

## Management Team

### Kim Polese, CEO



As CEO of SpikeSource, Kim Polese is responsible for guiding the company's business vision: enabling businesses to harness the power of open source as a flexible, reliable and cost-effective solution for business-critical needs. Prior to SpikeSource, Kim cofounded Marimba in 1996, and as President and CEO she led the company to profitability and a successful public offering. She then served as Chairman until Marimba's acquisition by BMC Software in April 2004. Before cofounding Marimba, Kim worked at Sun Microsystems and was the original product manager for Java, leading its launch in March 1995. Prior to Java, Kim worked in Sun's software division on object-oriented development environments. Previously, she worked at Intellicorp, Inc., helping Fortune 500 firms implement expert systems.

Kim earned a Bachelor's degree in Biophysics from U.C. Berkeley and studied Computer Science at the University of Washington, Seattle. Kim serves on the board of the Silicon Valley Leadership Group, a coalition of executives working to improve the economy, health and quality of life for all citizens of the region through advocacy on major public policy issues. Kim also serves on the board of the Global Security Institute and the University of California President's Board on Science and Innovation. She is a Fellow at Carnegie Mellon University's Center for Engineered Innovation.

### David Cassady, Executive VP of Operations



David Cassady oversees worldwide sales, marketing, business development and services for SpikeSource, ensuring a single face to all partners and customers. Prior to SpikeSource, Mr. Cassady was Senior Vice President of Worldwide Operations for Virsa Inc and was instrumental in driving the phenomenal sales growth that resulted in the recent and very successful acquisition of Virsa by SAP. Before that, Cassady was Vice President of Worldwide Sales for diCarta. In this role, he was responsible for the company's professional services, sales, and systems engineering. Prior to joining diCarta, Mr. Cassady was Vice President of the Americas Sales at Interwoven, Inc. Cassady also held senior sales management positions at Internet Security Systems, Network Associates, and Amdahl.

Mr. Cassady holds a Bachelor of Science degree in Communications and Information Technology from San Jose State University. He has also attended Stanford University's Advanced Management College.

## Dennis Elkins, VP of Business Development and Enterprise Channels



Dennis Elkins oversees Business Development and Enterprise Channels for SpikeSource, including the development of major computer companies as channels for SpikeSource products and services. Prior to joining SpikeSource, Mr. Elkins was Vice President of Alliances-GRC for SAP. Mr. Elkins has extensive experience and success in developing highly leveraged indirect channels. This success includes various distribution agreements with SAP, IBM, Compaq, HP, Digital Equipment Corp. and Silicon Graphics. Prior experience includes CEO, COO, Presidential and VP Sales and Marketing positions within high technology hardware and software companies.

Mr. Elkins holds a Bachelor of Science degree in Mechanical Engineering.

## John Golob, VP of Sales



John Golob is responsible for SpikeSource's Sales including advancing the company's winning open source application and Web 2.0 sales strategy, customer and partner success and growing the customer base. John joined SpikeSource from Good Technology (acquired by Motorola) where he developed and executed the company's global indirect sales initiative. Prior to Good Technology, John held sales leadership roles at successful start-ups including Octane Software (acquired by E.piphany), Digital Impact (acquired by Axiom) and Scopus Technology (acquired by Siebel Systems).

John graduated from the University of Southern California, started his career in IBM's sales organization and earned an MBA from Harvard Business School.

## Tina Gregory, VP of Human Resources



Tina leads the human resource department and is responsible for employee programs worldwide, including company culture and organizational development. Tina's primary focus is to help establish a work environment that is mature, fun, and most importantly, productive. Prior to joining Spike, Tina served as Human Resources VP for Ravix Group, a consulting practice to high technology start-ups. Prior to joining Ravix, Tina spent four years as Acta Technology's Vice President of Human Resources and ran her own consulting practice for 11 years prior to that.

Tina holds a BS in Management (Human Relations and Organizational Behavior) from the University of San Francisco and holds memberships in various organizations such as NCHRA (Northern California Human Resource Association), SHRM (Society of Human Resource Management), GEO (Global Equity Organization), and World at Work (former American Compensation Association). She has over 25 years of Human Resources experience and has focused most of her career on high technology companies, specifically early stage growth companies.

