

The Intel 471 Owl logo is a stylized black owl with red eyes, positioned on the left side of the image. The background is a dark gray with a white, torn-paper-like border at the bottom. The text 'Intel 471 Culture Guide' is written in a large, white, sans-serif font across the center.

Intel 471 Culture Guide

An Employee Handbook, which nobody reads, and all those rigid HR policies are not what we need to help us do our best work at Intel 471. Here we operate as adults and have a culture of trust and quiet professionalism, which is why we have our Culture Guide for all things Intel 471. Our Culture Guide contains what we hope are useful things to know about working for Intel 471 and goes beyond the typical Employee Handbook.



Employees and customers on every continent, except for Antarctica!



200+ employees and contractors in 28+ countries and growing rapidly



Key global player in cyber threat intelligence (CTI)



Who We Are

Our Mission...

is to protect organizations' products, assets and their people from cyber threats.

Our Vision...

is to be the premier threat intelligence provider in the industry. To achieve this vision, we need to execute a strategy where we continue to do the things we do best, rather than expand into areas that take our focus away from threat intelligence.

Our Team...

is comprised of intelligence operators and native speakers localized where threat actors formerly operated with impunity and without consequence.

You can find out more about Intel 471 by going to our [company website!](#)

Our pedigree is unparalleled. We count on a team with experience operating in the intelligence services, military, law enforcement, and private threat intelligence companies in nearly every continent on earth.

Our Core Values

Learn more about our Core Values
that make us who we are

Inclusion

Culture



Client Focus

Openness

Integrity



Our History: How We Started

Founded in 2014, Intel 471 provides comprehensive intelligence and monitoring on threat actors. The company's centralized TITAN platform enables intelligence and security professionals to access structured information, dashboards, timely alerts and intelligence reporting via web portal or API integration.

Overview

Intel 471 provides unparalleled Cyber Threat Intelligence that enables our customers to assess, organize and equip their cyber defenses, and warn of potential crises.

Combining data collection and human analysis, we pinpoint relevant cyber threats in order to mitigate their impact on your business, whether that be in the form of financial loss, data breaches, reputational damage and theft of intellectual property.

We give timely, relevant and actionable intel that allows our customers to protect themselves and optimize their operations.

We are your window into the cyber underground



So Why Intel 471?

