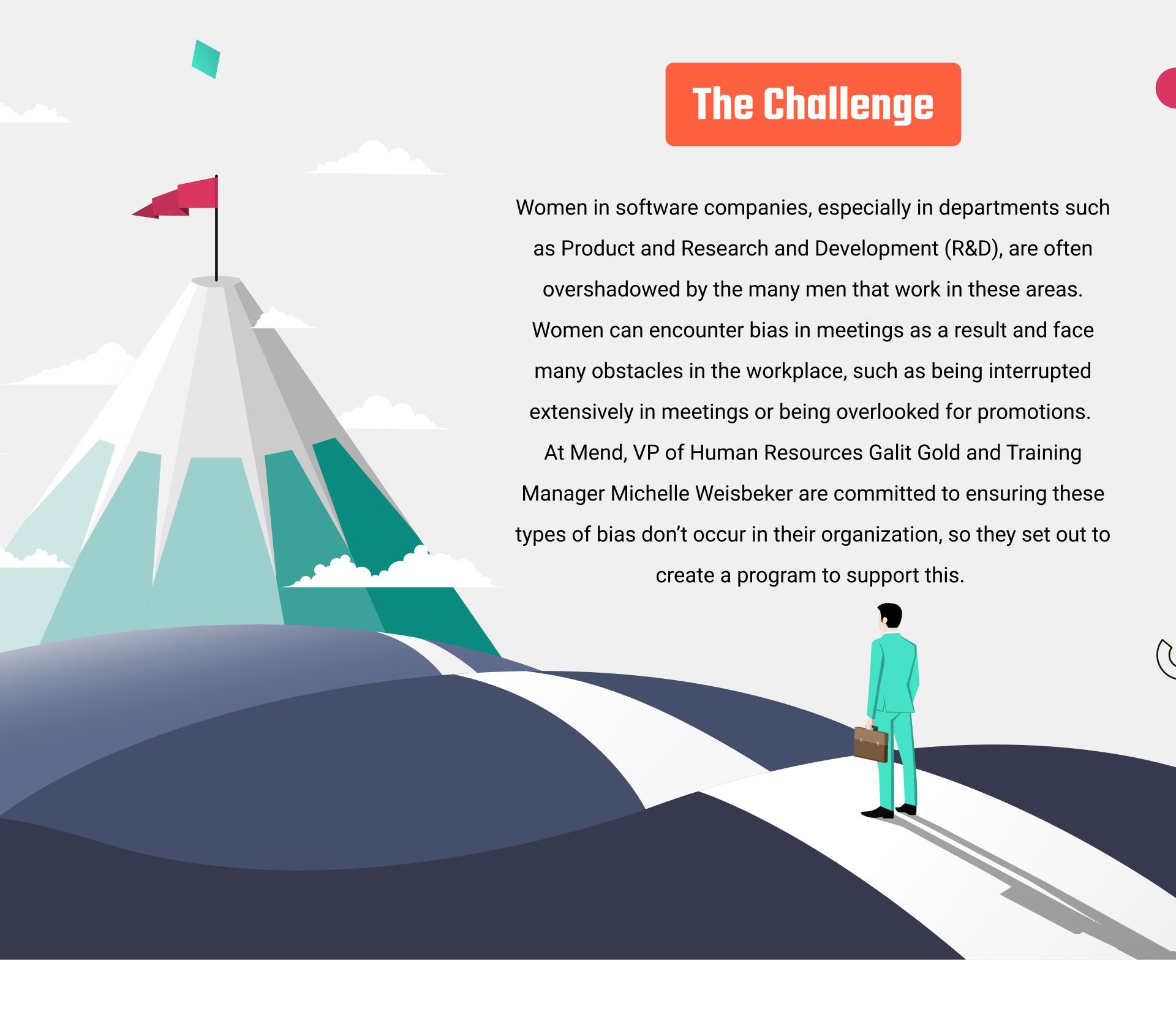
Empowering Women in Tech Through Personalized **Professional Development**



For Mend, formerly WhiteSource, diversity, equity, and inclusion (DE&I) lie at the heart of the company's culture. From promoting pay equity to celebrating the multiculturalism of its employees, it's no surprise that Mend implemented DEI training and programs to empower underrepresented employee cohorts. Mend employs more than 300 people around the world. This can make rolling out new programs an uphill battle in terms of maintaining momentum. But with a culture of learning already in place, Mend was able to roll out DEI learning experiences for its employees without hesitation.

