Inclusion and Diversity at McAfee
2018 Report
We firmly believe an inclusive and diverse environment promotes opportunities for real innovation, creativity and strategic problem-solving. We are driven to change the conversation about inclusion and diversity now, not only because the digital lives of the families, communities and nations we’ve pledged to protect depend on it, but because every single person has a right to bring their true authentic self to work, to feel at home at McAfee—to belong.

Although we recognize there is still more to do, we’re proud to tell you about the strides we’re making at McAfee. With an unwavering focus on inclusion and diversity in everything we do, we’ve accelerated our progress and achievements. Together, we’ll create a new conversation.
Very rarely does the opportunity present itself to redesign, rebuild, and reimagine a company that will make a difference in people’s lives in more ways than one. The launch of McAfee as an independent, standalone company in April 2017 provided just that.

On Day One of the new company, our employees worldwide pledged to protect all that matters. At the same time, we committed to do so by leveraging unique perspectives, encouraging different backgrounds, and welcoming a range of experiences. We vowed to create an environment where innovation flourishes because authenticity thrives, and all ideas are heard.

While we’ve done a good job establishing McAfee as a company that welcomes all, no matter their gender identity, ethnicity, or background, we still have opportunity to improve. We’ll continue to strengthen McAfee by linking inclusion and diversity to our overall business objectives, and ensuring our culture reflects and values diversity and includes everyone.

In our first-ever inclusion and diversity report, you’ll see we’re proud of our progress and excited about the journey ahead. Because we understand better than most, Together is Power.

Christopher Young, CEO
Often companies are thought of in terms of what they do. At McAfee, we build software and secure what matters most. But first and foremost, we believe companies are about people. Which is why every workplace should be about the who—about the range of perspectives and life experiences people bring through the door. The rest should follow.

At McAfee, inclusion and diversity are central to who we are. Diverse perspectives and human experiences lead to more creative approaches to solve challenges. Inclusive teams deliver better results. All of which is critical to achieving our mission as cybersecurity threats become increasingly complex.

At McAfee, we’ve put practices in place to embed inclusion and diversity into our DNA and to create a culture that keeps our people at the heart. I’m proud of the progress we’ve made in 2018, our first full year as an independent company. We’ve refined our recruitment and hiring practices, honed in on ways to celebrate experiences that make us unique and achieved a first within our industry—we declared a commitment to reaching gender pay parity, which we accomplished in April 2019.

In this inaugural report, you’ll find more on our commitment to building a better workplace and community. You’ll see this commitment is a real, living practice at McAfee that allows people to connect, thrive and ignite change. Interested in joining a company where you can belong? I invite you to learn more at Careers.Mcafee.com.

Chatelle Lynch, SVP and Chief Human Resources Officer
To solve tomorrow’s cybersecurity challenges, we know our industry needs a more diverse, innovative workforce. We stand firm in our commitment to drive this change. But first, we must understand who we are today to define our journey ahead.

In 2018,

27.1% of all global hires were female

13.0% of all U.S. hires were underrepresented minorities

Data reflects our workforce as of December 31, 2018.
We talk about inclusion and diversity because it matters. It matters because we have a responsibility to our employees, customers and communities to ensure our workplace reflects the world in which we live. Our efforts fall within three areas: our ability to connect with top diverse talent, our desire to build a workplace where all employees can thrive and our commitment to ignite change within our industry and community. We seek to balance our strategy across these critical areas to ensure a strong foundation that continues to result in change, innovation and progress.

**A BALANCED APPROACH**

**Connect**

*How we recruit and hire top diverse talent.*

Enable diverse talent to unleash their power through strategic partnerships and best practice recruitment processes. Increase representation with initiatives to open new cybersecurity career paths and foster the next generation of talent.

**Thrive**

*How we create an inclusive culture where you belong.*

Ensure life at McAfee is one where our employees can be their authentic selves, are informed of opportunities to engage with others and can reach their full potential with an equal platform to thrive, both at the office and away from it.

