



Culture Guide

Forget the old employee handbooks with rigid policies that no one reads. At **Intel 471** we **operate as adults** and have a **culture of trust** and **humble professionalism** which is why we have our **Culture Guide** that goes beyond the typical employee handbook. Keep reading to get to know who we are and what we do here....

Our History: How We Started

In 2014, Mark Arena and Jason Passwaters co-founded Intel 471. Their intention was to create a business that would protect organizations from cyber threats. They noticed that companies had increasingly started to hire former law enforcement and intelligence professionals to get a grasp of the risk.

They saw this as an opportunity to develop an exceptionally good intelligence collection capability, then transform that raw collection into finished intelligence products that security professionals could use to guide their operations and mitigate risk.

More than ten years has passed since then, now Jason Passwaters has taken the reigns as CEO and Mark Arena has moved into a strategic advisory role, so the story of Intel 471 is to be continued...



Who We Are

Teams and customers on every continent, except for Antarctica!

Key global player in CTI

230+ people in 30+ countries and growing rapidly

Find out more about Intel 471 by going to our [company website](#)

Our Mission

We are our customers' eyes and ears outside the wire.

Providing our customers visibility into the external cyber threat landscape and driving a proactive response to neutralize threats and mitigate risk.

Our Vision

To deliver the power of cyber threat intelligence to all aspects of the business.

Our Team

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

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.

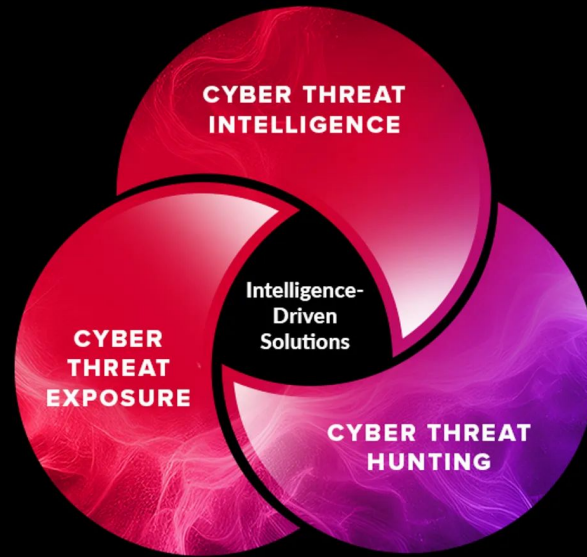
Our Core Values



- **Culture:** Our culture of humility and quiet professionalism is a core attribute of Intel 471 and everyone within it.
- **Client Focus:** We put the customer first. Our customer's interests are at the heart of our decisions.
- **Openness:** We are uniquely committed to a culture of teamwork, collaboration, transparency, and humility. We tackle issues "head on" with a focus on finding solutions together.
- **Integrity:** We operate with honesty and integrity. We have courage to manifest our values in action.
- **Inclusion:** We don't just support inclusion at Intel 471, we actively reach for it.

Learn more about our [core values](#) and what makes us who we are

Intelligence-driven Cybersecurity



Intel 471 solutions leverage a combination of human-driven research and intelligence and automated intelligence collection to provide comprehensive coverage of the threat landscape, tracking threat actors, hunting them and the threats that are produced.



Cyber Threat Exposure



Cyber Threat Intelligence



Cyber Threat Hunting



10 YEARS

In 2024 we celebrated our 10th anniversary and 10 years of success!

Cyborg & Intel 471 Fusion

Acquiring Cyborg Security marked the start of something new and very exciting for Intel 471. The addition of Cyborg Security's Hunter platform to our offering allows us to provide operationalization out of the box, satisfy a key risk and security use-case and reach less mature customers deeper into our target market. Driven by a mission to "empower the hunter to find the bad," Cyborg Security developed the HUNTER platform, a pioneering tool designed to deliver tailored, advanced threat hunting content and validation tools that enable security teams to conduct consistent, effective hunts.

Check out our [press release](#)



Our Leadership Team



Jason Passwaters
CEO



Mark Huebeler
COO / CFO



Michael DeBolt
CIO



Joy Nemitz
CMO

Our Leadership Team



Jeff Needham
CRO



Sonja Tsiridis
CTO



Brandon Hoffman
CSO



Doug Sayranian
General Counsel



Amy Minyard-Bishop
CCO

Everyday Life at Intel 471

Recognition

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.

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.

Culture Club

We have a team 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 hub of resources will support you in gaining control of your health and wellbeing.

Your Voice Matters

We believe that our people are our greatest asset, and we're committed to creating an environment where everyone feels heard and valued. There are several ways your voice can contribute to shaping our company and culture and below are a few examples for you.

