> <th>Performance Level</th> <th>Weight (g) needed to cut through material with 25mm (1.0in) blade travel</th> </tr> </thead> <tbody> <tr><td>0</td><td>0-199</td></tr> <tr><td>1</td><td>200-499</td></tr> <tr><td>2</td><td>500-999</td></tr> <tr><td>3</td><td>1,000-1,499</td></tr> <tr><td>4</td><td>1,500-3,499</td></tr> <tr><td>5</td><td>3,500-</td></tr> </tbody> </table>		Performance Level	Weight (g) needed to cut through material with 25mm (1.0in) blade travel	0	0-199	1	200-499	2	500-999	3	1,000-1,499	4	1,500-3,499	5	3,500-	EN 388 Performance Levels for Cut Resistance <table border="1"> <thead> <tr> <th>Performance Level</th> <th>Blade Cut Resistance (Cut Index)</th> </tr> </thead> <tbody> <tr><td>1</td><td>1.2-2.4</td></tr> <tr><td>2</td><td>2.5-4.9</td></tr> <tr><td>3</td><td>5.0-9.9</td></tr> <tr><td>4</td><td>10.0-19.9</td></tr> <tr><td>5</td><td>20-</td></tr> </tbody> </table>		Performance Level	Blade Cut Resistance (Cut Index)	1	1.2-2.4	2	2.5-4.9	3	5.0-9.9	4	10.0-19.9	5	20-	9391 Stealth Black Ups *Napped thermal interior *Two layer seamless knit *FR coated palm	9392 Stealth Cold War *Napped thermal interior *Two layer seamless knit *FR coated palm	1012 Jailbird *Microfibre palm *EVA Knuckle bar *Reflective fingertips	008 Wonder Women *Microfibre palm *Foam padded palm *Spandex back	1012 Jailbird *Microfibre palm *EVA Knuckle bar *Reflective fingertips	012 Iron Lady *Full-grain goatskin *Spandex back *Micro closure
Performance Level	Weight (g) needed to cut through material with 25mm (1.0in) blade travel																																							
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Connect with Us

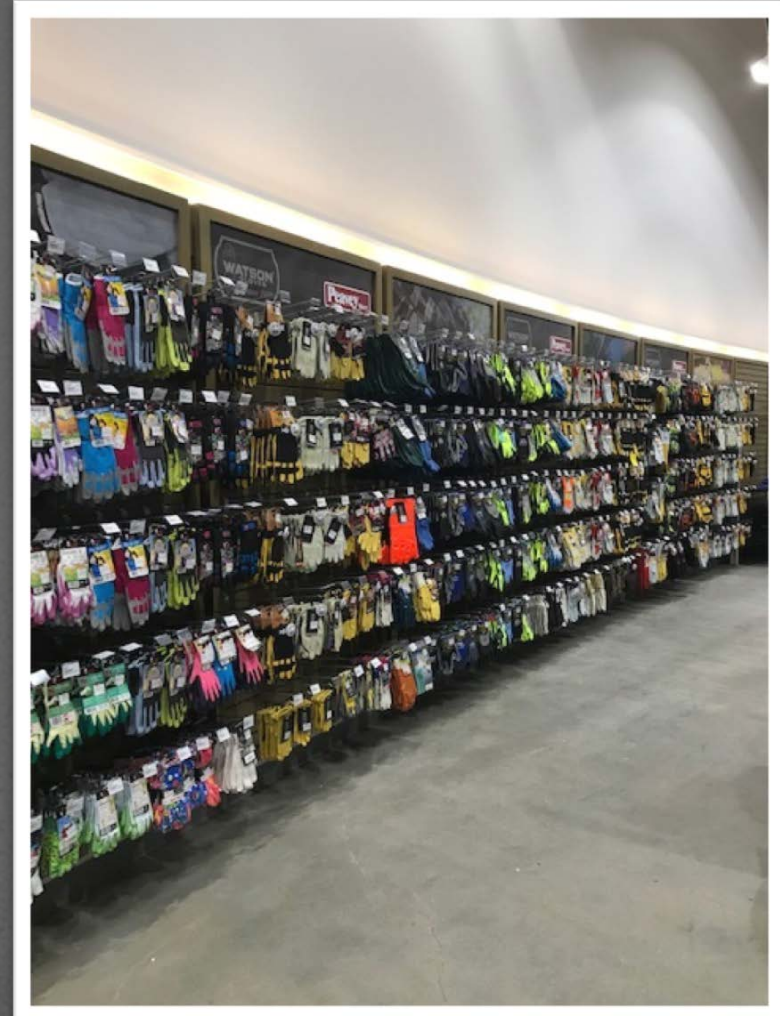
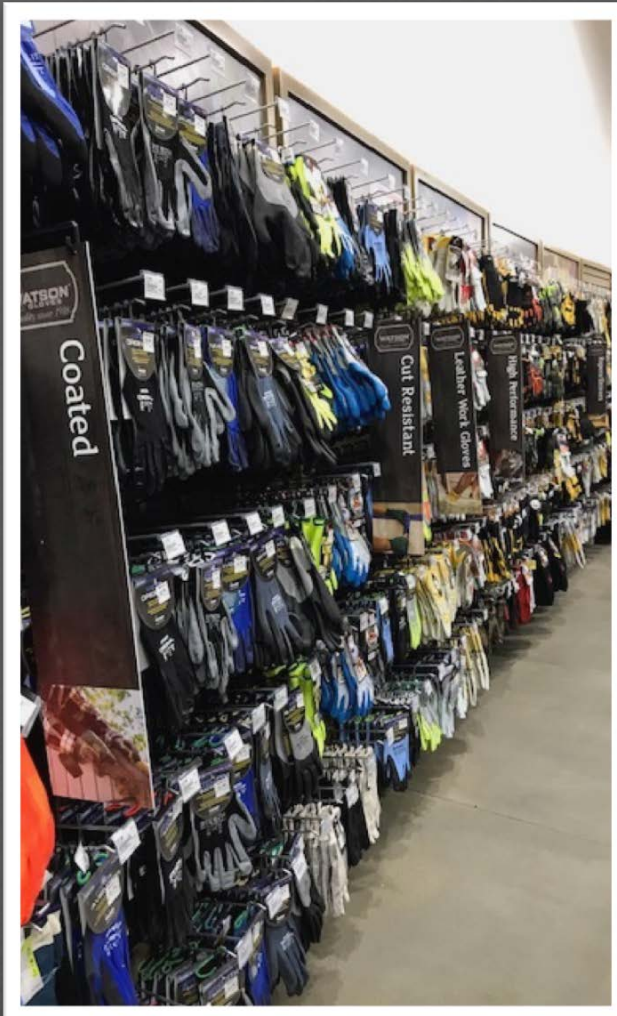
watsonloves.com