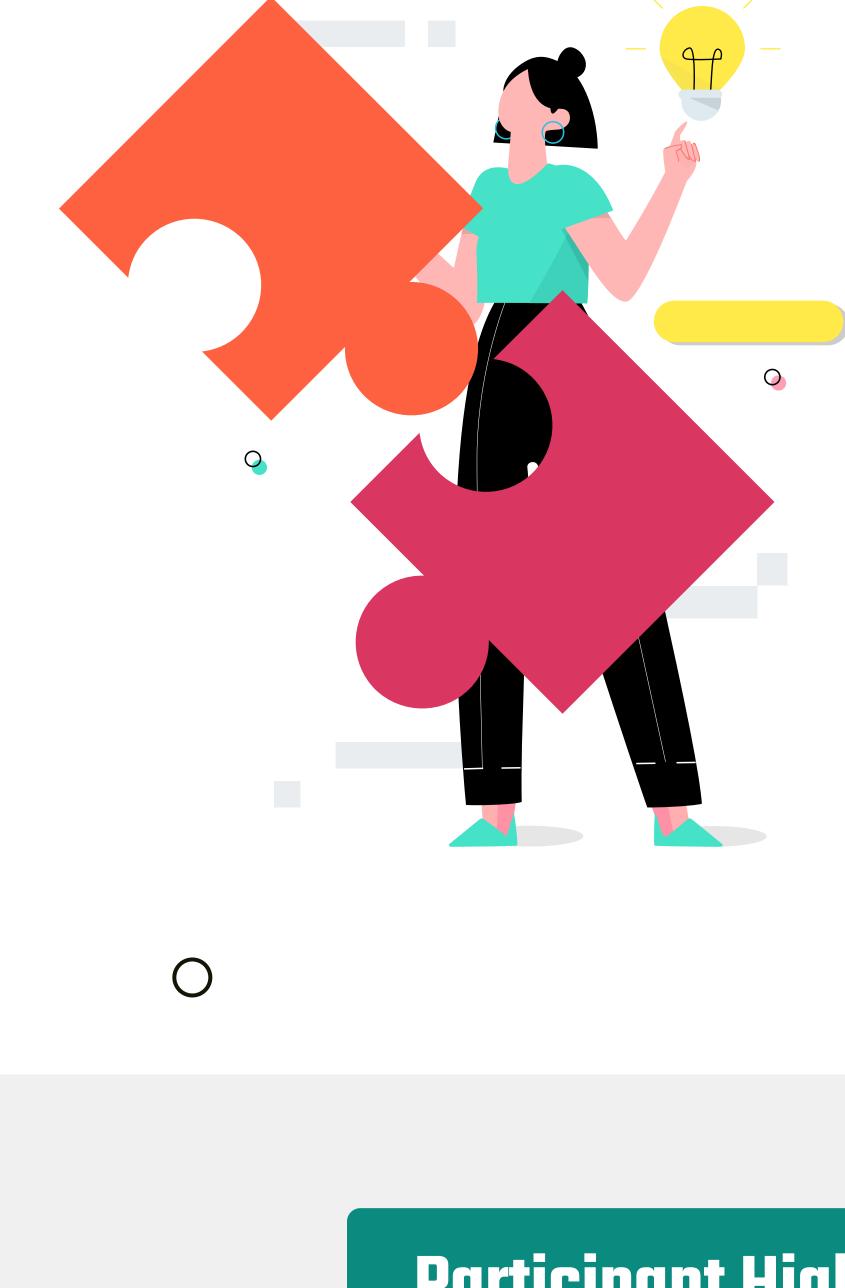


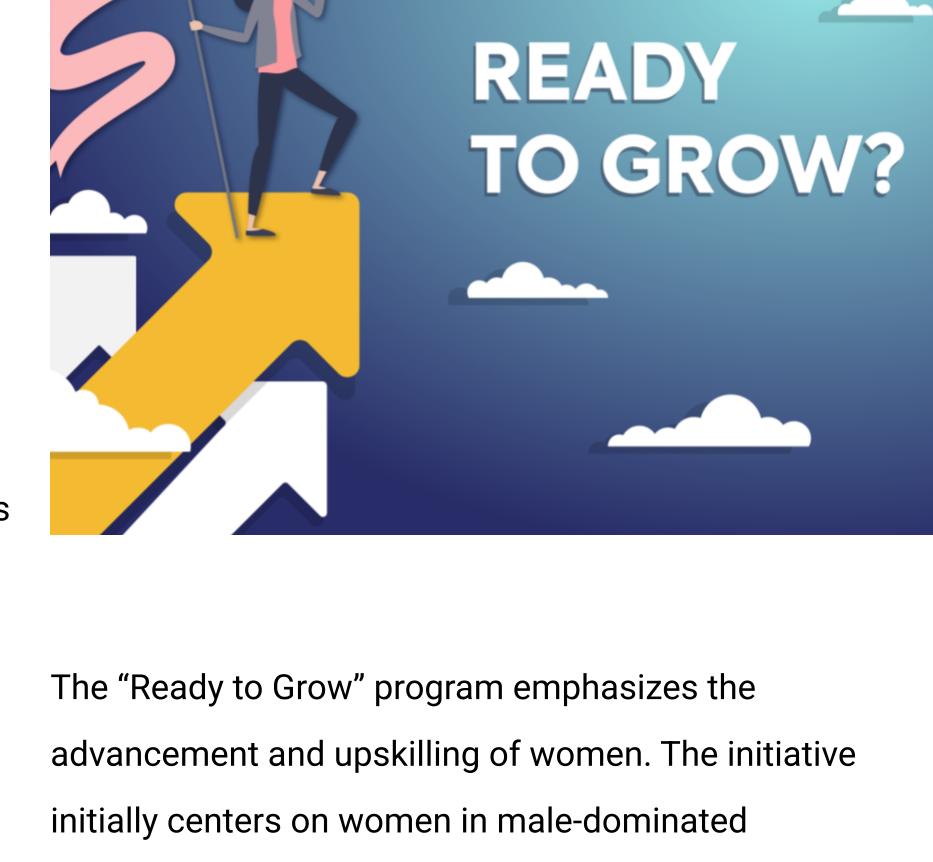
group of around 15 employees and quickly expanded

The GrowthSpace platform was first piloted with a

The Solution

to 40 seats once the initial programs were measured and found to be impactful. Through GrowthSpace, Mend connected employees to external experts to support their career development, whatever the employees' individual challenge may be. The pilot program's main objective was to facilitate employee growth for all by helping retention efforts and increasing promotion from within. The secondary goal was to drive diversity and inclusion — and that's how Mend's women's program "Ready to Grow" was born.





cohort of "Ready to Grow" participants, 15 women from R&D and Product were selected for growth sprints, working with their managers to identify the skills they'd like to develop or boost their knowledge in and set expectations together. "Ready to Grow" is about professional empowerment through upskilling and elevating the women of WhiteSource. By supporting women through soft skills programs: communication, productivity, and leadership, the women of Mend are strengthening their talents and

departments and across the company. For the first

becoming more confident in any situation. It's about helping women feel confident, and it's worked. Participant Highlight: Anya Grinberg

as she could on each project she worked on. And through that, she's learned so much that younger

and unofficial mentoring. With "Ready to Grow," Anya chose the Leadership track after hearing from her manager how beneficial her own GrowthSpace program had been. In her program, Anya was matched with Lishai, an expert who had been a software engineer before switching paths, enabling Anya to use the technical language that other experts likely don't have.

