

# The All-Star Blueprint

An Insider's Guide to Aura

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# What's an All-Star Blueprint?

Aura is on a mission is to create a safer internet for everyone — and that mission is fueled by passionate people. We call them Aura All-Stars.

This blueprint will guide you through what you can expect as you begin your All-Star journey.





## What Is Aura?

Aura is an all-in-one, proactive digital safety solution to help keep you and your family safe from identity theft, financial fraud, and online threats.

Simple and intelligent online safety that gets ahead of threats, so you and your family can take advantage of technology without it taking advantage of you.

Forbes

WSJ

U.S. News & World Report

The View

Bloomberg

Featured in

CNN

security.org

The New York Times

CNBC

Money

# So, Aura Protects My Online Accounts and Credit?

That and so much more. From banking to binge-watching — almost every part of our lives is online. At Aura, we're making digital security simple to understand and easy to use, so everyone can stay safe online. Our comprehensive suite of solutions keep families safe, be it credit and financial protection, device security like VPN and Antivirus, or award-winning parental controls.



Identity Theft Protection



Parental Controls & Safe Gaming



Spam Call & Message Protection



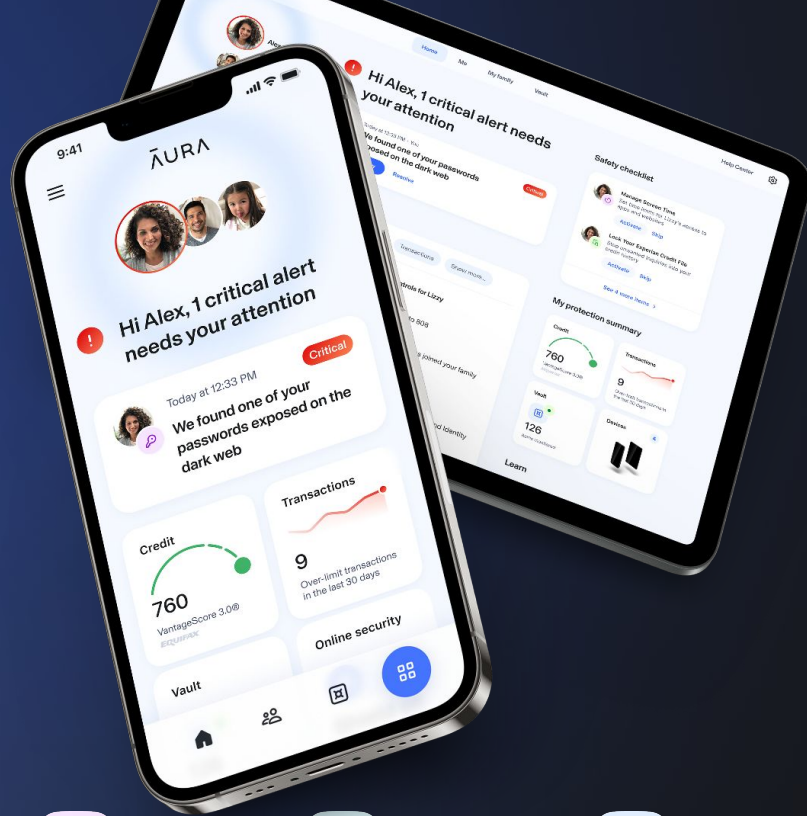
Vault & Password Manager



Financial Fraud Protection



Antivirus & Device Protection







Hari Ravichandran, Founder and CEO

## How Did Aura Begin?

In 2014, our CEO Hari's credit information was stolen. Determined to prevent others from the same experience, Hari was inspired to start Aura, a company that gives people the peace of mind to know that they are safe online.

Today we serve over a million members worldwide. Together, we will make the internet safer.