**Ignite**

*How we bring change to our industry and community.*

Exemplify Together is Power by leading the cybersecurity industry in inclusion and diversity best practices and making a positive impact on our communities through leading-edge programs.
At McAfee, we have removed barriers that can keep diverse talent from knocking on the door. We believe that when we represent the variety of the world within our own walls, we are stronger, more innovative and better positioned to solve tomorrow’s toughest cybersecurity challenges. That’s why at the core of our company is not simply a commitment to inclusion and diversity, but a commitment to connect us all through authenticity. In 2018, we continued to model transparency through our hiring practices, university recruiting and a gender-neutral approach to job descriptions.

In this section, we take a deeper dive into our recruitment activities specifically designed to welcome women and underrepresented minorities.

**At McAfee, you are invited to connect with us as you, authentically. Our door is open.**
At the heart of our outreach to diverse talent sits our recruiting and hiring practices that recognize each candidate’s perspective. These practices are designed to be genuine, authentic and transparent in keeping with our values. The strides we have made only make us more committed to creating connections that matter because we believe everyone deserves to be heard.

**Inclusive language in job descriptions**
It’s not just about what we say, it’s about how we say it. In Q4 of 2018, we leveraged tools to better understand the impact of our language in job descriptions. After analysis, we made alterations that now offer gender-neutral language that speaks to all candidates.

**Recruiters who know diversity**
Our dedicated team of trained recruiters keep a pulse on how to best connect with diverse candidates. Between events and conferences, they know where to show up and more importantly, how to show up. In 2018, we expanded our team focused on diverse hiring to bring top talent into our pipeline.

**Values-based behavioral interviewing**
To plant a firm cultural foundation for our diverse talent candidates, we began training all recruiters and hiring managers to use our values-based behavioral interview approach. This training goes beyond standard techniques and encourages interviewers to ask questions related to our values, resulting in more meaningful interactions.

**CONNECTIONS THAT MATTER**

“Working in a fast-paced industry, I strongly believe it’s the brain power and creative thinking that comes from people with different perspectives that makes the real difference. I’m proud to work for a company that shares this belief. When we hire, we look for people who share McAfee’s values and bring a fresh perspective to our team.”

Rohan, Sales Director, Australia and New Zealand
CONNECTIONS THAT MATTER

Diverse representation on hiring panels
To ensure we always have balanced representation on our hiring panels, we launched a global program in 2018 called Operation WISE for McAfee’s Women in Security (WISE) Community. Operation WISE provided a unique development opportunity by training more than 60 female employees in values-based behavioral interviewing. We now leverage WISE members across the globe to ensure diverse representation on each interview panel.

Referral bonus for diverse hires
We are highlighting areas of our business where we feel we could offer diverse talent more opportunity. This year, we focused on our Sales organization by launching global referral bonuses for hires of female employees into the Sales organization. Our Sales organization experienced a 131 percent increase in new female hires.

Outreach at conferences and events
Committed to learning how to best reach diverse talent, we attended a number of conferences and events in 2018, such as Out and Equal and Grace Hopper Celebration. In 2019, we plan to continue our investment in events that focus on diversity. We will hone our approach so we attend fewer, more strategic events and build stronger relationships.
RELATIONSHIPS THAT COUNT

In addition to our recruiting and hiring practices designed for diverse talent, we offer programs that bring women and underrepresented minorities into our offices and invite them to connect with our culture and values through real-world, authentic experiences.

Global Internships

We support our global employee population each year with a diverse group of future leaders through our intern program that narrows the STEM talent gap, drives diversity volume through entry-level job opportunities, builds a solid leadership bench and creates a lasting relationship between McAfee and early-in-career talent.

In 2018, we welcomed 193 interns to our offices around the world. We are pleased to report we found a vibrant pool of diverse, talented students. McAfee interns participate in a robust “real-world” experience with opportunities for full-time positions. In addition to their work, interns participate in our speaker series, social activities, presentations and networking. While here, they belong to the McAfee family.

38% of global interns were diverse and 45% accepted a full-time position

“My team made sure I felt welcomed during those early days at McAfee, but better yet, they remained accessible throughout my internship. I know I’ve built relationships here that will stick with me.”

Sandy, Tech Support, U.S.
RELATIONSHIPS THAT COUNT

Return to Workplace

We value diversity in all forms. That’s why we’ve designed a program to tap into the experience of women and men who may have paused their career to raise children, care for loved ones or serve their country. Our 12-week program, launched in June 2018, offers the opportunity to reenter the tech space with the support and resources needed to successfully relaunch careers.

