



## Diane Honda

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### SUMMARY

Public board director, senior executive, and CxO who accelerates growth for mid to large technology companies (late stage, public or IPO) by creating the people, operational and governance frameworks for rapid and sustained scale. Trusted advisor to management and boards on complex and evolving business strategy, operations, corporate development, business integrations, employee and stakeholder engagement, company culture, corporate governance, and compliance. Key results include strategy and operational oversight of 300% revenue growth and 325% adjusted EBITA expansion; structured and led 11 revenue-accretive acquisitions.

### PROFESSIONAL EXPERIENCE

#### **BARRACUDA NETWORKS, INC. - CAMPBELL, CA**

(2012- 2024)

Email, Network and Data Cybersecurity solution provider to over 200,000 customers worldwide \$500M+ revenue; 1,800+ employees

#### ***Chief Administrative Officer, Chief People Officer, Chief Legal and Compliance Officer, General Counsel & Corporate Secretary***

Responsible for strategy and operations for worldwide legal, compliance, human resources, payroll, and facilities. Successfully developed strategies and built organizations to manage the company's IPO, subsequent mergers with leading private equity firms, international expansion, and growth.

- Oversight of revenue growth from \$150M to \$550M, and adjusted EBITDA expansion from \$49M to \$165M during a multi-year period of digital transformation from on-premise to SaaS solutions, which included a complete restructure of worldwide business systems and transition of the solution delivery infrastructure to the public cloud.
- Structured and integrated 11 revenue accretive acquisitions driving increased product innovation, profitability and growth.
- Engaged with senior leadership to define programs to maximize human capital including employer brand, company values, organizational culture, employee engagement, mentorship, leadership development, and retention programs. Received multiple third-party awards including Best Global Culture and Best Leadership.
- Navigated substantial Board changes as a public company to increase Board independence and shareholder alignment, which enabled the successful sale to a leading private equity firm.
- Created and matured compliance, cybersecurity, and data privacy strategies and organization from inception to a team of 10 compliance and information security professionals. Program spans all geographies and a product portfolio of over 20 SaaS data and network security solutions.
- Enable business success through service-oriented high performing teams.

#### **EXTREME NETWORKS, INC. - SANTA CLARA, CA**

(2004-2012)

Enterprise network solutions provider; NASDAQ: EXTR

#### ***Vice President, General Counsel & Secretary***

Responsible for all legal and compliance aspects of company during period of significant transition and change.

- Led Board and senior management through shareholder activism campaign after sharp decline in revenue and profitability. Strategically engaged with shareholders to maintain Board integrity while changing governance practices.
- Structured and negotiated multiple strategic technology and business alliances to drive revenue growth.
- Created a strategic patent licensing program enhancing product competitiveness and operational flexibility.
- Successfully defended the company in major commercial litigations and in two major patent trials which threatened domestic and international sales of several core products.
- Consolidated subsidiary structure of over 30 entities worldwide to reduce cost and complexity, while maintaining tax efficiencies.
- Facilitated company's ISO 9000 certification by creating a culture of operational rigor and focus.

**SPEEDERA NETWORKS, INC. - SANTA CLARA, CA**

(2004)

Private content delivery network service provider; Acquired by Akamai Technologies, Inc.

***Head of Legal and Human Resources***

As a member of executive staff, responsible for managing global legal and human resources organizations of a fast-growing startup business.

- Improved communication, trust, and transparency between Board and founder-led executive team.
- Led the executive team on strategy development and due diligence management for the sale of the company to an industry leader.
- Improved company valuation by establishing an intellectual property asset management program, protecting core assets through licensing structures and a patent program.

**RIVERSTONE NETWORKS, INC. – SANTA CLARA, CA**

(2001-2003)

Network hardware and services provider; NASDAQ: RSTN

***Director, Legal and Compliance***

- Guided the Board and executive management through complex crisis management and a significant financial restatement related to business actions which occurred prior to my tenure. Successfully disposed of multiple regulatory matters including an SEC investigation, a NASDAQ delisting proceeding, a California Department of Corporation action, and a shareholder lawsuit.
- Preserved significant shareholder value by successfully positioning the company to be acquired by a competitor.
- Established a compliance culture in the company. Provided business development and legal advice to refocus the company towards acquisitions, strategic alliances, and intellectual property management.