Best Identity Theft  
Protection 2023,  
USA Today Blueprint



Gold Recipient for Family  
Friendly Apps 2022,  
Mom's Choice Awards



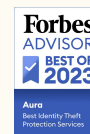
Best Identity Theft  
Protection Services  
2023, Money



Best Identity Theft  
Protection Service of  
2023, U.S. News



Aura's Family features  
are powered by PTPA  
Award Winners Kidas  
and Circle



Best Identity Theft  
Protection Services  
2023, Forbes Advisor

# We Don't Like to Brag...but We're Going To



1+ Million

Customers

400+

Global Employees

4.8/5.0

CSAT Score

4.9/5.0

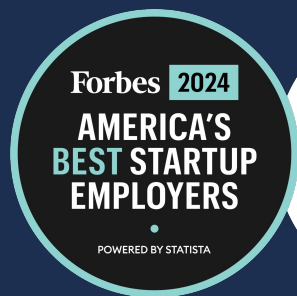
Comparably  
Culture Score

93/100

Comparably  
CEO Rating

93%/100%

Glassdoor  
CEO Rating



# The Company We Keep



Our mission-driven technology envisions a future in which all people are empowered to live their digital lives with confidence and peace of mind. That's why Aura partners with individuals and organizations just as invested in online safety as us.





# What Does Aura Stand For?

Our Values: The principles that fuel everything we do



## Wow our customers

We win by solving problems for our customers and exceeding their expectations, everytime.



## Embrace what's next

Seek out diverse perspectives and try things that have not been done before!



## Own the outcome

Think big, move fast, and when you see a problem - try to solve it.



## Aspire to greatness

Build a brand and company that's loved and respected.



## We are one team

Together we will move our mission forward!



# Aura's Work Culture

Engagement isn't a word we toss around at Aura, it's part of our everyday. We're serious about creating and maintaining an inspiring culture for our All-Stars, where you feel supercharged to bring your full self to work every day. We know that's when the real magic happens.

- + Lifelong Learning
- + Diversity & Inclusion
- + Rewards & Recognition
- + Aura Cares
- + Volunteer Time Off
- + Climate Action





## Hybrid Perfected: The Best of Both Worlds

Aura's work model offers All-Stars the flexibility to do their best work by balancing the benefits of uninterrupted focus time at home, while also offering vibrant office hubs in Boston, Austin, and Mountain View for in-person collaboration, get-togethers, and team offsites. This allows us to ensure everyone has the space to be their most productive, creative, and effective selves while still having opportunities to connect and enjoy an amazing work/life balance.



# Simplified Interviewing

At Aura, we're building the most genuine journey for candidates, empowering you to shine your brightest, and allowing for the best possible experience for both applicants and All-Stars.

*Don't just work anywhere, thrive somewhere you adore.*

1. Apply
2. Meet a Recruiter
3. Interview

# We Know Interviewing Can Be Stressful.

Our interview process has been streamlined to be as efficient as possible. We understand that you're interviewing us as much as we are you. Our award-winning talent acquisition team will work with you to ensure you have everything you need to make a fully-informed decision.

## Talent Acquisition Introduction

Whether you found us or we found you, the first step is a call with our Talent Acquisition team. You'll learn about the role, our organization, and have the opportunity to ask any and all questions.

## Hiring Leader Interview

Next, you'll meet with the hiring leader to learn specifics of the role, the inner workings of the team, and the impact your role has on the team and business.

## Panel Interview

This step brings together members of your team along with cross functional All-Stars you may work alongside.

## Exercise and/or Leadership Interview

Some roles may ask that you complete a practical exercise to see work in action. Additionally, you might also meet with a member of our leadership team.

*"During my interview process, this was one of the best experiences I have had with a Recruiter. They were on top of everything and always prompt at getting back to me if I had any questions, or next steps for the interview process."*

*"Every team member was welcoming and communicative. They went above and beyond to show their interest in having me join the team."*

*"Great interviewing experience. I loved meeting everyone."*



# All-Star Total Rewards



- › Invest in your future with our 401k match
- › Prioritize work/life balance with our Unlimited PTO policy
- › Celebrate major holidays away from the office
- › Protect yourself and your family with free access to Aura's Family Account
- › In house resources for supporting our mental, physical, and financial well being
- › Level up your career through our Learning & Development programs
- › Take 8 volunteer hours per quarter and get involved in helping your community
- › 12 weeks of paid caregiver leave
- › Peer-to-Peer awards through our Rewards & Recognition Program



# Now Hiring: Our Next All-Star

If this sounds like where you'd like to be, click below to check the latest job openings near you.

Come Build With Us!

[Job Openings →](#)