Based on this success, in 2019, our Return to Workplace program is set to expand to Argentina and Japan as well as additional locations in Europe and the U.S. With the support and direction of McAfee Veterans Community, we’ll also institute curriculum specifically to welcome military veterans into the workplace.

Return to Workplace
launched in 3 locations:
Cork, Plano and Bangalore

80%

of program participants were offered a full-time position at McAfee

“Nine years ago, I put my career on hold to focus on my family. I was ready to step back into the professional world, but I didn’t feel overly confident about my return. My experience with McAfee reassured me as I built upon my existing skillset. It made my transition back and decision to join McAfee full-time easier.”

Vera, Software Developer, Ireland
“Working at McAfee empowers me to be my true self and collaborate with passionate colleagues from a variety of backgrounds, heritages and life experiences to drive success together. It is the commitment to bring in people with highly diversified experiences and knowledge across the globe that makes McAfee a great place to work.”

Wilson,
Director, Technical Product Marketing & Competitive Intelligence, U.S.
SPEAKING OF BELONGING:
SHEETAL’S STORY

Sheetal, Application Developer, India

Our Hero
A qualified engineer and devoted mom.

Her Challenge
Ready to reenter the workforce after time spent caring for her family.

Her Results
McAfee’s Return to Workplace program supported her reentry. She found her unique perspective better empowers her team to solve challenges.

“After I completed my engineering degree, my IT career was more rewarding than I imagined as a quality auditor. In 2015, I added another momentous title to my resume—mom. I gave birth to my first child and took my maternity leave; however, family circumstances extended my break.

Three years later, eager to get back to work, I began my job hunt. But not only did I fear I’d be behind in the fast-paced technology industry, I also feared I wouldn’t find a supportive workplace as a single mom.

Fortunately, I was accepted into the new Return to Workplace program at McAfee and was blown away by the supportive workplace and wonderful team. McAfee allowed me to balance my career and family with flexibility and gain confidence with technical mentoring, soft skills training and numerous resources to sharpen my professional skills.

I appreciated the opportunity to resume my career at my own pace, and today, I’m proudly working as a part of the McAfee team.”
To connect with today’s workforce and inspire the cybersecurity professionals of tomorrow, we showcase the real-life experiences of our own employees on our dedicated #LifeAtMcAfee blog. Launched in 2017, we doubled our efforts in 2018 to empower employees to share their stories and inspire others.

“I am thankful to work for a company that honors our Indian traditions and those of our diverse employee population all around the world. Being able to recognize special days, such as Republic Day of India, with my coworkers just like I did many years ago as a child means so much to me.”

Smriti, HR Business Partner, India

“I once started my job at McAfee, I doubted how OPEN I could truly be. Between the endless support from coworkers who welcomed me with open arms to McAfee’s Pride flag flying high in the sky next to the American flag, I quickly realized that I was in the right place.”

Keyeon, Business Development Representative, U.S.

“I joined the McAfee Quality Assurance team at the Brighton office earlier this year. It was immediately obvious that the company is determined to encourage more women into technology roles.”

Hannah, Software Quality Assurance Engineer, U.K.

“At McAfee, I appreciate the supportive work culture that’s vital to providing equal opportunity to every individual, irrespective of gender or background. All interests, passions and experiences are welcome. Because I know each person is valued, I can bring clear focus and energy to each task at hand.”

Charan, Solutions Architect, Australia

REAL EMPLOYEES SHARE THEIR #LIFEATMCAFEE STORIES

2018 #LifeAtMcAfee blog views total
15,299

228% increase in blog views from 2017 to 2018
A PLACE WHERE ALL THRIVE

HOW WE CREATE AN INCLUSIVE CULTURE WHERE YOU BELONG

We deeply appreciate the uniqueness that each individual brings to McAfee. But more importantly, we recognize when individuals feel accepted, valued and heard—when they feel that they belong—they thrive. Creating an inclusive environment is vital. Whether it’s through our employee resource groups, cultural celebrations, growth and development opportunities or inclusive benefits, all generations, genders and backgrounds stand on an equal platform to thrive, both at and away from the office.

