FY’16 revenue: $5.55 billion

Recognized as a FORTUNE 500® Company 2016

#1 in Converged Infrastructure capacity shipped

Leader in oil & gas, media & entertainment, financial services, healthcare

#1 in serving Germany

#1 in data replication software

Creator of ONTAP, the world’s branded storage operating system

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Three focus areas

1) Tech Industry: challenges
2) My experiences: behaviors to change
3) NetApp today: opportunities
In a data driven world, the data is…confidential?

CNNMoney probed 20 U.S. tech companies to uncover workforce diversity data and received government reports for five of them.

Facebook Diversity Update

Published July 2016

“…we need an employee base that reflects a broad range of experiences, backgrounds, races, ethnicities, genders, sexual orientations, abilities and many other characteristics.”

**Global Gender**

<table>
<thead>
<tr>
<th>Tech</th>
<th>% of Global Employees (data from June 30th, 2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>83%</td>
</tr>
<tr>
<td>Women</td>
<td>17%</td>
</tr>
</tbody>
</table>

**US Ethnicity**

<table>
<thead>
<tr>
<th>Tech</th>
<th>% of US Employees (data from June 30th, 2016)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>48%</td>
</tr>
<tr>
<td>Asian</td>
<td>46%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3%</td>
</tr>
<tr>
<td>Black</td>
<td>1%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>2%</td>
</tr>
<tr>
<td>Other*</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

“...appropriate representation in technology or any other industry will depend upon more people having the opportunity to gain necessary skills through the public education system.”
Sponsoring future talent:

- NetApp: the United Negro College Fund’s (UNCF) fourth annual ICE (Innovation, Commercialization and Entrepreneurship) Summit, which was held in conjunction with our nation’s historically black colleges and universities (HBCUs)
- Facebook: $15M to Code.org
- Building future tech community through scholarships, lean-in circles, university programs

Looking more widely:

- More outreach efforts for job postings on diversity websites
- Changing the hiring practice to “look longer, harder and smarter for more diversity in the qualified talent pool.”

Investing in employees:

- Unconscious bias programs
- Memberships with Watermark, Clayman Institute
- Global & local Women in Technology programs

Tech solutions:

- textio: a text-analysis tool, helps identify coded language in job descriptions. Words like “adaptable” and “creative” attract more women; “ambitious” and “assertive” appeal more to men.
- interviewing.io: an anonymous-interview platform for tech positions
“But the conversation about diversity in tech is also a conversation about social change—about economic inequality, access to education, and the latent racism and sexism of an industry that prides itself on building the future.

Building momentum for social change is nuanced and painful and slow; it’s tempting to look for shortcuts.”
1. When we look to provide leadership opportunities, do we consider all the talent we have?

2. What unconscious biases prevent us from giving opportunities to women?

3. Do we even notice what we’re missing if we don’t have visibility to the people who aren’t in the room with us?
What happens if we have no mentors?

“I always had mentors. I always had people who really believed in me—sometimes they believed in me more than I believed in myself.”

EVP of HR Gwen McDonald, addressing HBCU students during a half-day visit to NetApp in November 2016
Diversity @NetApp

Actions we are taking now
Focus: Hire diverse leaders

Diversity @NetApp

George Kurian
Chief Executive Officer and President

Mark Bregman
Chief Technology Officer

Jean English
Senior Vice President, Chief Marketing Officer

Matthew Fawcett
SVP, General Counsel, and Secretary

David Hitz
Executive Vice President and Founder

Jonathan Kissane
SVP, Chief Strategy Officer

Gwen McDonald
EVP, Human Resources

Tom Mendoza
Vice Chairman

Ron Pasek
Executive Vice President, Chief Financial Officer

Joel Reich
Executive Vice President, Product Operations

Henri Richard
EVP, Worldwide Field and Customer Operations


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Strategy: Hire a diversity leader

- Set Corp vision
- Establish goals
- Direct investments
University Hiring: channeling great talent

- **Goals:** hire 50% female, 20% minority
- **New college grad program:** to hire 30 additional employees in Americas, 10-12 in EMEA and APAC this year
- **Added:** 2 U.S. Historical Black Colleges and 2 Women’s Colleges for outreach and hiring
- **Identified:** 8 dedicated positions for hiring at Anita Borg Conference
- **Academic Alliance scholarships:** for veterans, HBCU, NSBE, UNCF, Grace Hopper, WIT, SHPE
Expanding our reach: talent pipelines

1. America’s Job Exchange
   - designed to attract and engage veterans, individuals with disability and minorities

2. Veterans Outreach
   - www.veteransjobexchange.com
   - www.jofdav.com partner jobsite catering specifically to the veterans

3. Individuals with Disabilities
   - www.disabilityjobexchange.com job site for individuals with disabilities
   - https://www.disabledperson.com partner jobsite catering specifically to the disabled veterans

4. Community Based Organizations (CBO)
   - American Legion, Jobs 4 Vets
   - Military Veterans Resource Center
   - Life Path Systems
   - Vocational Rehabilitation
   - New Endeavors by Women
   - Black Woman for Wellness
   - NAACP
   - Urban League
   - MA Office for Refugees and Immigrants
   - Easter Seals
   - Goodwill
   - Urban League
   - DCCWebWomen
1. In what other ways can we partner?
2. What concerns or challenges do you have?
3. Where can we focus to help you?
Thank You

For more information on the NetApp Academic Alliances Program, please contact us at academic@netapp.com