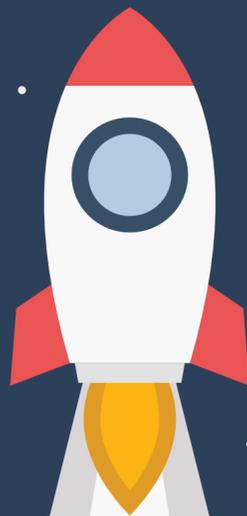
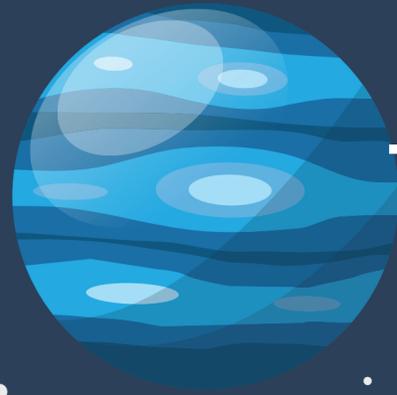


CULTURE HANDBOOK



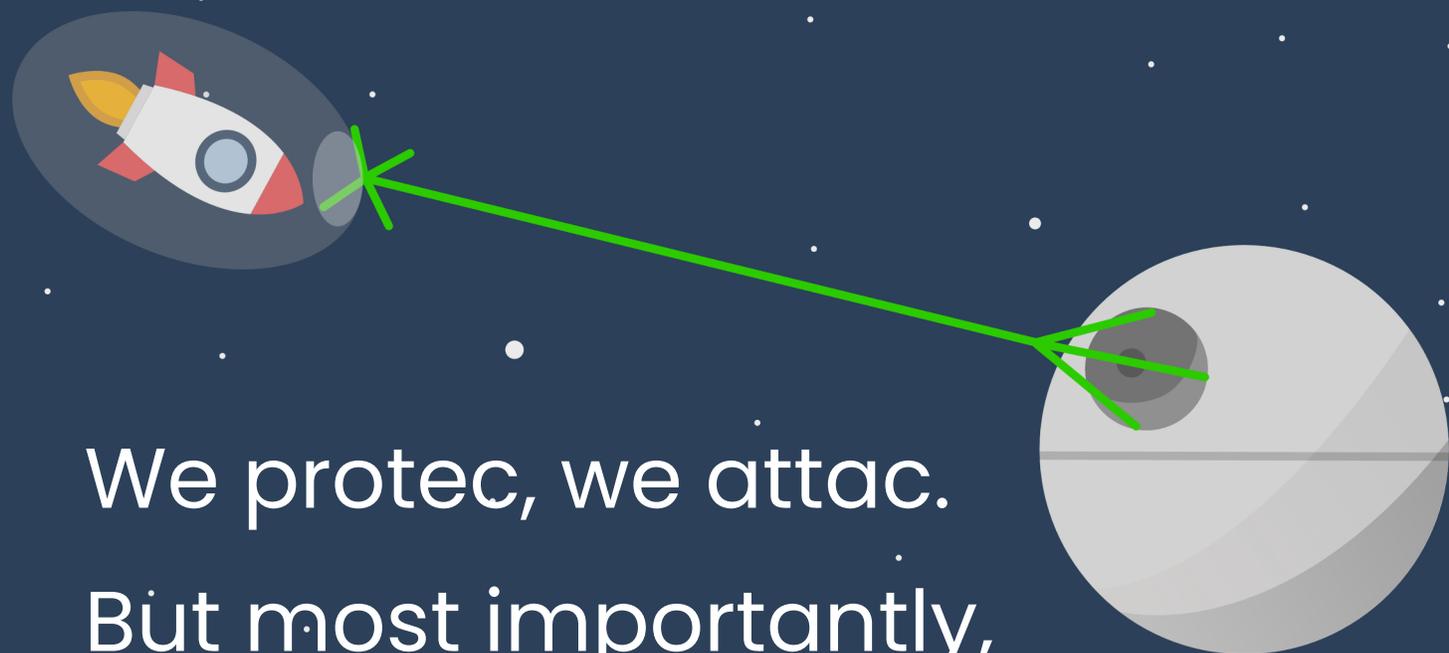
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First Contact

Hello and welcome to one of several attempts where we try to brand ourselves. Let's be honest, marketing is not our passion, IT security is. We have heard¹ though that we are a one of a kind company so let's give it a try for others to discover. If you make it to the end, hopefully, you'll have a thorough understanding of what kind of company we're building.