In this section, you’ll learn how McAfee builds an environment where you can belong.

At McAfee, bring your full self to work each and every day. We welcome and embrace all life experiences.
BUILDING COMMUNITY

To ensure all employees feel a deep sense of belonging, we work hard to create an environment where they can celebrate, build relationships and embrace different cultures.

McAfee Communities

McAfee Communities are employee-formed groups that play a key role in fostering an inclusive place to work, no matter where that might be. These groups provide a forum for employees to share common experiences, gain professional development support and engage in local communities. In 2018, McAfee supported five employee-led groups with plans to expand to six once our Differently Abled Community launches in 2019.

African Heritage
The McAfee African Heritage Community plays a critical role in empowering members by promoting employee development, hosting a regular networking events, supporting recruitment efforts and driving cultural awareness through observances like Black History Month.

Latino
The McAfee Latino Community supports career advancement of its members, promotes cultural celebrations like Hispanic Heritage Month and provides insight into the professional development needs of our Latino employees.

LGBT
Focused on creating a welcoming culture, the McAfee LGBT Community supports LGBT members and allies through employee development, inclusive speaker panels, Pride Month events and strategies for hiring and retaining LGBT employees.

Veterans
Through the McAfee Veterans Community, we create an inclusive environment for military veterans, family members and supporters, help attract and retain top military talent and raise awareness on observances like 9/11 and Remembrance Day.

Women in Security
As McAfee’s largest community, the McAfee Women in Security (WISE) Community provides career growth and empowerment through mentorship programs and professional development conferences in addition to leading the charge during International Women’s Day.
Our McAfee Veterans Community organized a Toys for Tots drive, which resulted in 800 toys donated, tripling donations from 2017.

In honor of Juneteenth, our African Heritage Community presented a display replica of the Emancipation Proclamation to cultivate knowledge and understanding.

Our LGBT Community led Pride Month celebrations and asked their colleagues to wear a different color of the Pride flag every day for a week.

Around the world, WISE celebrated International Women’s Day and shared how they #PressforProgress.

Global McAfee locations from Bangalore, Canada and the U.S. took part in celebrating Diwali.

To celebrate Cinco de Mayo, our Latino Community put together a photobooth and offered up traditional dishes in the cafeteria.
Diversity & Culture Council

Formed in June 2018, the Diversity & Culture Council is a volunteer-led global initiative focused on creating an infrastructure for the development and maintenance of an integrated strategy for diversity and workplace culture.

Diversity & Culture Council Responsibilities

1. Implement a company wide inclusive culture by supporting diversity goals

2. Provide a platform for open and efficient employee feedback

3. Enable best-practice sharing from local sites on company initiatives

As part of the Diversity & Culture Council, our Culture Club volunteers provide insight, best practices and a range of experiences to ensure successful implementation of all their site-specific diversity and culture initiatives, working closely with our McAfee Community members.

Launched in 12 sites worldwide

- Aylesbury, Slough
- Bangalore
- Cork
- Cordoba
- Hillsboro
- Paderborn
- Plano
- Waterloo
- Santa Clara
- Sydney
- Tokyo

In 2019, we will expand to new locations and Culture Clubs will support global community service day programs, personal development opportunities and events designed to keep McAfee a great place to work.
“Following my experience in the U.S. Army and education, my heart was set on becoming a developer. I had trouble finding a position—no one would look past my perceived lack of experience to see my foundational technical knowledge, military skills or hunger to learn more.

I applied for a web content editor role at McAfee—I was thrilled they wanted to bring me onto the team. Here it was. My chance. Though not the developer role I hoped for, I had my foot in the door.

McAfee is great at fostering collaboration, and I received a lot of help and guidance when I first started. Anytime I asked for information, I was given access to whatever resources and training I needed to expand my knowledge and develop my role. Just two months in, I even assumed new responsibilities.

I've now been at McAfee for over three years and achieved my dream of working as a developer. Not only did I build the career I hoped for, but McAfee also helped me follow my passions for giving back. Being involved in McAfee's outreach work in low-income and disadvantaged communities is particularly important to me. My experiences have made me a big believer in giving people a chance.