Relevant & Timely

Ability to Operationalize

Boots on the Ground

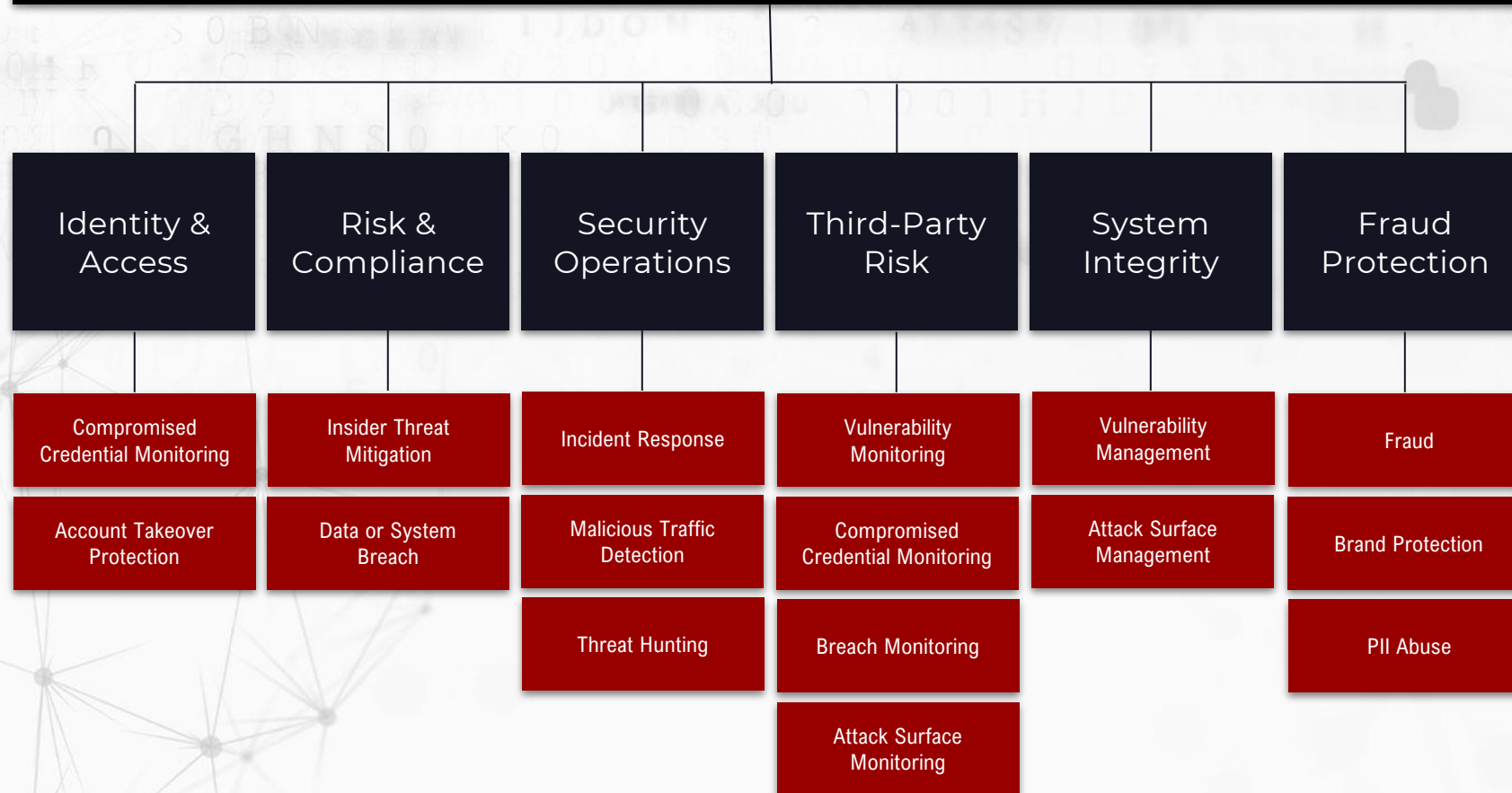
End-to-End



TITAN Platform

Solutions We Offer

How to Utilise CTI Effectively



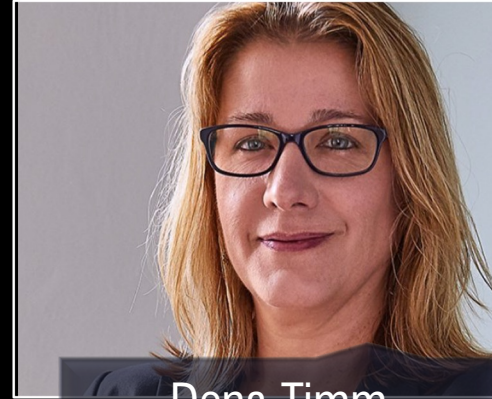
Our Leadership Team



Jason Passwaters
CEO



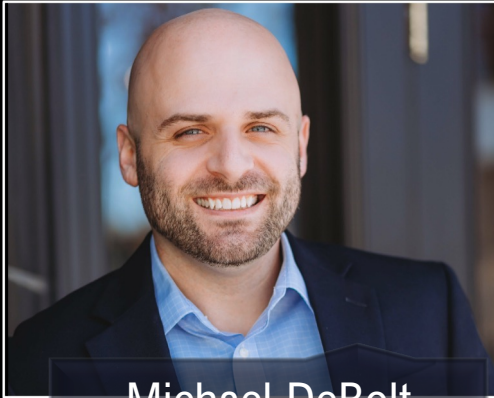
Alex Phillips
COS



Dena Timm
COO/CFO



Jeff Needham
CRO



Michael DeBolt
CINO



Joy Nemitz
CMO



Brandon Hoffman
CTO



Doug Sayranian
General Counsel

We're Looking for You!

Are you a talented CTI professional seeking to grow your career in the exciting field of cyber intelligence?

The Intel 471 team is constantly growing. We are always searching for skilled professionals who can help us evolve our services and platform, equipping our customers with the best insights.

We believe in supporting an inclusive culture that encourages all of our people to be themselves, collaborate, and grow their professional skills and career. Our culture is founded on our core values, which sets the tone for how we work together and treat each other. It empowers all of us – and fosters a contagious team spirit.

You can find our available opportunities by going to the [Careers Page](#) on our website!



We're in the News!

WILMINGTON, Del. – June 16, 2022 – **Intel 471**, the premier provider of cyber threat intelligence for leading intelligence, security, and fraud teams, today announced that it has been named to the **Enterprise Security Tech Cyber Top 20 List**.