WHAT SETS US APART?



MARKETING SUPPORT:

-Custom Instore signage for a slat wall, peg board, racks

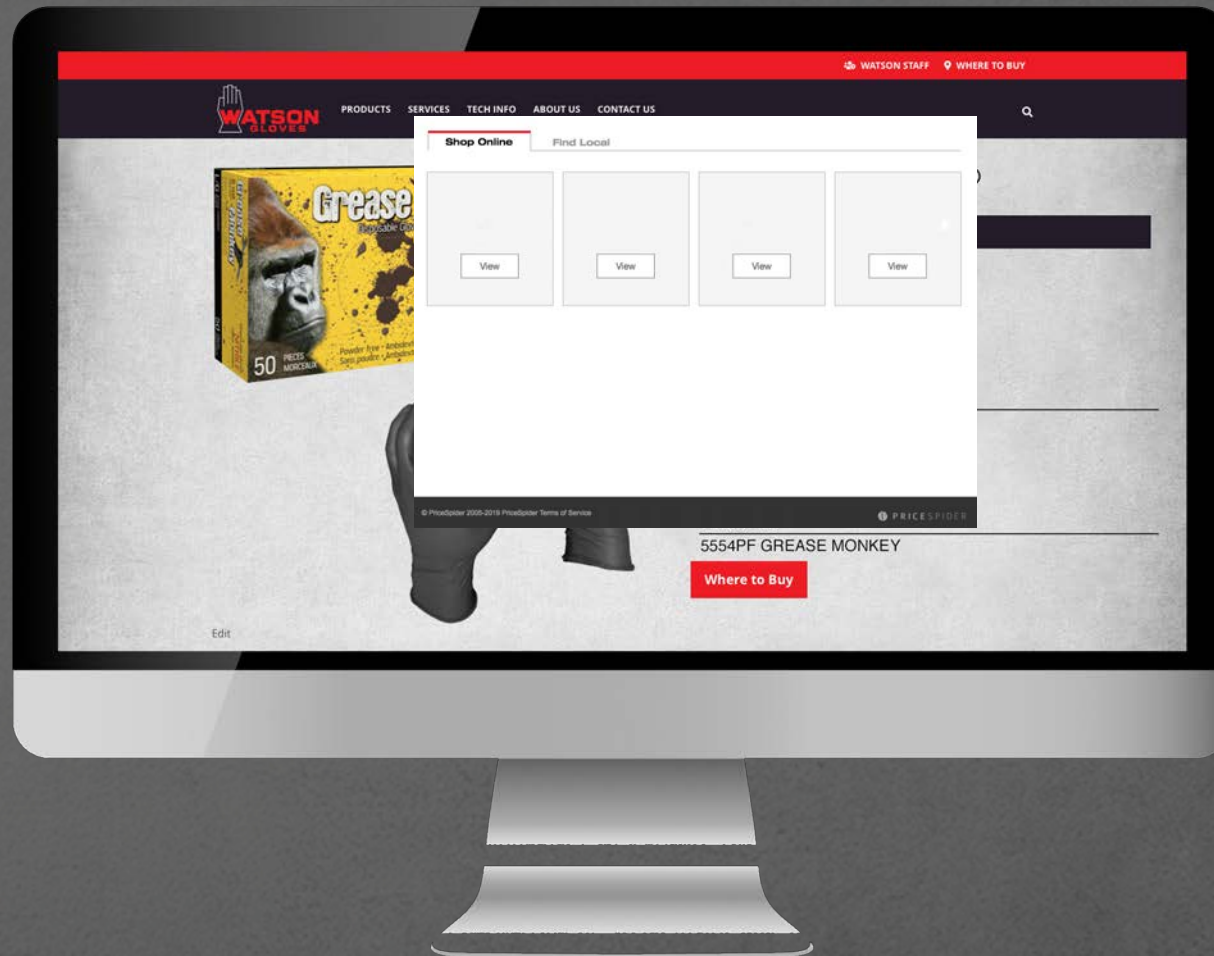


WHAT SETS US APART?



WEBSITE:

- Partner online sales program
- Connecting end users to our partners
- Ecommerce and find locally in-store



WHAT SETS US APART?



SOCIAL MEDIA:

- Social media influence
 - Watson staff is connected on social
 - Company wide digital product launches
- We work with influencers from all different industries
 - Promoting new product
 - Product reviews

VALUE:

- Stay connected to the end user
- Partnership product launches
- Keep updated with Industry standards

CHANNELS:

- Follow us on Facebook, Twitter, Instagram, LinkedIn and YouTube



WHAT SETS US APART?



AUTOMATED CROSS OVER TOOL:

- Need a few cross overs done quickly? Use our new tool!
- Features thousands of competitors styles
- Watson cross over appears instantly
- Larger cross overs can be sent to sales team

Cross over platform

Cross over completes instantly

WHAT SETS US APART?



HAZARD ASSESSMENT:

-On-site S.W.A.T assessment at end user level

VALUE:

- No cost, no obligation
- Joint sales calls
- Let us help you consolidate, reduce cost, reduce hand injuries
- Ensure your customers are current with standards and new innovation
- Use as a tool to expand other lines

S.W.A.T
SPECIALIZED • WATSON • ASSESSMENT • TEAM

4 STEP PROCESS

- 1. ASSESS**
 - What gloves are currently being used?
 - What is the injury rate and the cost of these injuries to the employer and employee in lost workdays, efficiency, etc?
- 2. ONSITE AUDIT**
 - Assess your operations and examine glove usage throughout the facilities to determine potential opportunities for improvement
 - S.W.A.T. members interview management and key employees to determine glove usage, job responsibilities and training.
- 3. EVALUATE & CONSOLIDATE**
 - It is important to properly fit workers with gloves that are correct for the specific jobs, prevent injuries, while maintaining the highest quality in the work place.
 - Written recommendations on how to reduce injuries, consumption and costs as well as how to consolidate your current glove offering will be presented to you in a professional report.
- 4. FOLLOW-UP**
 - After the S.W.A.T program is implemented, we will continuously follow-up with you to ensure our recommendations are successful and make continuous improvements to the program.

Durham Head Office: 905.470.1234
Calgary Branch: 403.243.1234
Mississauga Branch: 905.276.1234

CALL TO BOOK A NO COST, NO OBLIGATION S.W.A.T GLOVE AUDIT TODAY!
VISIT WATSONGLOVES.COM

WATSON GLOVES
Quality since 1918

WHAT SETS US APART?