**HEWLETT-PACKARD COMPANY- SANTA CLARA, CA**

(1987-2001)

Fortune 50 enterprise and consumer information technology and services company; NYSE: HP

***Managing Attorney, HP Financing Business Unit***, Managed worldwide team of 10 attorneys responsible for legal matters for the technology finance business unit with annual revenue in excess of \$100M and over \$1.4B in assets under management.

***Contracts and Operations Manager, HP Financing Business Unit***, Responsible for lease sales and origination, renewals, and operations for worldwide financing organization. Expanded business sales in EMEA by establishing a new financial banking subsidiary in Ireland.

**Worldwide Channel Marketing Project Manager, Channel Marketing Organization**, Responsible for overseeing all contractual revenue projects for HP's worldwide printer and personal computer reseller channel.

**Software and Quality Engineer, HP Information and Network Services Business Unit**, Progression of software engineering roles in network and data transfer products and systems.

#### EDUCATION AND PROFESSIONAL AFFILIATIONS

**Santa Clara University, School of Law**, Santa Clara, California, Juris Doctor, *cum laude*.

**Carnegie Mellon University**, Pittsburgh, Pennsylvania, B.S. Applied Math Computer Science, B.S Industrial Management.

**Member, State Bar of California**. Admitted 1996

#### BOARD MEMBERSHIP

**Hillman Solutions Corp. (Nasdaq: HLMN)**

(2023- present)

*Board and Compensation Committee Member*

*Cybersecurity Expert*

The Hillman Group is an industry leader in builder solutions, engineering and delivering over 112,000 products to top home improvement retailers for both commercial and home use.

**Lucidworks, Inc.**

(2021- present)

*Board and Audit Committee Member*

Lucidworks, Inc., is privately held provider of next-generation AI-powered search applications.

**Conceal, Inc.**

(2024- present)

*Board Member*

Conceal, Inc. is privately held provider of innovative cybersecurity solutions which integrate into the web browser to provide enhanced security and data protection.

**Team4Tech**

(2023- present)

*Board Member*

(Non-profit)

Team4Tech partners with companies to provide technology grants and training to build nonprofit capabilities and create opportunities for under-resourced learners around the world.

**Java Joy**

(2020- 2022)

*Board Member*

(Non-profit)

Java Joy is a 501(c)3 tax-exempt organization dedicated to providing meaningful employment and transformative experiences for people with disabilities, changing communities for the better. The Board provides oversight and strategic direction as the organization expands nationally.

**Las Lomitas Elementary School District Governing Board**

(2012- 2020)

*Trustee, Former President, and Clerk*

(Elected Official)

The Governing Board provides oversight and guidance to the school district in the areas of financial and personnel management, facilities, and instructional matters. Guided the district through a financial downturn, changing student demographics, multiple teacher union negotiations, and two successful public bond campaigns which raised \$130M to construct new state of the art educational facilities, and to renovate and improve the safety of existing buildings.

**Las Lomitas Educational Foundation**

(2010- 2012)

*Board, Executive Committee, and Audit Committee Member*

(Non-profit)

This Foundation is dedicated to raising funds to promote high quality public education. Led the Board through a strategic restructuring of the organization's Bylaws to ensure proper governance and agility as the organization grew, and formed of an Audit Committee to oversee third-party audits after annual donations exceeded \$2.0M.

**AWARDS**

**DIRECTWOMEN BOARD INSTITUTE (2019).** DirectWomen is an independent organization which identifies leading women lawyers from around the country who are able to provide the experience, independence and business judgement required for board effectiveness. Through its programs, DirectWomen develops and positions women attorney leaders for board service.

**SILICON VALLEY BUSINESS JOURNAL'S 100 WOMEN OF INFLUENCE (2019).** This award recognizes women for their high level of influence in their industries as well as in their communities.

**GC IMPACT AWARD (2014).** The Recorder, an ALM publication, awards the Impact Award to the top lawyers at companies engaged in the year's biggest, most complex and creative—and successful—deal activity. The award was received in recognition of Barracuda's successful IPO in November 2013.

**LEADERSHIP DEVELOPMENT PROGRAM.** Selected as one of only 30 high-potential leaders within Hewlett Packard to participate in a year-long intensive business leadership development program, including executive level coursework at Harvard University and the University of Michigan.