

Our People

Introduction

“Our company ethos is centered around organizations deserving the best security and we can only do that with the best people. We strive every day to foster a collaborative and innovative culture with a commitment to gender equality, diversity, and inclusion while positively impacting our local communities.”

- Yiftah Yoffe, Worldwide VP of Human Resources at Check Point Software Technologies.

At Check Point, we are committed to creating a diverse, healthy, and supportive work environment where our employees can grow and learn together.

Our ongoing efforts to support our employees and create a positive work environment are internationally recognized with the following accolades:

- Check Point Recognized by Forbes as World’s Leading Cybersecurity Employer for three years in a row (2020, 2021, 2022)
- Top 10 in BDI list, best workplace
- TOP 10 in N12 rank, the best company to work in Israel
- Top 30 in duns100 list best workplace

Inclusion, Equality & Diversity

We are a global company headquartered in Israel – a country developed by the contribution of immigrants from around the world with diverse backgrounds and perspectives. As a world leading cyber security company, we are committed to nurturing diversity and equality while breaking the bias in the workplace when hiring, training, and evaluating our employees. Our teams are committed to creating a conscious culture that promotes open communication with the goal of a more equitable outcome for all.

We believe that a diverse workforce encourages a wider variety of skills, talents, and viewpoints, leading to further creativity and innovation.

Diversity is an essential part of our approach. We strive to achieve a multi-cultural and diverse work environment that is inclusive, collaborative and thoughtful across our offices and hiring process. We work to support women at Check Point to grow their careers and take on leadership roles through our Woman Mentoring Program in PO and FIRE (Females in Roles Everywhere). We are proud to have more than **50% woman in our executive leadership-, with women managing over 4,000 employees.**

Additionally, we actively engage with partners across the community to promote a wide range of underrepresented identities in the tech sector including: [She-Codes](#), [WomenHack](#), [Tech Career](#), [JBH](#) (Avratech), [Kama Tech](#), [Tzofen](#) and [ItWorks](#) and others.

Furthermore, to ensure that we are paying our employees equally, we measure and publicly publish an equal pay report that analyzes our progress and shares details of how we can continue to improve. In a 2021 audit across 3,000 employees in 35 groups based in Israel, we found an average pay gap of 0.02% between women and men.

You can learn more about our commitment and goals in our full diversity policy [here](#).

Employee Well-being and Work-life Balance

To promote work-life balance, Check Point provides its employees with full flexibility in choosing their work environment, whether they choose to work from home or in the office or a combination of both.

We want our employees to bring their best selves to work every day and recognize that work-life balance is a critical component. In order to help our employees achieve work-life wellbeing and balance, we have implemented a variety of strategies including:

Work-life balance

At Check Point, our employees are provided adequate time for their personal life, in addition to their career. We promote the healthy concept of work-life balance through our “Sunday Funday” program in which all HQ employees receive Sundays off (Sunday is a workday in Israel) for 5 weeks during the summer.

- **Hybrid work model:**
A hybrid work model allows for greater flexibility, designed to maximize productivity and employee wellbeing. -
- **Summer programs for employees’ children**
We care for and support our HQ employees and their families by offering programs for their children during summer vacation, including:
 - Summer Camp with a wide range of activities
 - Summer internships for teens
 - Orientation day for first grade children to drive excitement for school

Well- being

- **Stress management activities:**
We offer our employees a variety of indoor and outdoor sport activities such as a fully-equipped gym with Yoga, HIIT, and defense training classes, in addition to twina therapy. Employees are also encouraged to meet with an ergonomic consultant to design a safe and productive workspace.

- **Healthy work-life balance for our employees:**
We encourage employees to manage their flexible work hours to achieve a good work-life balance. Employees are also encouraged to participate in time management courses.
- **Employee Survey:**
We conduct on-going surveys to understand, monitor and improve employee well-being.
- **Health insurance:**
We offer a comprehensive health insurance plan to all our employees and their families around the world. This plan has been designed to provide essential coverage in case of medical expenses, mainly because the current public healthcare system does not offer optimized coverage. The plan includes significant upgrades of Health coverage for critical health events, medication not included in the standard health insurance basket, surgeries, and special medical treatments. We also extended the coverage of refunds for medical treatments such as: health treatments, child development, special medical needs, recoveries etc.