Intel 471, the premier provider of cybercrime intelligence for leading intelligence, security, and fraud teams, today revealed that it has earned a spot on Inc. **Magazine's 2021 annual Inc. 5000 list**, the most prestigious ranking of the nation's fastest-growing private companies.



San Francisco – September 8, 2021 – **Thoma Bravo**, a leading software investment firm, today announced it has signed a definitive agreement to make a strategic growth investment in Intel 471, the premier provider of cyber threat intelligence for leading enterprises and governments.



WILMINGTON, Del. – November 2, 2022 – **Intel 471**, the premier provider of cyber threat intelligence for leading intelligence, security, and fraud teams across the globe, today announced the acquisition of **SpiderFoot**, a best-in-class provider of open-source intelligence, attack surface management and digital investigations..



WILMINGTON, Del. — June 9, 2022 – **Intel 471**, the premier provider of cybercrime intelligence for leading intelligence, security, and fraud teams, today announced that it is partnering with **AZ Asia-Pacific** to expand its presence and capabilities in the region.



Check out our **Live News updates!**

Straight from the Source

5.0 ★★★★★ ✓

Current Employee, more than 5 years

best place I've ever worked by a long shot

Jan 22, 2022 - Intelligence

5.0 ★★★★★ ✓

Former Employee, more than 1 year

great team, full of 'A' players

May 31, 2021 - Director in Dallas, TX

5.0 ★★★★★ ✓

Current Employee

I'm proud to be a part of Intel 471's team

Dec 9, 2021 - Talent Sourcer in Kiev, Kiev

5.0 ★★★★★ ✓

Current Employee, less than 1 year

Supportive Environment

May 20, 2022 - Anonymous Employee

We believe in supporting an **inclusive culture** that encourages all of our people to be themselves, collaborate, and **grow their professional skills and career**. Humble experts and quiet professionals, tackling problems head on with collaboration and camaraderie, not competition. We strive to minimize administrative barriers and bureaucracy, whilst operating with **accountability and empowerment**.

Our approach to our HR policies and practices is people over process. We adopt 'principles' to help us create a more **adult organization**, taking a lighter touch approach, focusing on people applying judgment rather than designing around a rogue minority. We believe that the majority of our people want to behave decently and are capable of **using their judgment**, therefore we encourage **individual ownership and accountability**.

If things should go wrong, experience tells us that the majority of problems can be solved **with good communication and honesty** without resorting to legal frameworks. So, we always try to resolve problems informally. We hope that we never have to go there, but we have got some policies to protect both the business and our people should things go wrong.

Our #1 Policy: **Trust**

Benefits of Joining Intel 471

Remote Working Gear

Employee Recognition Program

Collaborative & Unique Company Culture

Wellness & Employee Assistance Programs

Uncapped Vacation Leave

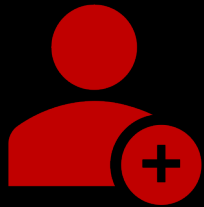
**Free Access:
Learning & Development Platform**

**Competitive Compensation & Annual Salary
Reviews**

Talent Referral Program

Getting Acquainted

Buddy Up



When you first start at Intel 471, you'll have a Buddy to help you get situated while you settle in and help guide you in your work.

Your Manager will walk you through the expectations for your first few months and meet with you regularly to keep you on track.

Let's Meet Up & Chat



We have monthly new joiner meet & greets where all our new joiners get together to share who they are, their experiences, and celebrate joining such an amazing company.

We also have a company newsletter called The HR Byte, monthly coffee catchups with some of our amazing executives, regular "All Hands" meetings, and a lot of fun Slack channels to help people stay connected.

Speak Up

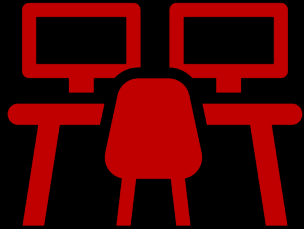


We pride ourselves on being open and friendly. Have a question or want to provide some feedback? Feel free to speak up and ask people what they're working on or for clarification on anything you want to know, either in person or during one of our meet ups.

We're all happy to answer your questions and we all welcome feedback!