## Prem Kumar, Sr. VP of Engineering



Prem Kumar is responsible for SpikeSource's engineering teams worldwide, overseeing the development of the SpikeIgnite platform and SpikeSource test infrastructure. Prem joins SpikeSource with over 20 years of industry experience. Prior to SpikeSource, Prem was at Oracle for over 12 years, as VP of Development in Server Technologies Division. At Oracle, Prem was responsible for porting Oracle's technology products to all supported hardware and OS platforms. Prem was responsible for migrating Oracle's base development platform from Solaris to Linux. Prem had also managed the Windows Development and Product Management efforts since the first release of the product in 1994. Prem's other responsibilities included the Build Labs; development process, infrastructure and tools; and IT infrastructure, operations and budgeting. Prem also managed the technology relationship with key Oracle partners, including Intel, HP, SUN and IBM.

Prem Kumar holds an undergraduate degree in Engineering from IIT Madras, and a graduate degree in Computer Science from IIT Bombay.

## Jamshed Patel, VP of Alliances



Jamshed Patel is responsible for the alliance relationship and enablement of strategic System Integrators, Hosting Partners and Global Resellers. Prior to joining SpikeSource, Jamshed drove Linux and open source strategy at Oracle Corporation for more than eight years, and led the team that developed and released Oracle's first database products on Linux. As Senior Director of the Linux Program Office at Oracle, he was responsible for driving the value-added engineering, product management, partnering and marketing of Oracle products and technologies in the Linux market. He led a cross-division and cross-company team responsible for delivering an enterprise-enabled Linux distribution supporting all Oracle products.

Jamshed holds a Ph.D. in Electrical and Computer Engineering from Purdue University, an M.S. in Electrical Engineering from Vanderbilt University, and a B.E. in Electrical Engineering from the University of Bombay.

## Ramesh Shastri, Managing Director, SpikeSource India



As Managing Director of SpikeSource India, Ramesh Shastri is responsible for the operations of the company in India.

Ramesh Shastri has over 27 years of industry experience. Prior to joining SpikeSource, Ramesh Shastri was Senior Vice President at Satyam Computer Services, where he spent over 11 years. In the early 90's, Ramesh Shastri played a key role in pioneering the concept of offshore development centers before it became an industry best practice. More recently, he was responsible for technology verticals in the Semiconductor and Media & Entertainment sectors.

Prior to Satyam Computer Services, he was Chief Operating Officer at Phoenix Global Solutions, Director at Cap Gemini America and Group Manager at Sonata Software. He has

vast experience in product development and service delivery.

Ramesh Shastri holds a Bachelors degree in Electrical Engineering from the Indian Institute of Science, Bangalore and a Bachelors degree in Physics from Fergusson College, Pune.

## Founders

### Ray Lane, Cofounder and Chairman of the Board



Ray Lane is general partner at venture capital firm Kleiner Perkins Caufield & Byers. Since joining KPCB in 2000, Ray has sponsored several of the firm's investments aimed at improving enterprise productivity. He sits on the boards of privately-held companies Elance, Valdero, Metamatrix, Virsa, Visible Path and two other ventures, and serves on the boards of public companies Quest Software and SeeBeyond Technologies. Before joining KPCB, Ray was president and chief operating officer of Oracle Corporation, where he led Oracle's business expansion beyond its core database technology into enterprise applications and professional services. Sales grew from \$1 billion to \$10 billion during his tenure. Prior to Oracle, Ray was a senior partner with Booz-Allen & Hamilton, and served on its board of directors and executive management committee. Previously, he worked at Electronic Data Systems Corp (EDS), and IBM.

Ray received a Bachelor's degree in mathematics and an honorary Ph.D. in science from West Virginia University (WVU), and an honorary Ph.D. from Golden Gate University. Ray serves on the board of trustees of Carnegie Mellon University, and as vice chairman of Special Olympics International.

### Murugan Pal, Cofounder and Company Advisor



Before founding SpikeSource, Murugan Pal was an Entrepreneur-in-Residence with venture capital firm Kleiner, Perkins, Caufield & Byers. Previously, he was CTO and cofounder of e-business software company Asera. Before Asera, Murugan was a principal developer at Oracle Corporation in the Application Server division and was part of the company's early XML initiatives. Prior to Oracle, he was one of the lead developers of Versant Corporation's Object Database. Murugan has worked on real-time enterprise technologies, composite applications, service-oriented architecture runtimes, relational databases, object databases and robotics and manufacturing automation.

Murugan holds a Bachelor's degree in Mechanical Engineering from Madurai University in India, a Master's in Industrial Engineering and a Master's in Computer Science from Arizona State University, and was also a Doctoral Candidate in Industrial Engineering at Arizona State University.