(1) Unknown source



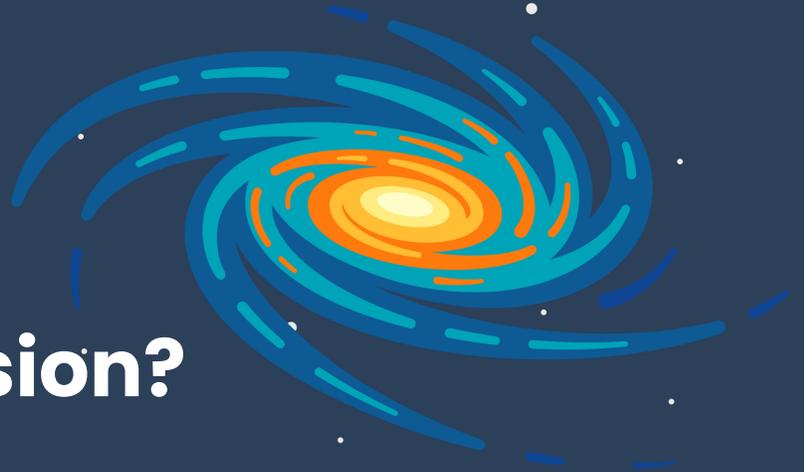
We protect, we attack.
But most importantly,
we got our partners
back.

Why do Venor exist?

We help our partners to improve their security posture performing both proactive assessments, security architecture as well as incident response and forensics. At Venor, we help organizations and companies on a daily basis to protect their systems without compromising on productivity.

We work with demanding customers where we handle adversaries, innovate and find solutions to complex problems within EDR² and digital forensics. There is no one solution to rule them all, but when things go south we don't turn it off and on again, instead, we get our hands dirty and work to resolve the issue together with our Blue teamers.

TL;DR We handle the shit when our partners get breached, or even better, prevent them from getting breached in the first place.



What is our Vision?

Adversaries across the galaxy worry. About us.

What do we value?

Knowledge

For us, continuous skills development is as important as mountain dew and a prerequisite for us to solve problems and get the job done. We ask questions, test and try, Venorians look for learnings in both success and failure. To solve the problems our customers face we have to be updated and one step ahead of the galactic adversaries. Monthly, we meet on L.A.I.R.³ to challenge ourselves with sharpening our skills, improving the current processes and infrastructure, performing forensic challenges, and preparing for events such as Code Blue. This is also the time when you can dive deeper into specific topics that you'd like to research and later present to the rest of the galaxy.

Once a month we also encourage everyone to work from the office together during S.W.O.R.D.⁴. This gives us an opportunity to catch up and exchange experience and tackle problems together while working for our customers.

Adaptability

In order to work towards our galactic vision, adaptability is truly crucial. We welcome change, big and small, and constantly need to be flexible towards new solutions and ideas. For us, adaptability means being able to rapidly learn new skills in response to changing circumstances.

Passion

We like what we do and are willing to go the extra mile to get there. We are motivated to get the job done and put passion and energy in to do it well. One example of our passion is The Switzerland story below.



Venor is more than a IT-security company

We believe in in-house innovation and creating stuff exactly how we want it, therefore at Venor, IT security expertise is mixed with software development , sysadmin and cloud engineering competence.

Aligned with the fact that we are blue by nature, we want to do good, give back and help organizations we believe in even outside the security social sphere. As a result, part of our yearly profit is donated to charity after voting where to send it in Slack.

Venor is transparent

We try to be transparent and open with what we do. We make uncommon levels of information available to everyone in the company. For example, if one employee is curious about a peer's salary (or everyone's for that matter), the employee can just send an email to get that information. Monthly lead meetings are shared and weekly highlights as well. What we never share on the other hand, is customer information, confidential information, or any information that is not ours to share.

Venor is self-funded

We have never brought in outside financing and are not planning to do so, unless it's for a very good and clear cause. For us, it's important to have freedom and the advantage of being totally neutral and unbiased.

Venorianians have the opportunity to buy stocks in the company and are represented on the board by one democratically chosen Venorianian.

Venor is self-critical

We value our culture to the maximum and believe that it is through our original culture we will succeed. However, it's a fine line between strong company culture and sect, we will for example never have a common dance or lift up our CEO⁵ to the ceiling like maniacs. We try to keep our feet on the ground (the CEOs as well, sorry) and be self-critical. For example, every four weeks, you meet with your lead and give feedback on what can be improved regarding assignment, leadership etc. We also strive to walk the walk, not just talk the talk, but no one is perfect so we don't always get there.

TL;DR We don't hide why we do things when making decisions and neither do we let external owners influence our agenda. We have a sound view of ourselves and listen to constructive criticism where everyone's opinion is valued.



