



HARMONY

Stay in tune

harmonic

E-Newsletter - 1st Edition - Q4 2021

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Welcome!

Hello Harmonic team,

Following the success of the APAC DEI Newsletter, we are pleased and excited to share with you the first edition of an enhanced Harmonic Newsletter on DEI and social topics, extending the audience to the global Harmonic team. This is an E-Newsletter by employees for employees with the aim of keeping everyone informed of the various initiatives our employees are driving within the company and in their communities. We aim to connect and create Harmony - do tune in and become part of the evolving story.

Highlights in this edition include Corporate Updates, Leadership Perspective videos from Tim Chu and Tony Berthaud, and a look at the DEI Group Initiatives over the past year.

Best regards,
Harmonic DEI Ambassadors



Diversity, Equity & Inclusion

Following Patrick Harshman's Internal Communication in June 2020, Harmonic has established a company task force and seven Diversity, Equity, and Inclusion (DEI) Regional Working Groups for dialogue and action.

At the corporate level, our corporate and DEI values have been highlighted on the Harmonic website, and elicited team feedback including DEI sections in the latest Pulse Surveys.

In parallel, the DEI Regional Working Groups have been pursuing both local and global initiatives to reinforce our commitment to an inclusive and equitable workplace and to have a positive impact on the communities in which we operate.

Harmonic recognizes Diversity, Equity & Inclusion as assets that enrich our lives and our workplaces. As a recap, the concept of DIVERSITY includes recognizing and understanding that each individual is unique. INCLUSION entails understanding, accepting, and respecting our differences. Harmonic is committed to continuous improvement as a socially responsible corporate citizen and creating and maintaining EQUITY in the workplace and the communities that we touch.

Here is a selection of testimonials from some of the DEI working group team members sharing what DEI in Harmonic means for them.





Joyce Quark. Sr. Field Marketing & Channel Operations Manager (APAC Region).

The diversity at Harmonic is definitely phenomenal as we've people of different cultures, genders, races, languages and experience. Our team actively engages in sharing best practices and exchanging ideas before implementing new marketing initiatives. We are positive in our approach to finding solutions that better our lives. This encourages a healthy practice of respecting our differences and works to bring us together in the most conducive manner possible.

Swathi Balakrishna. Product Manager, Back Office and Infrastructure (Head Office)

Harmonic is a global company spread across different geographies where people from different color, religions, cultures and backgrounds come together to build great competitive products. Diversity is an essential factor to bring in different points of view to cater to different markets. For this it's important that everyone feels equal and respected, irrespective of their background.



I have been with Harmonic for almost 8 years and I am grateful that I have been provided with equal learning and growth opportunities. DEI is a great initiative by the company and provides a platform to make a difference to the world. I wish to see more opportunities provided for the underrepresented. Every DEI member has a story and I like how everyone wants to contribute. It's been an amazing year of identifying and prioritizing DEI goals for Harmonic. I am proud of DEI and look forward to a more equal and inclusive world.



Vincent Chan. Sr. Director, Pre-Sales & Services (APAC Region).

Harmonic provides an environment for the free and open expression of ideas, opinions, and beliefs. As I'm responsible for presales and services team in APAC, I've seen this in action through my team. We are passionate about our customers, our business and our technology. We are open, we listen, we value differences and collaborate with others through sharing and brainstorming ideas so as to implement processes that are seamless not only for the sales team but also for our customers in Asia Pacific.

Eirini Gerontidou Schneider. Senior Legal Director, International Markets LL.M, eMBA (EMEA Region)

Participating in the Europe DEI Group is a very interesting experience, as it gives me the opportunity to get to know my colleagues under a new perspective, to discover their beliefs and hear their experiences. We all have a diverse cultural background, live in different countries and cope with distinct daily life realities, so sharing thoughts and brainstorming about such wide topics as diversity, equity and inclusion is a very enriching experience. I strongly believe that Harmonic can benefit from the talent that DEI project can unlock and boost its growth potential.





Stephane Barraud. Pre-Sales & Sales Director, Oceania (APAC Region).

At Harmonic, everyone is given an equal opportunity to learn, develop new skills, and explore different career paths. I have been able to witness and confirm this fact for the past 15 years, moving between countries and departments in the company. Starting as an intern in Beijing office, I had the opportunity to integrate into a team where everyone welcomed my different background, and where my colleagues helped me discover a new culture and environment.