HAZARD ASSESSMENT:

-Benefits to you

HAZARD ASSESSMENT:

-Automated presentable report

S.W.A.T

SPECIALIZED • WATSON • ASSESSMENT • TEAM

BENEFITS OF A S.W.A.T FOR A DISTRIBUTOR

- The success rate of turning a SWAT into real business is approximately 83%
- Use a S.W.A.T audit to help your customer create or enhance a culture of safety
- Use a S.W.A.T audit as a value added for your customer, no charge to them, no charge to the customer
- Use a S.W.A.T audit to help increase your wallet share at your customer
- 85% of completed S.W.A.T.S continue to use the recommended gloves 36 months later

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 7955 North Fraser Way
 Burnaby, BC V5J 4M4
 P 604 874 1105 F 604 875 9009 T 604 863 9509

Calgary Branch
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 Calgary, AB T2C 1S6
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Mississauga Branch
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 Mississauga, ON L5A 1S7
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CALL TO BOOK A NO COST, NO OBLIGATION S.W.A.T GLOVE AUDIT TODAY!
 VISIT WATSONGLOVES.COM

Job Application Summary "Your Company" Logo

www.yourcompany.com

PUMP SHOP – RRP-SOS	
PRIMARY HAZARD IDENTIFICATION	Rotational equipment (rotors and stators), pipe wrenches, vice grips, hammers, punches and utility knives. Excess oils. Chemical use of ReSolve HE and Ultra Sol in parts washer. Some heat exposure from acetylene torches but usage is minimal.
KEY PROTECTION REQUIREMENTS	Cuts, Pinches, Grip on Oily Surfaces, Chemical Resistance, Dexterity, Heat Resistance
CURRENT GLOVES USED	A281E/4021 (Better Quality), 27805 (27657), 92600
RECOMMENDED GLOVES	A281E/4021, N250/600/5552,5554PF

PUMP SHOP – PC PUMP	
PRIMARY HAZARD IDENTIFICATION	Pumps are transported to test carts involving potential for crush and pinch hazards. Use of pipe wrenches, vice grips, hammers, punches and utility knives. Some grinding done, but just with buffing discs. ReSolve and Ultra Sol used for parts washing. Regular contact with oily surfaces.
KEY PROTECTION REQUIREMENTS	Pinches, Cuts, Grip on Oily Surfaces, Chemical Resistance, Dexterity
CURRENT GLOVES USED	A281E/4021, 27805 (27657), 92600
RECOMMENDED GLOVES	A281E /4021, N250/600/5552, 5554PF, 353, 80813

PUMP SHOP – FIELD	
PRIMARY HAZARD IDENTIFICATION	Working with hydraulic drive, Glycol, 170° Fahrenheit. Workers pick up drive, remove and replace polish rod. Work with ratchet straps and slings. Use utility knives for cutting. Rotoflex Strap Jack very tall – on pilings. To examine, workers must climb and place their hands in shaft where visibility is limited – potential for cuts and pinches, exposing forearm. Application can be wet due to oils requiring liquid protection. Cannot use gauntlet due to possibility of getting glove trapped when withdrawing hand. Though out on lease, usually not for extended time. Because pumps are operating, possible exposure to heat from running engine. Thermal protection required in cold conditions.
KEY PROTECTION REQUIREMENTS	Pinches, Cuts, Grip on oily surface, Dexterity, Forearm Protection, Cold Weather Thermal Protection and Flexibility
CURRENT GLOVES USED	4021, 94021, 27805 (27657), 96200
RECOMMENDED GLOVES	A281E /4021, N250/600/5552, 102WS (10" Sleeve)/KS122 (12" Sleeve), 94021, 491