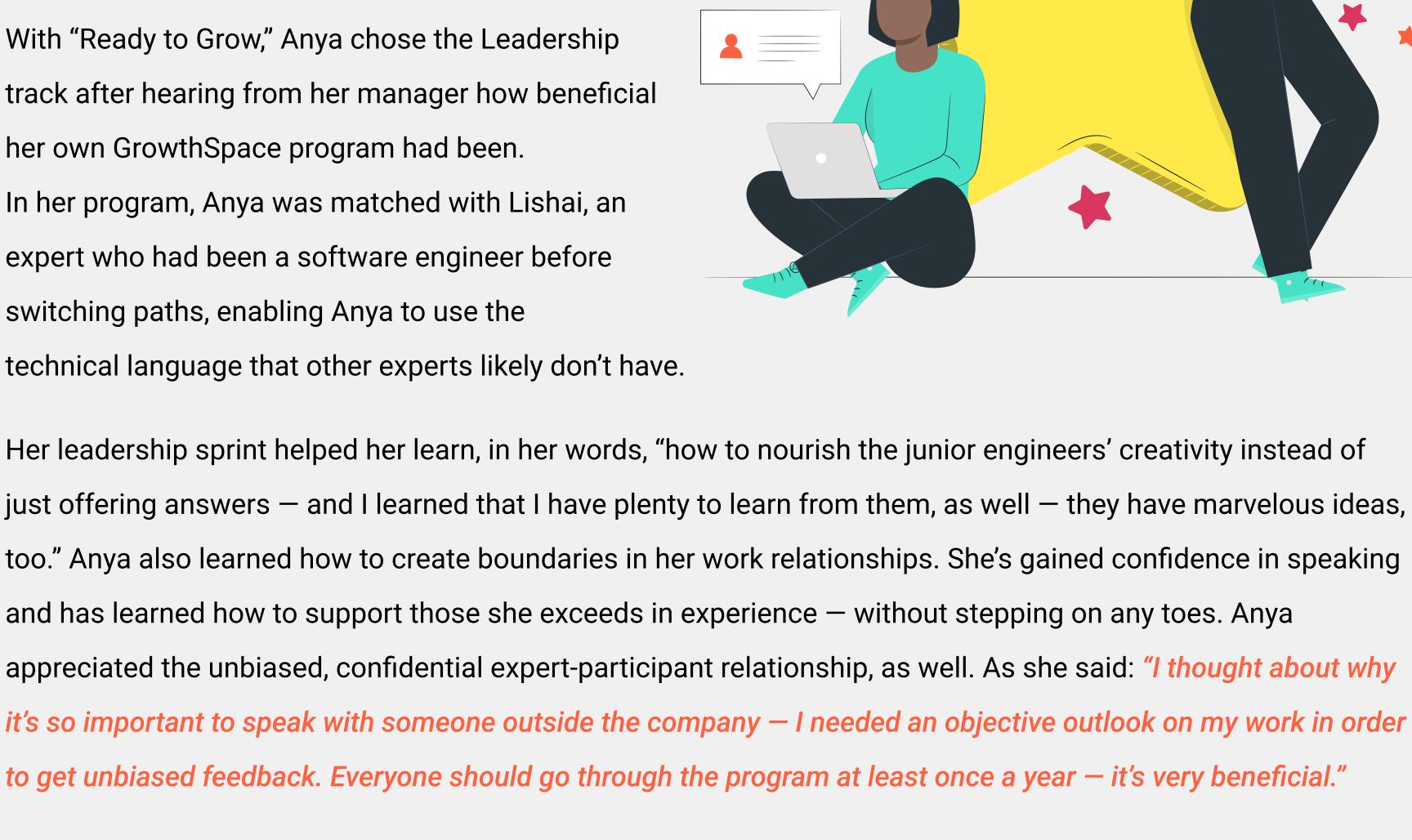
Anya, a GrowthSpace program 'graduate,' is a Senior

