

Executive Leadership

Ken Kam

Ken Kam is CEO and founder of Marketocracy Inc., as well as Portfolio Manager at Marketocracy Capital Management LLC. With nearly two decades as a leader and innovator in the investment management industry, Ken served as CEO and co-founder of Firsthand Funds; co-portfolio manager of the Technology Value Fund (the number one fund in the country for its first three and five years); and co-founder of Novoste Corporation, a medical products company now owned by Boston Scientific. He graduated magna cum laude with a BSc in finance from Leavey School of Business at Santa Clara University and received his MBA from Stanford Graduate School of Business.

Robert M. McCarthy, Sr.

Robert McCarthy is president of Marketocracy Inc., as well as director of two privately held firms. A successful entrepreneur and businessman from Fort Worth, Texas, Bob brings a great depth of strategic insight, leadership skill, and over 27 years of business management expertise to the company. His entrepreneurial ventures include the formation of four profitable start-ups in construction, retail, and manufacturing, one of which was sold to a Fortune 500 company, Leggett & Platt. Through his various business endeavors, Bob has amassed extensive experience in growing and enhancing teams and companies. He has been putting this experience and skill to use for Marketocracy since he joined the company in 2009.

John Reed

John Reed is senior vice president of Marketocracy Data Services LLC. He has over 25 years of professional experience in information technology. As an IT manager at Alcon Laboratories, he managed software development projects in the areas Finance, Customer Service, Sales Force Compensation, Market Research, Data Warehousing, and Business Intelligence. He received his BBA and MBA degrees from Texas Christian University in Ft. Worth, Texas.

Thomas Krouse, CFA

Thomas Krouse, CFA, is executive vice president and portfolio manager at Marketocracy Capital Management LLC. He has over 16 years of finance and investment management experience in North America and Europe. As portfolio manager at Marketocracy Capital Management LLC, Mr. Krouse focuses on separate accounts in energy, Russia-focused, and global balanced strategies. Prior to joining Marketocracy, Mr. Krouse was the COO and Tactical Portfolio Manager at Connective Capital Management, LLC in Palo Alto. He also served as COO, CCO and CFO at Parallax Fund, L.P., a

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relative value volatility trading hedge fund and S.E.C. registered broker dealer in San Francisco. From January 2004 until joining Parallax in June 2004, Mr. Krouse was a Professor of Finance, Economics, and Accounting at Moscow University Touro in Moscow, Russian Federation. Mr. Krouse was named a CFA Charter holder in 1997 and earned an MBA from the University of Southern California. He also has studied at Thomas Jefferson School of Law in San Diego and holds a BA degree in Economics from Stanford University.

Alan K. Stebbens

Alan Stebbens is CTO for Marketocracy Data Services LLC. Alan has over 30 years of experience in providing technical solutions to business problems in academic, government, and commercial environments. As a technical product manager for high-performance, “carrier-scale” mobile and web-based messaging products, Alan successfully negotiated technical messaging standards with the world’s major mobile network operators and handset manufacturers in order to ensure email compatibility, providing improved adoption and usage. Alan developed his systems and network operations expertise while managing campus-wide networks and computing infrastructures and developing software at the University of California Santa Barbara and the University of Maryland. Part of Alan’s government-related work occurred at NASA Goddard Space Flight Center, where he led a software tools development team as part of the Apollo Mission support team.