As a pre-sales engineer, I was engaged with customers and stakeholders from different countries of APAC, supported by my colleagues and management. Strong of this first experience, I moved to Singapore, managing pre-sales and projects while interacting with a wider community in and out of the company. I have never felt left aside, and I have always been admiring of the support each and everyone is ready to bring to the rest of the team, wherever they come from. Throughout my evolution in the company, I always felt everyone was given equal chances and we were all driven by a common sense of belonging in the workplace. This feeling continues now as a sales director, based in Sydney where I last relocated while keeping strong ties with my peers in the rest of the APAC region and interacting with new colleagues and partners. Working with diverse customers has helped me understand, respect, and value other cultures. I take great pride in what I'm doing now and am excited to continue to contribute to our success.

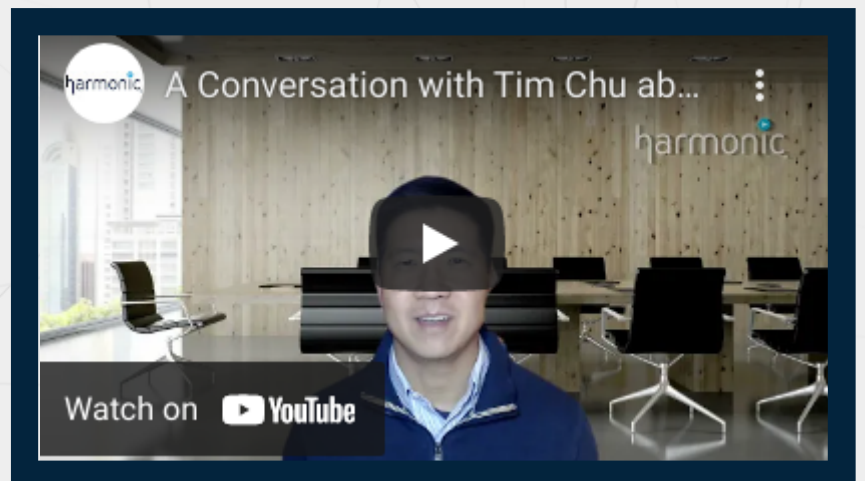


Leadership Perspectives

[Tim Chu \(General Counsel & Senior Vice President, Human Resources, Head Office\)](#)

Tim lived internationally for many years, experiencing a variety of cultures, before moving to San Francisco, and has now been with Harmonic for 8 years. Click on the video below to hear about Tim's personal story and his take on diversity at Harmonic.

[Tim Chu](#) providing his perspectives on Diversity, Equity & Inclusion



[Tony Berthaud \(Vice President, Sales and Video Services, APAC\)](#)

Tony has been living and working in the Asia Pacific region for over two decades, first in China and currently in Singapore. Click on the video below to hear Tony sharing his experiences in this multi-racial and multi-cultural region.



A conversation with [Tony Berthaud](#) about Diversity, Equity & Inclusion.

DEI Group Initiatives



During October this year, some of our colleagues in the France office joined the refugee support programme – Kodiko.

The programme supports refugees in their professional integration and their job search in their country of refuge.

This is achieved by putting them in touch with employees for a co-training programme where volunteer employees and refugees meet up regularly over a period of 6 months. The aim is that both participants benefit from the programme. For the employee there is an opportunity to share an intercultural experience and dialogue and feed the curiosity of diversity. For the refugee there is a chance to practice the French language, learn about employment codes and build a professional network. Harmonic is proud to have 4 volunteers taking part in this programme. All volunteers have received their onboarding training and have been assigned to a buddy refugee – we wish our colleagues and refugees a fruitful interaction.

Elles bougent

The mission of "Elles Bougent" (Women in Action) is to increase gender diversity within technology companies and demonstrate that scientific and technical professions are accessible to women. The organization supports schoolgirls and female students by offering numerous events such as job fairs, industrial site visits and testimonial speeches, tech challenges and events held in secondary and high schools. At the heart of these events is the opportunity for female mentors and young girls to meet.

Our French colleagues Isabelle Durupt, Valerie Dore, Anne-Sophie Harnois, Lila Huguenel and Claudine Le Guen have joined as mentors. They have a few activities lined up such as talks and presentations at schools, and supporting a 'Hackathon' kind of challenge (mixing female sponsors and female students) that should be taking place in early 2022 – we will update you on the initiative in a later E-Newsletter.