– 3 –

HEAD OFFICE
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 T 800 863 7462

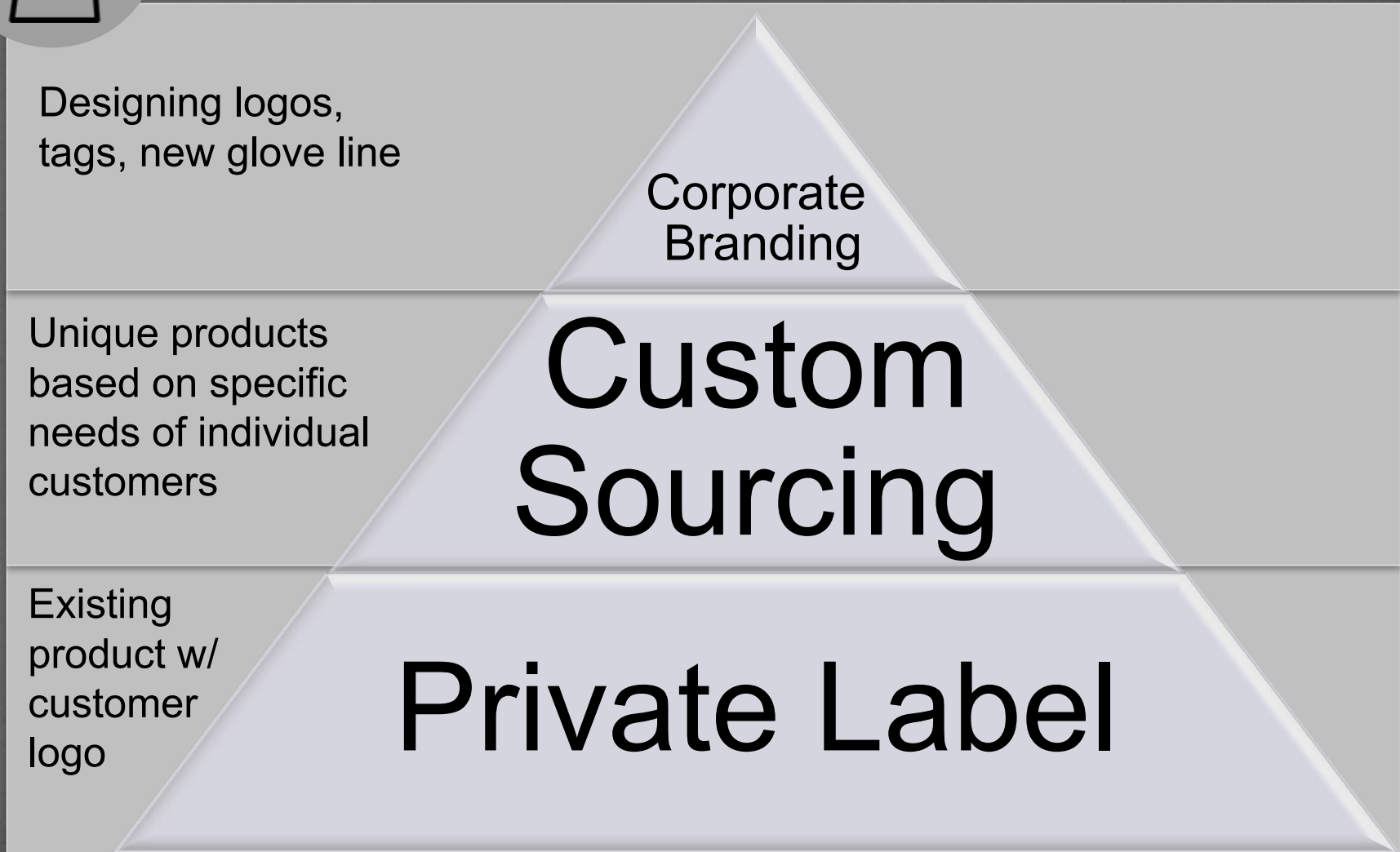
MISSISSAUGA
 P 905 363 0727
 F 905 363 0730
 T 888 715 4299

WHAT SETS US APART?



COBRANDING:

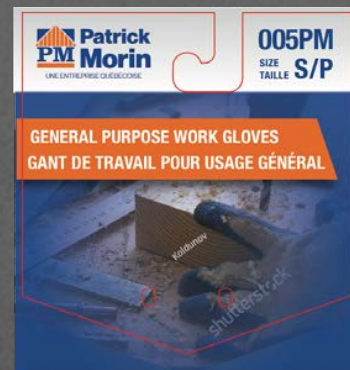
-3 levels of Co branding



WHAT SETS US APART?