Software Engineer at Mend with 20 years of coding

experience under her belt. Before her program, Anya

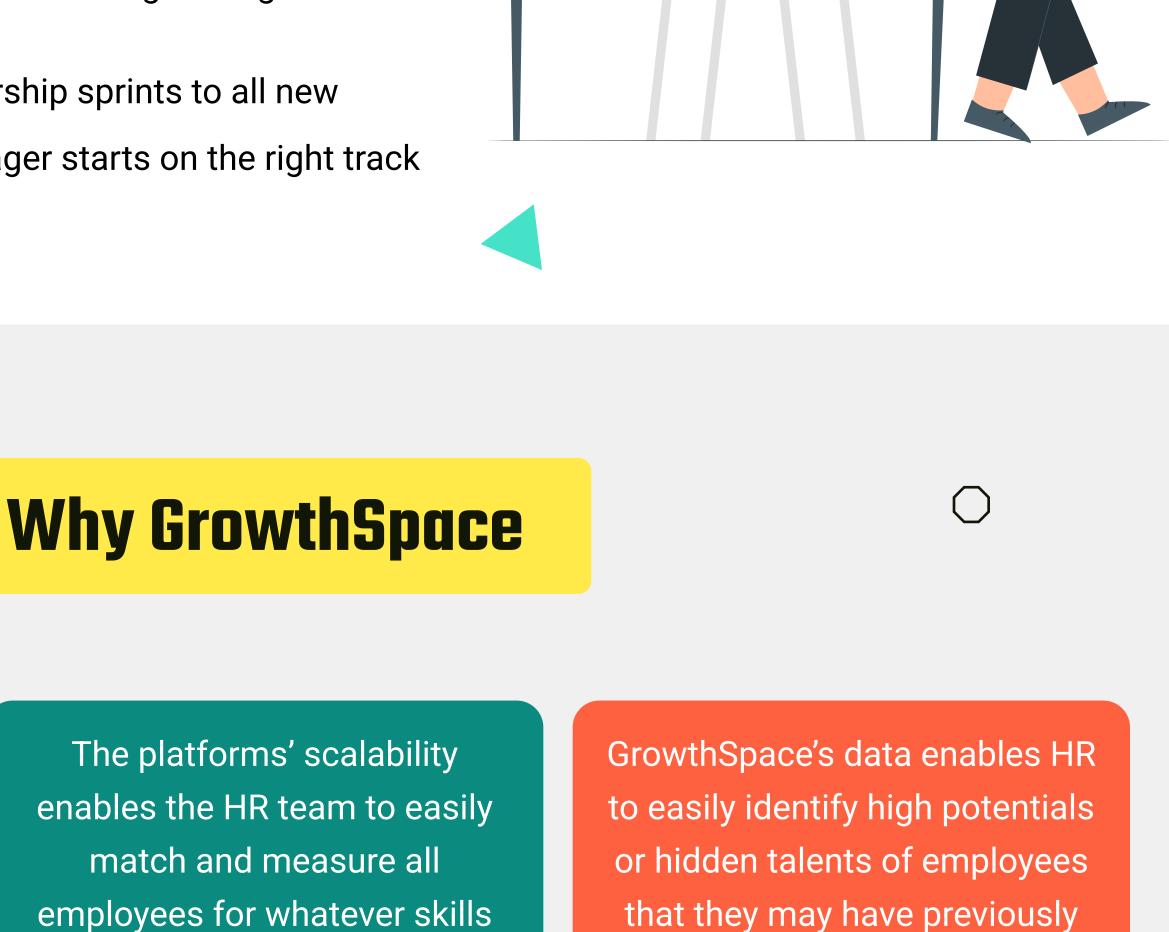
had mostly learned on the job, soaking up as much

developers often turn to her for advice, guidance,



Results Mend employees have started 40 sprints in total 58% of the women have selected Management and Leadership skills

women giving their programs a 4.7 average rating out of 5 The company now offers leadership sprints to all new



missed

GrowthSpace's five-meeting

sprints are a practical way of

making quick changes and

Nineteen of those sprints have been completed —

seven women from the "Ready to Grow" program as

Overall program ratings stand at a 4.4 average, with

well as three women and nine men from the pilot program

managers to ensure each manager starts on the right track

empowering all employees they need to improve With a relatively short-time-to-value, the one-on-one GrowthSpace's pool of 1,000+ experts who speak sprints enable managers and employees to work 50 languages and live in 40 countries makes it easy together to set expectations and measure results to

see the programs' true impact on the employee's

performance

to match diverse employees with the expert bestsuited for them

In Their Own Words

"We found that the women who've gone or are going through a sprint are more confident in anything they do. With GrowthSpace, we can easily connect women or men to the right expert for their challenges, based on their manager's feedback, and we immediately start noticing changes. Between increased confidence, especially for women, and the skills learned

the employee's work, and for me, that's the sweet spot." - Galit Gold VP of Human Resources, Mend

through their sprints, it's been a dream and a true win-win for all. We truly find

that after five meetings, employees and their managers see positive changes in

Mend helps organizations accelerate the development of

secure software at scale. We provide automated tools that help bridge the security knowledge gap, integrating easily into the software development lifecycle and going beyond detection with a remediation-first approach. WhiteSource is built on the most comprehensive vulnerability database in the industry, providing the widest coverage for threats and attack vectors. Our solution helps enterprises like Microsoft, IBM, Comcast, Philips, and many more reduce security risk and increase the productivity of their security and development teams. For more information, visit www.mend.io

About Mend