תעשיידע דור אחד קדימה

HARMONIC "SEEDS"

In October 2021, our colleagues in the Israel office launched their new volunteer program called “Harmonic SEEDS” (with the motto “Planting seeds for the future”). The goal of the program is to engage with youth from low socio-economic backgrounds, expose them to the high-tech world, and encourage interest and a potential technological academic track in the near and far future.

Our volunteers engaged with a non-profit educational organization called Taasiyeda, who in turn has connected them with a local high school near our Harmonic offices at Caesarea. With Taasiyeda’s knowledge and according to the high school’s needs, a yearly plan was developed that involves our volunteers in projects such as skills workshops, technological panels, tours at our offices, a mini Hackathon, and more.

Pictured below is Israa Abu Ras, Project leader at Taasiyeda, who joined the kickoff meeting at Harmonic. We thank and wish our colleagues all the best with this project!



Harmonic France are also working with “FACE” (Fight Against Exclusion), a local association based near Rennes. Their mission is to fight against any form of exclusion, discrimination and poverty and encourage companies to engage in social actions and enable professional inclusion. Their target audience is middle/high schools, universities, and unemployed people. FACE has several programs to raise awareness about technical studies/jobs and connects with local businesses in the area to offer mentorship and support.

In North America the DEI team have been busy supporting a charity called Family Giving Tree in their annual Back to School Drive, which involved supplying a backpack full of essential school equipment to children who cannot afford one.



Our colleagues in North America responded with great generosity to the task of supplying school backpacks and monetary donations. With amazing results - \$2,883 was raised in cash donations (the goal was \$750 !) and we gave 66 backpacks in total. Thanks to everyone involved - what a success!

Other DEI projects that our team in North America are involved in are highlighted below:

- Partnering with Portland Women in Tech (PDXWIT) for community building and educational mentorship programs.
- Providing internship opportunities for Norfolk State University students - a public affiliate of Historically Black Colleges and Universities (HBCU).
- Pursuing opportunities with the National Action Council for Minorities in Engineering (NACME), which provides scholarships and student grants in addition to offering a jobs board.
- Reaching out to local San Jose community groups to support them with financial opportunities, volunteer activities, or educational events.

BUDDY PROGRAMME

In Harmonic France, 12 colleagues signed up to a Buddy Programme where employees support new hires as they ease into their new roles, in a mentoring capacity.

The 12 buddies were awarded during a special ceremony (with both buddy and mentor) to thank them for their efforts and contributions. Well done to all the mentors and welcome to the new hires!



INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN 2021

The United Nations marks international days and weeks as occasions to educate the public on issues of concern, to mobilize political will and resources to address global problems, and to celebrate and reinforce the achievements of humanity. For this quarter, we would like to highlight the International Day for the Elimination of Violence against Women on November 25 as a stark reminder of the prevalence of the most widespread crime against humanity.

DO YOU KNOW?

- 1 in 3 women and girls experience physical or sexual violence in their lifetime, most frequently by an intimate partner.
- Emerging data shows an increase in calls to domestic violence helplines in many countries since the outbreak of COVID-19, the so-called “Shadow Pandemic”.
- 71% of all human trafficking victims worldwide are women and girls, and 3 out of 4 of these women and girls are sexually exploited.
- The date was selected to honour the Mirabal sisters, three political activists from the Dominican Republic who were brutally murdered in 1960 by order of the country’s ruler.



**International
Day for the
Elimination of
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WHY IT MUST BE ELIMINATED!

In general terms, Violence Against Women is any gender-based act of physical, sexual, or psychological harm. This is the most widespread human rights violation in our world today and remains largely unreported due to the associated shame and stigma. The dreadful consequence of “violence against women and girls” is the effect on their psychological, sexual, and reproductive health in all stages of their life. As an example, early setbacks to their education puts them at a disadvantage to complete schooling and in later life can manifest as restricted access to higher education and even translate into limited opportunities for jobs.

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

This annual international campaign runs from the International Day for the Elimination of Violence against Women on November 25 until Human Rights Day on December 10, aiming to rally individuals and organizations globally to call for the prevention and elimination of gender-based violence. The United Nations Unite by 2030 to End Violence against Women campaign calls for global actions to support these 16 Days of Activism. The campaign theme for 2021 is “Orange the World: END VIOLENCE AGAINST WOMEN NOW!”