COBRANDING: -Packaging option



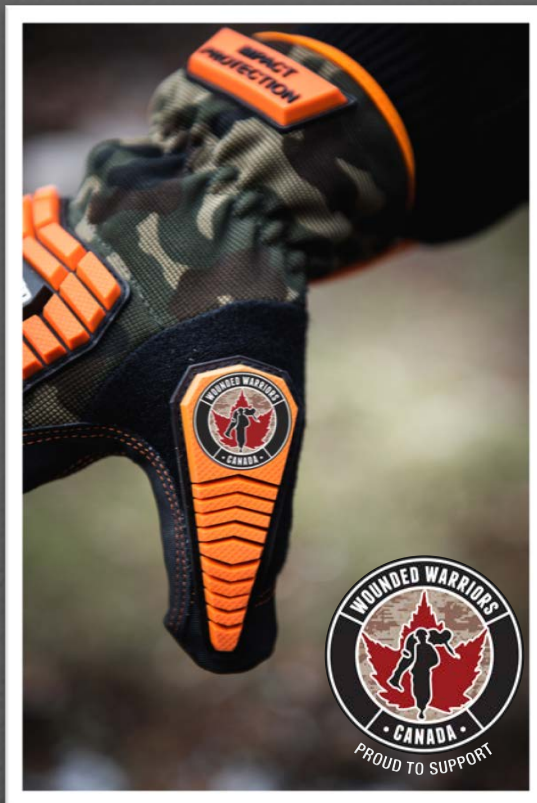
CORPORATE SOCIAL RESPONSIBILITY



There are 3 pillars in Corporate Social Responsibility:

1) Environmental:

- Paperless
- Recycling and food scrap program at all three branches
- Landfill biodegradable poly bags for our product



2) Social:

- Wounded Warriors Canada
 - Donating partial proceeds from our Commander and Shock Trooper gloves
- Glove donations for those in need
- Employee volunteer policy

CORPORATE SOCIAL RESPONSIBILITY



3) Economic:

-Creating sustainable product using recyclable and landfill biodegradable materials

COMING SOON

5559PF
GREEN MONKEY™

FULLY DEGRADES
IN 10 YEARS

ASTM D5526 MODERATE LANDFILL CONDITIONS

WHEREAS REGULAR NITRILE IS EXPECTED TO TAKE OVER 200 YEARS TO BIODEGRADE

WATSON GLOVES
Quality since 1918
watsongloves.com

Watson Gloves Green Monkey™ nitrile disposables will break down in only 6-11 years due to an additive in the nitrile formulation. Green Monkey™ nitrile gloves have the same performance properties as regular nitrile disposables. Biodegradation only begins when the gloves are discarded in landfill conditions (ASTM D5526 – low heat, high pressure, limited oxygen, no light and low moisture). Once the biodegradation process begins, the additive in the Green Monkey™ nitrile disposables will ensure that they do not just break down into smaller plastic pieces, but are actually converted to biogas like other organic materials. ASTM D5526 shows up to 26.5% biodegradation in 390 days.

WHAT SETS US APART?



Company:			
Contact Name:			
Date:			

GAP ANALYSIS - PRODUCT



WATSON GLOVES PRODUCT GAP ANALYSIS

CATEGORIES	CURRENTLY BUYING		ANNUAL SPEND?	CURRENT SUPPLIER	NOTES
	YES	NO			
Leather Welders/Utilities					
Welding Clothing					
Leather					
Performance					
Impact protection					
Seamless knit - coated					
Seamless knit - Cut					
Fully Coated					
Fully Coated - Chemical					
Sleeves - Cut					
Disposable Gloves					
Fabric/Liners					
Multi-packs					
Top end customers					
Top targets					
Top competitors Sku's					

WHAT SETS US APART?



Company:			
Contact Name:			
Date:			

GAP ANALYSIS - VALUE ADDED



WATSON GLOVES VALUE ADDED GAP ANALYSIS

VALUE ADDED	DESCRIPTION	CURRENTLY UTILIZING		NOTES
		YES	NO	
Product training (lunch and learns)	Watson Representatives comes to branch to conduct training session			
Point of Purchase Displays	Free standing displays available in cardboard and metal or slat wall options			
Co branding Tier 1, 2 or 3	Tier 3 - corporate branding: design tags, logos, custom designs. Tier 2 - custom sourcing: unique products. Tier 1 - customer branding on existing product			
EDI	Electronic data interchange is an electronic communication method that provides standards for exchanging data via any electronic means			
Vending Machine wrapping	Shrink wrap gloves to fit into vending machines			
SWAT	4 Step process, site audit. No cost, no obligation. Reduce costs and injuries			
Joint sales calls	Watson rep teams up with customer to call on end users			
Trade show support	Attending trade shows			
Social media	Like/follow/subscribe on our social channels			
Utilizes Marketing	Infographics, guides, catalogue, custom programs available, videos			
Cross over platform	Need a few cross overs done quickly? Use our new tool!			

SET UP FOR SUCCESS



We are committed to help you become a successful partner though:



CLOSING



- *We check all the boxes
- *101 years in business selling great quality gloves
- *32 Account Managers
- *Nimble and willing to work
- *You're not just buying our current ideas, you're buying our future ideas too





Q & A