How We Work

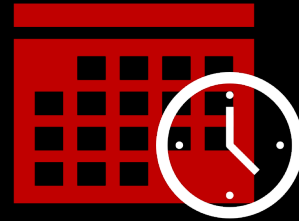
Remote



We are a remote-first company with offices located across the globe.

Whether you live near an office or not, Intel 471 believes you can do your best work wherever you are!

Flexibility



We have a flexible working approach which encourages a great work/life balance. We don't want anyone to have that dreaded Sunday night feeling!

We prioritize people. Our work schedules balance the needs of customers and colleagues, as well as our personal lives. We embrace flexible working to achieve successful outcomes and experiences.

GyShiDo



GyShiDo is all about razor sharp focus and the art & craft of simply getting things done. We trust our people to work independently and free of micro-management. We are all adults, and we expect everyone to take full accountability in their role.

Everyday Life at Intel 471

Recognition & Employee Voice

At Intel 471 we understand the importance of saying thanks. We have an employee recognition program called Bravo! where you can recognize your colleagues' great work and say thanks by giving them award points so they can buy cool gifts. Have suggestions? Let us know! We pride ourselves on transparency which is why we're always asking for feedback, running focus groups and creating ideas and driving improvements from our twice yearly eNPS survey!

Career Development

We want you to stay with us, learn and develop your career here. We don't have a traditional structure with lots of layers, but for those looking for it there will be chances to grow, broaden your skills, lead on projects and progress via departmental pathways.

Culture Club

We have a team of employee advocates dedicated to ensuring Intel 471 is a great place to work. They help to maintain our amazing culture, through creating ideas, events and challenges, while also acting as a key point of contact for feedback!

Health & Wellbeing

We believe in your health and wellbeing, not just for our sake but for you and your family's as well. Our resources will support you in gaining control of your health and wellbeing. This includes 24/7 phone support from a counselor and access to online tips and tricks to reach your individual health and wellbeing goals!

Not Just Family Friendly: We are Pet Friendly Too!

The Intel 471 team doesn't include just our employees, our fur babies are just as important here!



We Love Memes!!!

When your boss asks what you're working on:



When you have to pretend you're in a good mood at work



Boss: This is the third time you've been late to work this week. Do you know what that means?

Me:



When you work from Home

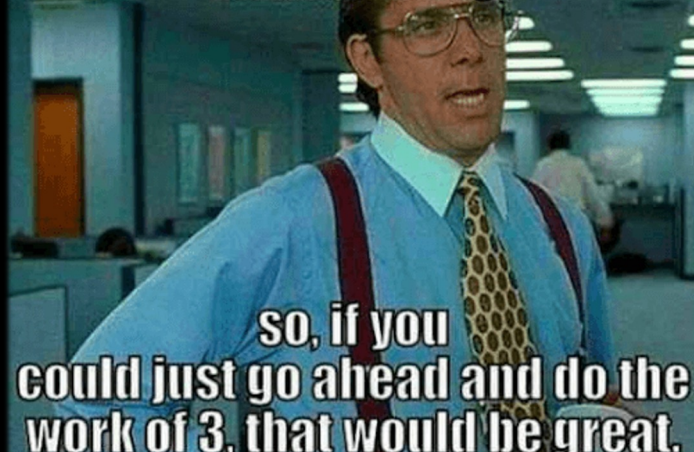


and somebody wants to make a video call

When your co-worker asks a question that makes the meeting go on for 25 more minutes.



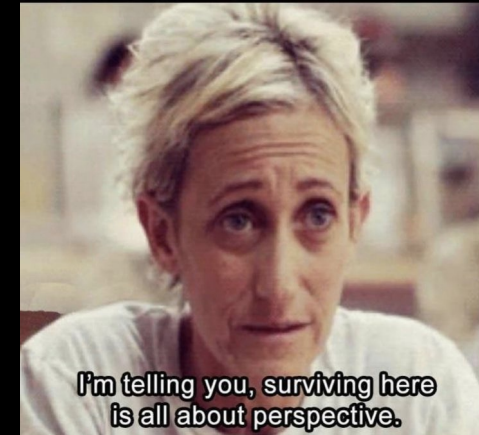
yeah, we're gonna be short staffed today



NOTHING RUINS FRIDAY MORE



Me greeting a new employee at work...



Check Out these Videos to Learn More about Intel 471



We Hope You Enjoyed Getting to Know More about Us...

We are looking forward to getting to know more about you too!!

Questions about anything mentioned in this guide?

Email hr@intel471.com