I enjoy every minute at McAfee and am grateful McAfee saw my potential.”
DEVELOPING TALENT

We want all employees to continually learn, flourish and grow to their full potential. This commitment includes educating all employees on the power of inclusion and diversity and investing in our female and underrepresented talent by providing opportunities, events and specialized learnings.

Breaking unconscious bias
All McAfee employees take unconscious bias training to ensure we are building an environment where all employees can be themselves and perform at their best. Our training takes a unique approach as we teach the operating principles of the brain, how unconscious biases influence our behavior and how these biases contribute to the inclusion and diversity challenge.

Helping leaders lead inclusive teams
With an understanding of the enormous role people leaders play in inspiring their teams and shaping our culture, we weave the importance of diverse thinking and leading inclusive teams throughout all our leadership trainings. Our people leaders develop a deep understanding of inclusion and diversity and then apply these learnings to their teams, creating a better environment for all. And in 2018, 1,028 people leaders attended a two-day Leadership Excellence session which included a focus on inclusion and diversity.

Mentoring matters
Studies show women who have a sponsor or mentor are more successful in their careers. To continue to support the growth and development of our women of McAfee, we launched a mentor program for McAfee Women In Security (WISE) Community in late 2018. The program allows women to gain support and coaching to help drive their careers forward at McAfee and will continue to build momentum in 2019.

Inspiring future leaders
We identified a need to enhance development opportunities for talented women and underrepresented minorities to help reach their career best at McAfee. After much planning and preparation in 2018, we are set to launch new growth opportunities through strategically designed learning tracks designated for women and underrepresented minorities as well as new high-potential programs to build tomorrow’s leaders in 2019.
ENSURING EQUAL ADVANCEMENT AND INCLUSIVE BENEFITS

We value all employees and their unique ranges of experience. That’s why we ensure our award and promotion strategy is based on contributions to the business and our benefits package exceeds the needs of our employees. This foundation for equality and inclusivity is vital to creating a workplace where all belong.

Providing equal advancement

To ensure no unconscious bias appears when considering promotions and awards, we perform a Diversity Impact Analysis to ensure our process is aligned with our diversity goals. Our guiding principle is to ensure that, at a minimum, any promotions or awards are representative of each diverse group’s populations within each organization.

Offering inclusive benefits

We want all our employees to live their best lives at and away from the office and are committed to providing an inclusive benefits package for all our people. To ensure we offer a robust benefits package, we launched unlimited vacation in the U.S., expanded fertility coverage to five additional countries, added domestic partner coverage in a number of locations and offered breast milk delivery for traveling moms in the U.S. in 2018.

12%
increase in females promoted to director and above roles in 2018
Snapshot of Benefits We Offer to Foster Inclusion

Please note, benefits vary per country.

- Fertility benefits, including pharmacy coverage
- Adoption support
- Milk shipping
- Expanded definition of family for leaves
- Gender reassignment benefits
- Expanded time off for new parents
- Mothers’ rooms and stork parking
- Child care subsidy
- Tuition reimbursement
- THRIVE
- Domestic partner coverage
- Mother reintegration program
“I’ve always felt proud to work at McAfee, but after becoming a mother, I’m even prouder. From my pregnancy announcement to my return from maternity leave, I was treated with great care and support. Thanks to McAfee’s great benefits and my amazing team, getting back to work wasn’t as overwhelming as I imagined.”

Mariana, Account Manager, Brazil
“When my son was born, I discovered being a parent is one of the best things a person can experience. My life was transformed and for the first few months, the ONLY thing I did was spend time with my newborn.

As the days went by, I started to work out my rhythm and what my new life entails. Then the day came when I returned to work. Like most new moms, I felt excited to return to a career that I love, but trepidation coming back as a new mom, which meant leaving my son for the first time. I wondered how I would balance catching up in the workplace while figuring out my new schedule and still being present for my infant son.

Luckily, McAfee’s Mother Reintegration Program in Argentina makes life for the new mother easier. With flexible work options, new moms have the ability to rejoin the workforce with the peace of mind they can also meet personal needs at home. In my case, I worked the morning in the office and the afternoon from home. It was the best thing that could happen to me. Not only could I concentrate more on daily work, but I also felt calm and focused at the office.

