

## Diane Honda

Menlo Park, California

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### SUMMARY

Accomplished and tech-savvy senior executive and board member with extensive experience in strategy development and implementation, software and engineering cybersecurity and privacy, legal and compliance, and international business development. Trusted advisor to management and boards on complex acquisitions, business integrations, stakeholder engagement, and risk management. Started career as a software engineer and progressively broadened expertise to include business operations, human resources, legal and compliance.

### PROFESSIONAL EXPERIENCE

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

(2012- present)

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

#### ***Chief Administrative Officer, General Counsel & Corporate Secretary***

Responsible for all legal, compliance, human resources and real estate matters of company. Successfully developed strategies and organizations to manage the company's IPO and subsequent merger with a leading private equity firm.

- Structured and integrated multiple revenue accretive acquisitions driving increased product innovation, profitability and growth.
- Engaged with senior leadership to define programs to maximize human capital including improving employer brand, company values, organizational culture, employee engagement and retention programs.
- Successfully navigated substantial Board changes to increase Board independence and shareholder focus.
- Serve as Chief Compliance and Data Privacy Officer. Define and lead the compliance strategy for worldwide security and data privacy to ensure customer, partner and employee confidence.
- Enable business success through service-oriented high performing teams. Drove process reengineering to create efficiencies while significantly increasing the value provided to the business.

#### **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 after sharp decline in revenue. Strategically engaged with shareholders to maintain Board integrity while changing governance practices.
- Structured and negotiated strategic technology and business alliances for company to drive revenue growth
- Set strategy for and managed intellectual property litigations, in addition to patent licensing

program and major commercial litigations. Successfully defended company in two major patent trials, and in asserting several company patents against an infringing party.

- Established Global Trade Compliance organization and a strategic goods licensing program.
- Consolidated entities and managed company's 30 international subsidiaries.
- Improvements in policies and procedures allowed company to attain ISO 9000 certification.

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

(2004)

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

***Director, 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.

- Collaborated with the executive team on strategy and due diligence management for the sale of the company to an industry leader which provided a successful outcome for management and investors.
- Led the Human Resources organization through time of tremendous growth.
- Directed the intellectual property asset protection program, including licensing structures and 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 the crisis management actions related to a significant financial restatement. Successfully positioned the company for a positive outcome in which it was ultimately sold preserving some shareholder value.
- Responsible for turning around the legal affairs and changing the compliance culture of the company. Managed all legal matters related to an SEC investigation, a NASDAQ delisting proceeding, a California Department of Corporation action, and a shareholder lawsuit related to actions which occurred prior to my tenure.
- Provided business development and legal advice to refocus the company including acquisitions, strategic alliances, intellectual property, and compliance.

**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 team of 10 attorneys responsible for legal matters for the technology finance business unit with annual revenue in excess of \$1B.

***Contracts and Business Infrastructure Manager***, HP Financing Business Unit

***Marketing Contracts and Project Manager***, Channel Marketing Organization

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

**EDUCATION AND PROFESSIONAL AFFILIATIONS**

**Santa Clara University, School of Law**, Santa Clara, California, Juris Doctor, *cum laude*. 1996

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

Industrial Management. 1987

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

## **BOARD MEMBERSHIP**

**Java Joy** (2020- present)  
*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 Lomas Elementary School District Governing Board** (2012-present)  
*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 Lomas 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.