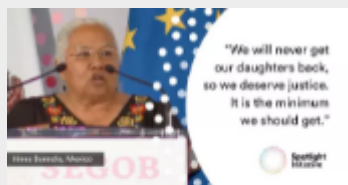
FURTHER INFORMATION

Please see these links for further information, including action that you can take to help end violence against women, an initiative to achieve gender equality, and more on International Days.



Take action: 10 ways you can help end violence against women, even during a...

Ending violence against women is everyone's business. Here are just ten ways you can make a difference safely and immorally.



Spotlight Initiative

The Spotlight Initiative is a global, multi-year partnership between the European Union and the United Nations to eliminate all forms of violence...



Observances

The United Nations observes designated days, weeks, years, and decades, each with a theme, or topic. By creating special observances, the United Nations...



16 Days of Activism against Gender-Based Violence

The 16 Days of Activism against Gender-Based Violence is an annual international campaign that takes place on 16 November, the International Day for...

Around Us

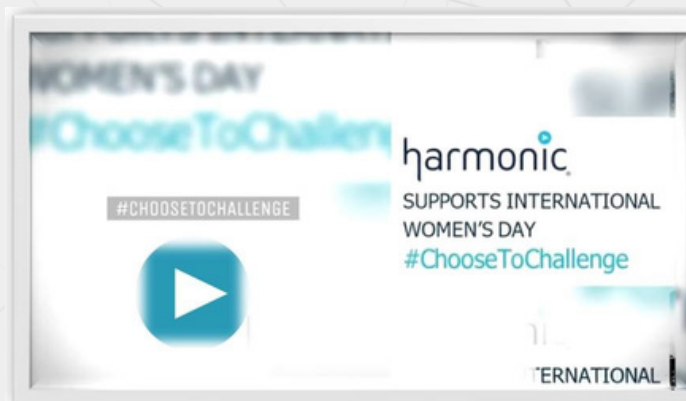
Creating Awareness

LOOKING BACK AT OUR AWARENESS CREATION INITIATIVES DURING 2021

During the past year, we created & distributed 4 newsletters to APAC employees to share knowledge and experiences and to start raising awareness of DEI in the APAC region. This regional initiative has now evolved into a global E-Newsletter!



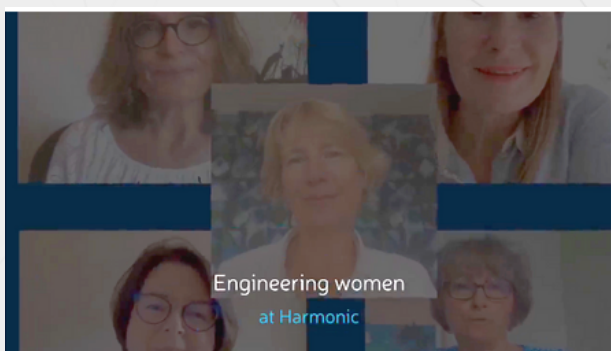
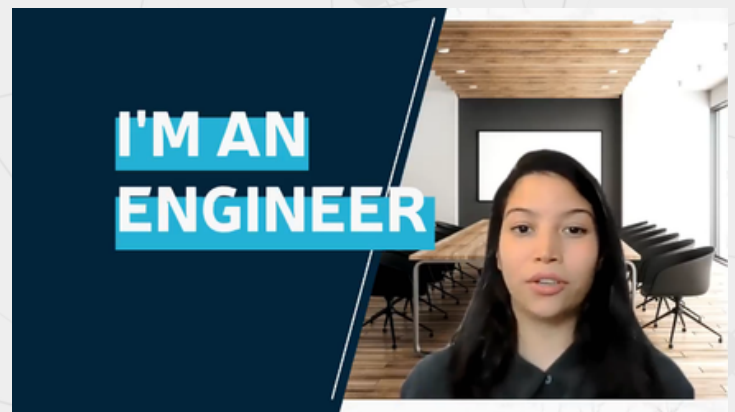
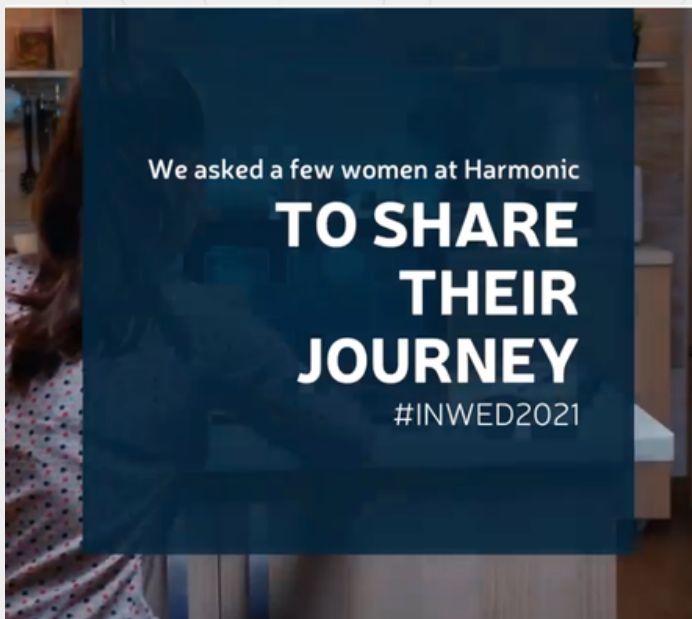
On [International Women's Day \(IWD\), 13 March 2021](#), Harmonic responded to the call to action as part of our company's Diversity, Equity and Inclusion initiative. We invited our employees to raise their hand in solidarity with the [#ChooseToChallenge](#) movement and share a pledge. The internally shared video was created following a phenomenal response globally. Collectively, we can all help create an inclusive company and world. Remind yourself of our collective pledge with the video.