I really appreciate the Mother Reintegration Program because it allows me to continue developing my professional career while I develop my new career as a mother. These are the things I value most and what makes me feel McAfee is a great place to work. I can be at my best both at the office and at home for my son.”

Jessica, QA Software Engineer, Argentina

Our Hero
A first-time mom returning from parental leave.

Her Challenge
Nervous about returning, she leveraged the Mother Reintegration Program.

Her Results
Flexible working hours helped her balance career and motherhood.

SPEAKING OF BELONGING: JESSICA’S STORY
IGNITING CHANGE

HOW WE BRING CHANGE TO OUR INDUSTRY AND COMMUNITY

We know meaningful change cannot happen in a vacuum. We must all work together to break down barriers and drive progress in our industry and community. It is our responsibility to work alongside government and industry to build better workplaces and stronger communities. Our efforts include leading the cybersecurity industry in achieving pay parity, facilitating open conversations with industry leaders and building a bolder future for the next generation.

In this section, we demonstrate McAfee’s commitment to strengthening our industry and community through our leadership, our scholarships and our employee-driven volunteer activities.

We’re driving transformation to build a better world for the next generation.
JOINING CEO ACTION FOR DIVERSITY & INCLUSION

In 2018, McAfee’s Chief Executive Officer, Christopher Young, joined CEO Action for Diversity & Inclusion™, the largest group of CEOs and presidents committed to act on driving an inclusive workforce. The organization currently consists of more than 550 organizations pledged to engage with and support underrepresented groups in all areas of business.

By taking part in CEO Action, McAfee CEO Christopher Young personally commits to advancing diversity and inclusion with the coalition’s three-pronged approach of fostering safe workplaces:

1. Create and maintain trusting workplace environments that support open dialogue.
2. Share best practices, and lessons from unsuccessful practices, for others to learn from.
3. Implement and expand unconscious bias education.

“At McAfee, we recognize the power in diversity. It weaves us together, making the company stronger, and helps us to perform better. In CEO Action, I’m proud to stand with leaders across the world bound by a commitment to do more, because together we can create powerful outcomes.”

Christopher Young
CEO
LEADING THE INDUSTRY IN PAY PARITY

At McAfee, we believe each employee should be compensated fairly and equally for their individual contribution and impact to the company, regardless of gender identity. In 2018, we began our first annual audit of our global employee base with a commitment to resolve any gender pay gaps in 2019.

We’ve achieved pay parity, making McAfee the first pureplay cybersecurity company to do so.

We are incredibly proud of our pay parity achievement and recognize this is not a one-time exercise, but an ongoing commitment. In 2019 and beyond, we will continue to conduct annual reviews and make adjustments if needed. We will also institute new strategies to keep pay parity at the forefront throughout the year through our hiring practices, promotion structures and rewards philosophies.

Our Process

1. **We defined pay parity** as fair and equal pay for employees in the same job, level and location, controlling for pay differentiators such as performance, tenure and experience, regardless of gender.

2. **We reviewed our employee data integrity** by auditing employee job codes to ensure they appropriately represented the employee’s role.

3. **We analyzed our data** by grouping employees by job code, grade level and location to evaluate any gaps outside of the predetermined controlling factors.

4. **We adjusted pay** if a gap was found in the average pay between groups.

5. **We uphold pay parity** with annual analysis and keep it at the forefront throughout the year—from our hiring practices to how we promote and reward our employees.

9 of 45 countries reviewed had a pay gap identified

$4 million spent adjusting the pay gap

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BUILDING A BOLDER FUTURE

As the urgency for diverse talent in cybersecurity mounts, we look for ways to inspire and support our inclusive and diverse workforce across the generations. Building on our strengths in technology, STEM and cybersecurity, we partner, finance and volunteer to ensure a new generation of empowered employees will find their place.

McAfee Explorers

Announced in late 2017, McAfee Explorers is a job-shadow program that allows participants to explore multiple fields of interest and gain awareness of the academic, technical and personal skills required to be successful in the cybersecurity industry.

In 2018, McAfee Explorers was available to the children of McAfee employees. Recognizing the importance of early exposure, in 2019, we plan to broaden our reach by partnering with organizations focused on empowering girls and underrepresented minorities in STEM areas.

