

# Dr. Niraj Tolia

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## PROFESSIONAL EXPERIENCE

**Alcion**, Los Altos, CA **March 2022 - Present**  
CEO, President, and Co-Founder

- Doing whatever it takes.

**396 Signals LLC**, Los Altos, CA **August 2021 - Present**  
Managing Director

- Provide strategic input, M&A advice, and technology direction to software companies.
- Invest in and advise early-stage software startups.

**Kasten (Acquired by Veeam)**, Los Altos, CA **January 2017 - March 2022**  
SVP, Strategy, Kasten by Veeam August 2021 - March 2022

- Driving strategic direction, M&A, and investments for Kasten by Veeam.

President and GM, Kasten by Veeam September 2020 - August 2021

- Member of Veeam's executive leadership team, reporting to the CEO.
- Led and grew Kasten, the Veeam Kubernetes BU. Responsible for all major functions including engineering, sales, marketing, support, and product management.
- Worked with media, press, and analysts including contributions to sites such as The New Stack and theCUBE, presentations to all of Veeam's analysts, and keynotes and general sessions at conferences such as KubeCon and VeeamON.
- P&L responsibility included managing a \$XXM budget and multi-year forecast and planning.
- Led GTM strategy, sales team growth, and pipeline expansion to deliver revenue >\$XM/quarter. Kasten's revenue increased by 9X in the year after acquisition.
- Worked with the board to define and drive Veeam's growth strategy through M&A, investments, and organic efforts. Worked with Insight Partners to drive investments (e.g., The New Stack).
- Transitioned Kasten from a centralized office-based setup to a global fully-distributed and remote workforce without attrition, performance impact, or loss of culture.
- Led Kasten to be recognized as the clear leader in the Kubernetes Data Protection space including the GigaOM Radar Report (Nov'20, Dec'21) and TechTarget 2020 Product of the Year.

CEO, President, Chairman of the Board, and Co-Founder January 2017 - September 2020

- Led product vision, strategy, and execution that led to the creation of Kasten K10, the industry-leading Kubernetes-native data management platform.
- Raised \$17M in funding from major Silicon Valley angels (Seed) and Insight Partners (Series A). Led the company to a successful \$150M exit to Veeam.
- Hired and led all GTM teams including sales, support, and marketing.
- Drove initial customer growth including Global 10 financial services, Fortune 10 and 100 companies, and some of the world's largest IT and software firms.
- Expanded offices to Salt Lake City, Utah and Pune, India. Led all groups through COVID-19 and accelerated business in this time frame.
- Partnered with major ecosystem vendors including all major cloud providers, storage vendors (e.g., Pure Storage), and Kubernetes providers (e.g., Red Hat).

**EMC (Acquired by Dell)**, Santa Clara, CA **October 2014 - September 2016**  
Senior Director, Software Engineering

- Led a cross-functional multi-geography team that included development, QA, and IT to deliver multiple new cloud-based products within EMC's Storage and Data Protection portfolio.
- Drove the CloudBoost vision, roadmap, and technical direction for the CloudBoost platform.

- Delivered CloudBoost 1.0, a new product to enable Long-Term Cloud Retention for EMC's NetWorker and Avamar data protection software, in less than two months after acquisition.
- Worked with EMC's enterprise customers to both enable sales and gather beta product feedback.

**Maginatics (Acquired by EMC)**, Mountain View, CA **September 2010 - October 2014**  
 Vice President, Engineering

- Shipped multiple feature and bug-fix releases for the Maginatics Cloud Storage Platform.
- Significantly improved release predictability and timing in the face of aggressive schedules.
- Grew the engineering team to deliver on an ambitious technical agenda.
- Worked closely with product, sales, and marketing to drive roadmap and sales pipeline.
- Drove technical engagement and architecture discussions for all our key customer accounts.
- Worked closely with the board and executive team and attended board meetings to help define and drive the vision and execution for the company
- Led the acquisition due diligence for Engineering, Product, IT, and Support.

Previous Roles: Chief Architect, Team Lead, and Staff Engineer

- Launched a v1.0 product and led the team through subsequent major and minor feature releases.
- Led the design and architecture of MagFS, a distributed multi-platform enterprise storage system that integrates with public and private cloud-based object stores.
- Recruited the initial engineering team, including personal recruitment of core team members and, ultimately helped grow the engineering team to ~30 members.
- Implemented critical backend components including locking and core protocol subsystems.
- Worked closely with product managers to define product strategy and feature roadmaps.
- Worked with the sales and marketing teams on customer, channel, and partner engagements.

**HP Labs**, Palo Alto, CA **October 2007 - September 2010**  
 Senior Researcher, Exascale Computing Lab

- Conducted research on next-generation “data-centric” data centers and Infrastructure-as-a-Service (IaaS) systems. This included work on non-volatile storage technologies, “big data” and NoSQL frameworks and applications, data center power and cooling, and cloud computing.

#### PATENTS, INVENTION DISCLOSURES, ACADEMIC PUBLICATIONS

Twenty patents and an additional nine disclosures filed in the area of software infrastructure. My academic work in the areas of distributed systems and storage systems has been cited 3,500+ times.

#### EDUCATION

**Carnegie Mellon University**, Pittsburgh, PA

**Ph.D.** in Electrical and Computer Engineering October 2007

- Focus: Distributed, Storage, and Operating Systems
- Advisor: M. Satyanarayanan

**M.S.** in Electrical and Computer Engineering May 2003

- GPA: 4.0/4.0

**B.S.** in Electrical and Computer Engineering with a double major in Computer Science May 2002

- Graduated with University Honors and Carnegie Institute of Technology College Honors
- GPA: 4.0/4.0