

## Biography

### Paul R. Holland

Paul Holland is a General Partner with Foundation Capital, a leading, early-stage venture capital company. He focuses on early stage investments in Clean Tech/Green Tech, Consumer and Enterprise Software companies. He currently leads Foundation's Clean Tech practice. Foundation Capital has funded market leading technology companies such as Commerce One, Interwoven, Rapid City, Atheros, Peribit and Netflix.

Prior to joining Foundation, he was Senior Vice President Worldwide Sales at Kana Communications, the leading supplier of Enterprise Relationship Management solutions to strategic e-businesses. Paul was the first outside executive hired at Kana and was their 18<sup>th</sup> employee. From his start date in December 1997 to early 2000, Kana's market capitalization increased from less than \$10 million to over \$8 billion. Paul's team signed up its first customer in March of 1998 and acquired over 900 customers in more than 10 countries in less than three years. Kana sales rose over 5000% during Paul's tenure (from \$3M to \$155M). Paul's team grew from three people at inception to over 350 people worldwide. Kana was listed among the top ten IPOs of 1999 and was venture funded by Benchmark Capital and Draper Fisher Jurvetson.

Kana was Paul's second highly successful start up. In June 1992, he joined Pure Software, one of the leading software tools companies in the world, as the 12th employee. At Pure, he served in several key North American and international management roles, including Vice President of Europe (based in Amsterdam) and prior to that, North American Sales Manager. During his five years at Pure, annual revenues rose from \$2M to over \$100M, market value rose from \$2 million to over \$1 billion and head count rose to over 700 employees. Pure Software went public in 1995 as the second most successful IPO that year behind Netscape. Later, Pure merged with Atria and then was acquired by Rational Software in 1997. Pure was venture funded by Benchmark Capital and Mayfield.

Prior to Pure, he was Director of Marketing and Sales with Rothchild Consultants. He began his professional career at SRI International (formerly the Stanford Research Institute), a well-regarded international 'think tank' where he conducted and later sold business and technology research and also wrote and published several articles on international business and 'World Beat' music.

He received an MBA from the University of California at Berkeley; an MA in Foreign Affairs, magna cum laude, from the University of Virginia; and a BS, cum laude, from James Madison University.

Paul, with his wife Linda Yates, is owner/developer of what is expected to be the "greenest" custom home in America. Already serving as a demonstration house for the purposes of educating a broad audience of consumers, developers, designers, companies and trades, the house is being built to be "beyond LEED" and is expected to score as the highest rated LEED H (currently 20 points above Platinum and with many innovations not included in LEED certification).

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