Together, we help children realize that, no matter their gender or background, they can boldly pursue an incredible career in cybersecurity.

More than 150 McAfee Explorers participants served in 2018

McAfee Explorers active in nine sites worldwide

Bangalore, Cordoba, Cork, Paris, Plano, Santa Clara, Slough, Sydney and Waterloo

“Receiving youth in our São Paulo office and sharing our day with them is a wonderful experience. Girls and boys come full of questions, extremely motivated, curious and surprised at how we work. Their eyes shine when we talk about information security and how we keep people and their data safe. At McAfee, I’m contributing to the development of these young people and to the community around us.”

Jose,
Customer Success Group Director, Brazil
BUILDING A BOLDER FUTURE

McAfee Online Safety Program for Kids

Relaunched in 2018, following McAfee’s stand up as an independent company, McAfee’s Online Safety Program for Kids educates children from all over the world, at every age. Led by our very own employees, this program helps students or community institutions learn from the best about the importance of cyber safety and ethics and are encouraged to consider a career path in cybersecurity.

“I am passionate about our Online Safety Program for Kids as it has provided me with the opportunity to effect positive change in our communities. I truly believe with this program, we can make a difference.”

Irene, Software QA Engineering Manager, Ireland

500,000+ kids educated in online safety to date
BUILDING A BOLDER FUTURE

Bring Your Kids to Work Day

Committed to educating the next generation of cybersecurity heroes, we aim to inspire them through the work we accomplish. Our annual Bring Your Kids to Work Day is a wonderful opportunity to show the child, family member or neighbor of a McAfee employee what we do. In 2018, our program reached 500 children in seven sites globally. New to this year, was an opportunity for children aged 8-16 to experience McAfee Explorers for half a day to encourage them to pursue a career in cybersecurity.

500 kids participated in Bring Your Kids to Work Day at seven sites worldwide

AUS$1 Million in Cyber Education Pledge

This year, McAfee pledged AUS$1 million for cyber education, over three years, to Australian senior high school and tertiary students and graduates. This will open up to 600 seats for our existing annual training program for industry professionals. This unique combination of formal education and hands-on, real-world experience helps students become knowledgeable cybersecurity professionals at a faster rate.

Scholarship Investments

STEM employment opportunities have become the fastest growing segment of jobs. McAfee's investment of more than $300,000 in educational and community organizations in Ireland and India helps close the gender and diversity gap in technology. Support includes scholarships to four years of university, digital wellness programs and education foundations.

In 2019, McAfee will expand our scholarships to the U.S. and offer scholarships to five high school students within STEM and cybersecurity.

$300,000 invested in STEM scholarships in Ireland and India
Here in Ireland, myself and the Cork team have been involved in every iteration of the Online Safety Program for Kids since its launch over six years ago.

To have an industry leader like McAfee address one of the biggest knowledge gaps in the community—how to safely navigate the ever-changing digital landscape—is critical to our success in the marketplace and our employees’ success in their communities.

As an instructor, I bring my expertise to the community. I develop the capacity to present, demonstrate personal professionalism and learn to hold a space where people look to you for guidance.

One of the proudest moments was watching a youth group we trained present to a group of College Masters students in National University Ireland Galway (NUIG). This is the essence of the program for me—empowerment of the community! Because of training, this group of teenagers were able to contribute to the professional development of future graduates.

It doesn’t get any better than that!
About McAfee

McAfee is the device-to-cloud cybersecurity company. Inspired by the power of working together, McAfee creates business and consumer solutions that make our world a safer place. By building solutions that work with other companies’ products, McAfee helps businesses orchestrate cyber environments that are truly integrated, where protection, detection, and correction of threats happen simultaneously and collaboratively. By protecting consumers across all their devices, McAfee secures their digital lifestyle at home and away. By working with other security players, McAfee is leading the effort to unite against cybercriminals for the benefit of all.

www.mcafee.com

LEARN MORE

Belong at McAfee
Learn more about McAfee’s commitment to inclusion and diversity.
McAfee.com/Inclusion

Life at McAfee
Read real stories from real employees building meaningful careers.
McAfee.com/LifeAtMcAfee

Join Us
Redefine cybersecurity solutions in an environment where all belong.
Careers.McAfee.com

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