



life@  
cuda

Make the most  
of your journey  
at Barracuda



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# Our Values

Our core values — **think customer, drive innovation, take ownership, deliver outcomes, and succeed together** — help us stay true to who we are. These ideas are more than words on a page — these are the guiding principles for how we operate as a team. When combined, the sum total is a powerful force and a great place to work.





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# Welcome.

Your career is a personal journey and Barracuda is committed to your individual learning, development, and growth every step of the way.

These [Life@Cuda](#) programs offer a variety of opportunities for you to follow your passion, take your career to the next level, and make your personal journey at Barracuda as rewarding and fulfilling as possible.





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# Diversity, Equity, Inclusion and Belonging

These four concepts work together to boost team dynamics, productivity, and innovation in our organization. We are being intentional with our strategy to ensure that each team member has equal opportunities to do their best work, feel valued, and make a difference.



## belong@cuda

Here at Barracuda, we strive to build and sustain a company culture that champions a diverse and inclusive work environment. We want every employee to feel comfortable bringing their whole self to work. To support this initiative, we brought together team members from around the world to form the Belong@Cuda Council. This group focuses on creating opportunities for employee involvement in activities that promote open discussion and active listening.



## giveback@cuda

With the GiveBack@Cuda program, Barracuda supports the communities where we live and work via various philanthropic events. The GiveBack@Cuda Council was created to help Barracuda be more targeted with the events we take part in globally, specifically focused on improving education and opportunities for diverse and underserved individuals. The Council is made up of Barracuda team members from around the world who are continually evaluating how Barracuda can become more involved in charitable endeavors.





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# Rewards and Recognition

There is immense passion and tenacity shown by our team members and the outcomes we deliver as a company. What better way to show appreciation than to make all the hard work visible through personalized, genuine praise that motivates and inspires.



## kudos@cuda

WorkTango is an engaging and interactive platform that powers our Kudos@Cuda program, which provides the opportunity to be recognized for your contributions to Barracuda and the hard work you put in every day. WorkTango is an instantaneous method of recognition for achievements that align with our core values, which fosters and encourages departmental and cross-functional teamwork. Award points to your colleagues for exemplifying a core value and exchange the points you have earned from recognition for Barracuda swag in our company store.



## excel@cuda

The Excel@Cuda Award recognizes employees each quarter who exemplify one of Barracuda's core values through their work. This is a true team effort; recipients of the Excel@Cuda award are nominated by their peers and award recipients are selected by previous winners and Executive Leadership staff members. Likewise, the Values Spotlight Award features a group at Barracuda that exemplifies one of our core values. Each quarterly All-Hands, our CEO reveals the winners, which allows everyone to get to know each recipient .





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# Career Development

Your career journey is not linear, and we take ownership of providing our team members with a variety of opportunities, no matter where you are on your career path. We continuously enhance and modernize our approach to learning, leading, and growing.



## yourjourney@cuda

We strive to make your personal journey at Barracuda a constructive and enjoyable experience. From your first conversation with our recruiting team and throughout your new hire journey, Barracuda's comprehensive onboarding includes an in-depth orientation, meet-and-greets with your peers and team members, a Q&A with our CEO, and more. YourJourney@Cuda also focuses on empowering you to grow in your current role and beyond. With Barracuda's core values at the forefront, the Development Partnership Program provides a structure to have meaningful conversations with your manager on a frequent basis and deliver outcomes to achieve your goals.



## lead@cuda

Barracuda's Lead@Cuda experience is an interactive learning series for all people leaders. We believe that investing in our leaders results in the continued success of our team members and the company. The program includes foundational leadership skills for managers, a bi-annual Master Class led by a distinguished author in the business and leadership space, and leader enrichment opportunities focused on pertinent topics that leaders face every day. We are proud to say that the Lead@Cuda program helps to shape a thoughtful and productive management team.





## mentor@cuda

Improve your potential to succeed at the next level through Mentor@Cuda. The Mentor@Cuda program increases knowledge-sharing, drives performance, and creates job-focused, information rich networks. Barracuda team members are provided an opportunity to partner with a mentor in a focus area of their choice to further their development and professional skills. Mentors and mentees are provided the opportunity to gain self-awareness, improve leadership skills, accelerate their development, and enhance their confidence through this program.



At Barracuda we strive to make the world a safer place. We believe every business deserves access to cloud-first, enterprise-grade security solutions that are easy to buy, deploy, and use. We protect email, networks, data, and applications with innovative solutions that grow and adapt with our customers' journey. More than 200,000 organizations worldwide trust Barracuda to protect them — in ways they may not even know they are at risk — so they can focus on taking their business to the next level.



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