Gathering Regular Feedback

We conduct regular wellbeing and eNPS surveys to understand how our people feel about working at Intel 471.

Creating Open Communication Channels

We encourage open and honest communication through "stay conversations"—informal chats between HR and selected individuals.

Learning from Departures

When individuals leave Intel 471, we conduct exit conversations to gather feedback on their experience so we can do better for our current and future people.

Your feedback is invaluable to us, and we take it seriously. We use it to make positive changes and create a better workplace for everyone. We believe that by listening to our people, we can build a stronger, more engaged, and more successful company.

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.

Let's Meet Up & Chat

We have quarterly new joiner meet & greets, monthly coffee catch ups, regular "All Hands" and a lot of fun [Slack channels](#) to help people stay connected!

Speak Up

Openness is one of our core values at Intel 471. Have a question or want to provide some feedback? Feel free to speak up. 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!

GyShiDo

GyShiDo is all about razor sharp focus and the art & craft of simply getting things done. We are all adults, and we expect everyone to take full accountability in their role.



We're in the News

Wilmington, DE – Aug 5, 2024 – [Intel 471](#) sponsored a partnership of 28 industry leaders serving public and private organizations across the vendor and consumer community. Together, these professionals volunteered their time, effort, and experience to launch the first version of the [Cyber Threat Intelligence Capability Maturity Model \(CTI-CMM\)](#), designed as the first-of-its kind vendor agnostic and universally applicable resource to support organizations of all shapes and sizes across the CTI industry.

RH-ISAC – Feb 5, 2025 – [Intel 471](#) announced that it is proud to continue its support of [The Retail & Hospitality Information Sharing and Analysis Center](#) (RH-ISAC), a partnership that enables Intel 471 to help safeguard the retail and hospitality industries.



San Francisco, CA – Sept 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.



We're Looking for You!



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

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!

Straight from the Source

5.0 ★★★★★

May 20, 2024 ...

Amazing Culture and Great Benefits

🔗 Manager

Current employee, more than 1 year 📍 Atlanta, GA

✓ Recommend ✓ CEO approval ✓ Business outlook

Pros
The culture at Intel 471 is truly amazing. I've been a part of so many companies in the past and have never met a more aligned team of individuals.

Cons
I can't think of any cons. I enjoy working at the company and always look forward to getting up and starting my day there.

5.0 ★★★★★

Feb 10, 2023 ...

Several years in and loving it

🔗 Intelligence analyst

Current employee

Recommend ✓ CEO approval ✓ Business outlook

Pros
Multinational team of experts. Exciting work to do for wide variety of customers with varying needs. Very strong esprit de corps, casual work environment but serious about "buckling down" when necessary.

Cons
Not many cons I can think of.

5.0 ★★★★★

Oct 16, 2023 ...

Work at intel471

🔗 Junior python developer

Current employee, more than 1 year 📍 Texas City, TX

✓ Recommend ✓ CEO approval ✓ Business outlook

Pros
Great culture and great people.

Cons
No cons found. This place is indeed really great.

5.0 ★★★★★

May 20, 2024 ...

Great place to work

🔗 Intern

Current employee, less than 1 year

✓ Recommend ✓ CEO approval ✓ Business outlook

Pros
Great company culture. Its a flat organization, so you are able to talk to virtually anyone you need to. Everyone there has a clear purpose and are driven by their passion for what they do.

Cons
Not many thoughts on this front.

Here's Some of Our Benefits

**Uncapped Vacation
Leave**

**Learning &
Development Platform**

**Remote Working
Gear**

**Talent Referral
Program**

**Employee
Recognition Program**

**Regular Pay
Reviews**

**Wellness & Employee
Assistance Programs**

**Collaborative &
Unique Company
Culture**

**Family Friendly
Leave**

Not Just Family Friendly: We're 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



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



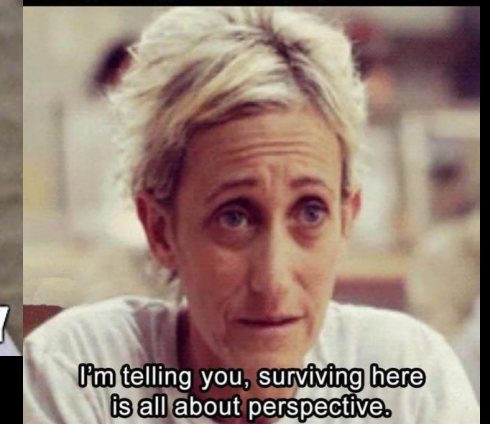
yeah, we're gonna be short staffed today



NOTHING RUINS FRIDAY MORE



Me greeting a new employee at work...



Check out our [YouTube channel](#) 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