The Europe DEI group supported the initiative of the United Nations to raise awareness on [May 21st, World Day for Cultural Diversity for Dialogue and Development](#) at Harmonic. You can remind yourself of the message by watching the video.

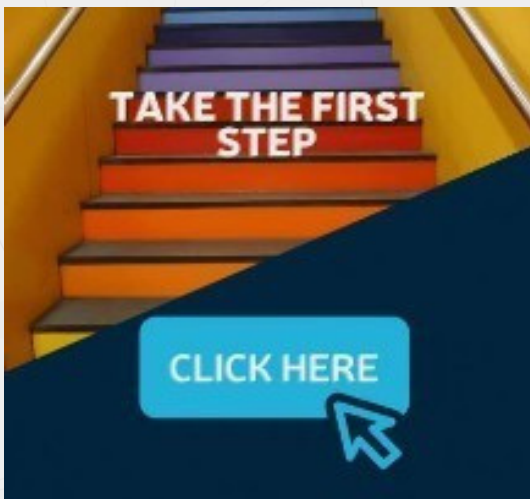
[Women in Engineering Day \(INWED\), 23 June 2021](#), an international awareness campaign started in 2013 to “raise the profile of women in engineering and focus attention on the amazing career opportunities available to girls in this exciting industry”. We are proud to recognize the talent and contributions of our women engineers throughout the company, and our ongoing global drive to bring more female and diverse talent into Harmonic. View our corporate post about INWED on LinkedIn as well as the LinkedIn posts from our Harmonic France engineering and Alicante engineering teams.



Corporate Updates

UNCONSCIOUS BIAS TRAINING

Our Corporate Objectives for 2021 include continuous learning to “further improve organization effectiveness and efficiency” and strengthening our Diversity, Equity and Inclusion. To that end, HR rolled out Unconscious Bias training across the Company in the last quarter. The aim was to help everyone at Harmonic build a foundation for a more inclusive culture. All our employees have now completed the training and all new hires will be required to also complete the foundation course as part of our compliance training for new hires.



STEP PROGRAM

In Q4 HR launched STEP (Starter Training & Employee Portal), an online portal hosted on Confluence providing a consistent onboarding experience to all new hires regardless of where they are hired. Our current colleagues and managers will also find useful guides and tips. Click on the image to explore STEP.

DIVERSITY METRICS

Our baseline female representation gender metric ratio in May 2020 was 18%. Since then, our global female population has increased by one percentage point. To date, we have maintained the female representation of our workforce at 19%. Functions that are outperforming the global ratio of 19% are Product Marketing, Marketing & Communications, Finance, Human Resources and Legal. Operations, Manufacturing and IT, as a whole, are on par with the ratio. Even though Global Sales & Video Services globally do not meet the 19% ratio of female representation, it is the only function where female representation has grown by 3% YoY at the end of Q3 2021.

All functions, hiring managers and their HR partners are reminded to ensure best effort to source and interview 2 qualified diversity candidates for each job opening as we strive to meet our internal objective of increasing female representation and other diversity.