Training and Development

Employees are our most important asset. Investing in the training and development of our employees, managers and groups within the company contributes both to their personal development and the growth and success of Check Point as a whole.

- **Onboarding and new hires**
Our onboarding process is designed to guide new employees through their first steps and help familiarize them with Check Point. Our structured training path provides new employees with the necessary knowledge and tools to succeed and connection to peers. We also provide new employees with a supportive mentor who guides them during their first few months in the new role. Our new managers have additional dedicated training.
- **Professional and personal development**
We offer all our employees, as well as some contractors, a variety of professional and personal learning opportunities to help our employees acquire tools, improve skills, and gain new tactical industry insights. Additionally, we offer development course topics that include effective communication in the global world, time management, and mastering office tools.
- **Technological training**
We offer our employees technical training around cyber security trends, Check Point products and solutions, insight into leading technologies and other technical skills.
We deliver the training in multiple formats (online, instructor led, conferences, etc.,) to accommodate employees' various needs and preferences.
- **Career development programs**
As Check Point grows, we provide our employees with opportunities to grow professionally as well. We offer all our employees a chance to explore different career opportunities within the company and manage a dedicated internal portal showing all available job listings.

- **Performance Review**

Our performance review process is a structured system comprising two evaluations conducted annually. The mid-year review serves as a pivotal juncture, primarily dedicated to offering guidance and direction based on the first half of the year's results and the targets for the second half of the year, while the comprehensive year-end review is conducted at the conclusion of each fiscal year, summarizing the past year's achievements and discussing the objectives for the coming year.

At the heart of our performance review process lies the fundamental objective of fostering the growth and development of our employees. We place significant emphasis on the meticulous communication of targets and expectations to all our employees, thereby promoting clarity and alignment throughout the organization.

Transparency and open dialogue are actively encouraged within this framework, creating an environment that empowers employees to engage in candid discussions regarding their performance and aspirations. Our approach extends beyond mere evaluation, seamlessly incorporating tailored guidance and recommendations aimed at nurturing professional, career, and personal development. This encompasses the utilization of a diverse array of in-house training programs, covering both soft skills and professional competencies.

In addition to its focus on employee development, our process extends support to managers, offering them guidance on conducting effective performance review discussions that contribute to the growth and development of their teams.

This comprehensive and meticulously structured process is systematically implemented for all employees, ensuring a sense of equity and consistency across the entire organization.

- **Check Point Security Academy**

Check Point offers a unique opportunity to join Check Point Security Academy (CSA) Professional and practical training for four months. The training is based on practical experience and personal mentoring by the company's top information security researchers and offers specializations in Reverse Engineering, OS internals, Malware Analysis, Exploitation, and more. Once the program is completed, the employees join Check Point's elite cyber research and development groups.

We offer more than 600 courses in a year at Check Point, 10% of them for employees without a background in high technology or cyber security. See our Training and Development Policy [here](#) to learn more.

Benefits - Other

- **Employee Stock Purchase Plan (ESPP)**

Our employee stock purchase plan, offers employees an exclusive opportunity to purchase company stocks at a minimum of 15% discount, enabling employees to further invest in the company.

- **Spot – employee services center (located in our HQ IL)**

We have a special employee services center that provides cellular repairs, Q&A concierge for employee

services, merchandise and more.

- **Facilities and special activities at the office**

Going green: our parking lot provides dedicated spots for employees to charge their electric vehicles, bicycles, and scooters. Moreover, our employees can enjoy fun rooms with table games and PlayStation consoles. We also offer a variety of services at the HQ office, including manicures, hair styling, and bicycle rentals.

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