Blue geekiness

All Venorians are geeks at heart. By that, we are super passionate about some stuff that we know way too much about (like car license plates, shellbags and the DNS protocol) and we won't ever admit the time spent practicing it.

Some folks are into WoW, others making chainmail or blacksmithing, saving hyrule, role playing games or even sports (they are however not in majority). We are different kinds of geeks and when Venor grows we try to be open to different types of geekiness, even though our ground and core are all about deep defensive tech.





The Main Campaign

T.M.C⁶ is (or at least will be, WIP⁷) our masterplan and system for competence development. Like a scenario created by your DM⁸. The Main Campaign is a continuing storyline or set of adventures, based on D&D characters. You can level up or sideways, that's totally up to you. At Venor, we want you to decide your own development and story, when you are ready for the next level, the system tells you what you need to achieve. Go for it!

(6) The Main Campaign - Our gamified career development plan

(7) Work in Progress - Not yet fully completed

(8) Dungeon Master

Venorian benefits

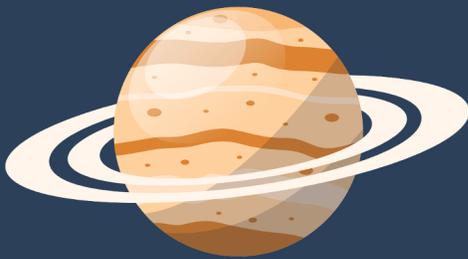
We are founded with the idea where you as a team member is our prime focus. At Venor we believe that if we take care of our team members to the best of our abilities, they will in turn take care of our customers to the best of theirs. Therefore, we offer

- Dedicated education budget each year for individual skills-development
- One extra day off per year you are employed
- Opportunity to buy stocks in the company
- All necessary insurances (health insurance etc)
- Need for steed (a subsidized bike benefit)
- Parental pay
- Extended sick pay
- Really nice work tools
- Occupational pension mirrored ITP1
- Flexible work hours
- 3 free disposal bridgedays
- Free time when life happens; doctor's appointment, dentist, marriage, anniversary, relocation etc.
- Healthcare contribution 5000 sek/year
- Two off-sites yearly

The Switzerland story

We had a tight deadline. A really tight deadline. That deadline shrank when the customer was acting slow but kept the deadline date. To deliver on time, the entire company worked on the customer delivery. Stuff was wrong with the customer data, we fixed a workaround. We created dashboards, queries, and parsers. After that day, the job was not yet done. We had a week with a very limited staff to fix the rest of what the customer had asked. We gave the customer an awesome product, giving them completely new insights into their environment and adding huge value. All because we worked together that day. Clearly we have a team of Venorians who shine, even under huge pressure. All's well that ends well. Switzerland was happy, Venorians were happy (but a bit gray-haired).





Code of conduct

First off, we take our customers' integrity seriously and value our NDAs highly. Besides that, we don't want to tell you how to behave. You are trusted to make your own good decisions and to handle various situations and people.

However, if you find yourself facing a dilemma, this might help:

- Be Spock, not a Klingon.
- Be Obi-Wan Kenobi, not Jar Jar Binks.
- Be Peter Parker, not Green Goblin.
- Be Emmet, not Lord Business.
- Be Gandalf, not Saruman.
- Be Maria, not Hans Zeller.

The Next generation

Our belief is that everything you are interested in, you can learn and be awesome at. Venorians haven't always been IT-security experts. On the contrary, years ago one colleague's profession was as a Gravedigger, another an EU champion in translation, the list can go on. Hire for attitude, train for skill! A worn-out expression? Perhaps, but it's true.

1. So, are you a Blue Geek?

- Do you have a learning mind, a big heart, and are willing to embrace an open and including company culture?

2. Can you relate to the bullets below?

- 42
- Winter is coming
- He-who-must-not-be-named
- Outside the box is where I live
- I'm not crazy, my mother had me tested



3a. Do you...

- constantly look at packet captures or logs?
 - know what to find in \$MFT?
 - know how to reverse malware to figure out what it's capabilities are?
 - know the difference between AMCache and Prefetch?
 - often find yourself doing anomaly analysis on logs?
 - enjoy reading write-ups, war stories and simply vulnerability disclosures?
- **3b. Did you not understand a word from 3.a but are super skilled in another area we might need?**
 - That's ok. It's modern times and a lot of things can be Googled.

If you feel like it's a lot of YES above, let us know! We want to expand our crew and find more Venorians ready to make adversaries across the galaxy worry. About us.

BBFN,

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