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.9.2019

[Learn about incorporating your business, non-competes, licensing your IP and decision-making processes](#)

the Rocky Mountain **Founders**

Explore topics related to allocating equity, vesting terms, tax implications, IP ownership, compensation and employment agreements

Willingness to step up and support immigrant families during last summer's family separation crisis

The Team Employees & Consultants

[Dive into employee compensation, hiring foreign employees and hiring before securing funding](#)

Partner to RMIAN and its mission to ensure due process to immigrants in Colorado."

Board of Directors & Advisors

[Find out about board membership and roles, and advisory board setup and compensation](#) in the Denver office of WilmerHale, said, "I would like to co

colleagues who helped support such an important cause. The pro bono work that we provided on behalf of so many vulnerable people speaks to the character and heart of our team in Denver. I'd also

Equity Incentives

“I want to thank the incredibly talented team at RMIAN for the critically important work they do. It is an honor to serve beside them.”

Understand vesting restrictions and terms, options and restricted stock, and tax differences between ISOs and NSOs

Raising Capital & Securing Funding | Moderator: Courtney Griffin, Panel: Jennifer Anderson, Graham Ludkins, Daniel Perry, Heidi Ruckriegle and

Matthew Worthington, Associate Counsel, Desai, Paralegal, Hilary Greene and Jill Salton, Legal Secretary, Misty Newton, Sumner, V. Associates and Bakshi, and Philip Takhar; and former WilmerHale

attorneys Andy Spielman, Anne Lee and Esther Lim.

Types of Investors

MIAN is a nonprofit organization that serves low-income adults and children in immigration.

proceedings, RMIAN promotes knowledge of legal rights, provides effective representation to ensure due process, works to improve detention conditions, and promotes a more humane immigration

ystem, including alternatives to litigation.

Financing Terms & Structures

[Explore information related convertible debt, preferred stock term sheets and valuation](#)

WilmerHale formally received the award at the annual RMIAN Immigrant Liberty Awards ceremony in April 2019.

General

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