The Diversity Objectives, communicated during an internal company meeting in May 2021, are:

Diversity Objectives harmonic

Increase female representation globally by **10%** by 31 Dec. 2022

Increase other diversity at our largest locations by **20%** in the aggregate by 31 Dec. 2022.

Interview **2** qualified diverse candidates for each job opening at our largest locations

Support us in our recruitment efforts and finding the best talent for Harmonic by referring candidates:

harmonic

// REFER A FRIEND

We remind you of Harmonic's Employee Referral program. All Harmonic employees can refer external candidates for vacant or potential roles and may be eligible to receive a referral bonus. Talk to your local HR if you want more information.

#JOINOURTEAM

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Harmonic Community

SOCIAL EVENTS

SUMMER LUNCH

Harmonic France organized a summer lunch at the beginning of July and another one after the summer holidays in September. The objective was to spend a good time together. With COVID-19, it has been a long time since colleagues had the opportunity to meet up. It was really appreciated and contributed to re-energizing relationships!



WAR GAME

In our Hong Kong office, a group of colleagues got together to participate in a 'war game' in August. Through a variety of shooting training, colleagues had the opportunity to improve their self-leadership and teamwork spirit and develop their personal growth. In order to succeed at the game, they needed to emphasize speed; team members cooperation to reduce the casualty rate of teammates; establish offensive goals, such as saving hostages, destroying the enemy, or subduing the enemy; clearly understanding the compartment of the room and when attacking different rooms. In the process, students can personally experience some skills and attitudes that are difficult to master outside the 'classroom', to achieve the goal of all-round development. We are sure it was great fun!



HARMONIC FRANCE SPORTS EVENTS

Harmonic France colleagues are a sporty bunch! As soon as they have an opportunity, they build Harmonic teams for sports events, especially for running races. In October, Rennes held an official race and Harmonic had two teams participating. Our colleagues have previously participated and were ranked 2nd in the Company challenge performance! Our colleagues are looking forward to knowing the 2021 ranking! Congratulations everyone – great result!

Not only do our colleagues in France do running events but they also have the chance to participate every lunchtime of the week in a physical activity session with coaches (fitness, boxing, running, yoga). The aim is to encourage colleagues to move and take care of their health. We are sure this is very much appreciated!



VIRTUAL BREAKFAST

Over the last several months Harmonic France have organized HR virtual breakfasts to keep up contact with colleagues, create a social dynamic and to know the state of mind of French employees.



FOOD BANK

In the UK, our colleagues are busy collecting food for the local food bank in Farnborough (near the office) as part of the UK outreach efforts to support the vulnerable in our community, focusing particularly on foods required for homeless people to transition into their new accommodation.



DISABILITY CONFIDENT COMMITTED

Harmonic UK Ltd. has been awarded the Disability Confident Committed certification from the UK Government. Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

For Harmonic, this will mean taking more action to incorporate digital accessibility, in the ways we work with each other and also in our hiring process, to ensure disabled candidates are given equal opportunities to join Harmonic. We plan on ensuring language about accessibility are integrated into our job adverts, to ensure candidates know we can make adjustments such as larger font for visually-impaired candidates and any other requirements they might request.



RECYCLED FACE MASKS

In the UK and in France, our colleagues are also supporting the recycling of face masks into useful objects. Large bins are available in both locations for colleagues to deposit their face masks in once they've used them for the day. The bins are collected, and the used masks are recycled into chairs, tables, shelters, planters and more! Check out the links for more information: [Reworked \(UK\)](#) and [France 3 \(France\)](#).





SPAIN PIZZA LUNCH

In Spain, the Harmonic office was fully opened for the first time after Covid-19 restrictions. As a special treat pizza was provided for lunch! Here are some colleagues enjoying lunch together

WELLNESS

An initiative was raised via Chatter to create a Harmonic Wellness club on the Strava app to network with colleagues from other Harmonic Offices through different types of exercise & wellness activities. Join the group by clicking on the Strava logo below or visiting <https://www.strava.com/clubs/harmonicinc>



18 members



and 14 others



Thank you!

Thank you for taking the time to read the 1st edition of our very own E-newsletter. We hope that you found it interesting, informative, and enjoyable.

Stay tuned for further editions covering a variety of topics. Please feel free to reach out to us at harmony@harmonicinc.com with feedback, comments, ideas, or topics that you would like covered. Let us know if you want to get involved!

Harmony – Stay In Tune
(1st edition)



Thank you to the following contributors

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