

IPVM

Verkada Fires 3

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Verkada has fired three employees over an incident where female colleagues were sexually harassed on Slack over a year ago, with Verkada's CEO declaring "I am sorry" that "our initial disciplinary measures fell short" even though days ago he said he "felt confident we had dealt with this issue".



The move comes after unprecedented scrutiny on Verkada caused by [VICE bringing national attention](#) to the incident. In contrast, when [IPVM originally revealed](#) the Slack incident, Verkada's CEO wrote in a company-wide email "I stand by our team" and "all incidents brought to us" have been "investigated diligently".

Did Verkada do the right thing or is this just damage control - "too little, too late", as one ex-staffer told IPVM?

And what is the impact on Verkada who had ambitions to become the most valuable video surveillance company ever? And what happens to Verkada's customers who are locked in?

Verkada CEO Announces 3 Employees "Terminated"

On Tuesday afternoon, Verkada CEO [Filip Kalisz](#) sent an email to all Verkada staff, saying the "three employees who instigated this incident" have been "terminated" for "egregious behavior targeting coworkers, or neglected to report the behavior".

While Verkada does not mention the names or positions, our research indicates at least 2 are likely to be senior sales leaders, joining another senior sales leader terminated for cause last month.

Kalisz also apologized that "initial disciplinary measures" - a stock reduction - "fell short" although as recently as Friday he'd "felt confident" about them.

Addressing Sexual Harassment at Verkada

Published on October 27, 2020



Filip Kaliszak

Founder & CEO at Verkada

Below is the relevant section of the email, which [Kaliszak also posted to LinkedIn](#):

Upon a further review of this incident and feedback from several employees about how it was initially addressed, we have terminated the three individuals who instigated this incident, engaged in egregious behavior targeting coworkers, or neglected to report the behavior despite their obligations as managers.

On Friday, I felt confident that we had dealt with this issue fully and appropriately. However, it is clear that my handling of this incident fell short of our commitment to maintaining the supportive work environment our employees deserve. I take responsibility for that, I apologize, and I hope this action will demonstrate to all of our employees that Verkada does not, and will never, tolerate this kind of behavior.



As [IPVM reported](#), the 'Slack incident' consisted of Verkada sales managers using Verkada's own video surveillance system to capture photos of female colleagues and caption them with sexist jokes. [VICE revealed](#) the incident happened in August 2019 and the Slack channel was called "RawVerkadawgz".

Firings Come After Massive Pressure Builds Against Verkada

[VICE's article](#) was widely shared on social media, where Verkada came under heavy criticism for how it handled the Slack incident. For example, well-known Silicon Valley activist and former Reddit CEO Ellen Pao [tweeted](#) it was "a huge fail and bad for tech on a larger scale":



Ellen K. Pao

@ekp

...

If a group of employees share photos of coworkers and make sexual jokes about them on Slack, how should you deal with them? Unless I'm missing something (and I doubt it), Verkada's response is a huge fail and bad for tech on a larger scale.
vice.com/en/article/pkd...

"Any other tech company," a former Verkada employee told Motherboard, "would have immediately fired those people. They should never ever be able to get another job at a tech company ever again, but the higher ups on the sales team have a lot of power and are encouraged and can do whatever they want as long as they bring in a lot of revenue. Verkada's singular value is making money."

2:19 AM · Oct 27, 2020 · Twitter Web App

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And prominent digital privacy org, the Electronic Frontier Foundation, [tweeted](#) "abuse of dangerous tech often starts with the people who build it":

- ✗ NSA analysts spied on significant others.
- ✗ Ring employees were caught looking at off-limits footage.
- ✗ Verkada staff use their own facial recognition tech to harass other employees.

Abuse of dangerous tech often starts with the people who build it.



Surveillance Startup Used Own Cameras to Harass Coworkers
Employees at Verkada accessed the company's facial recognition system to take photos of women colleagues and make sexually explicit jokes.

 [vice.com](https://www.vice.com)

4:32 AM · Oct 27, 2020 · Twitter Web App

381 Retweets **30** Quote Tweets **727** Likes

Clearly, unprecedented pressure began building up against Verkada, which few have heard of outside video surveillance - moreover, Verkada services many enterprise clients wary of bad PR.

- One partner told IPVM that multiple major projects were being held over this and that they were only doing this because they got caught.
- "pulled a 1K camera order that I had for a couple of municipalities who don't want to be involved with them".
- One person [called for](#) large Verkada clients Juul, Red Lobster, and Equinox to "drop" Verkada for its "disgusting reaction to sexism" and "weak enforcement".
- [Verkada partner](#) Distology, which is [running a campaign](#) for women in tech, [tweeted that](#) the VICE article had been "shared with our management team" so "it can be investigated".

"Too Little, Too Late"?

Verkada's CEO did not mention the media attention/rising pressure in his email to staff announcing the firings. But he did note "recent media attention has given me occasion to revisit the incident and our handling of it" [on LinkedIn](#).

One ex-staffer told IPVM "the only reason [CEO Filip Kaliszan] is taking action now, over a year since the incident took place, is because of the media attention":

the only reason he's taking action now, over a year since the incident took place, is **because of the media attention**. **He's doing it because he has to, and he's trying to undo damage**. He tried to hide it, and he got caught. If he was taking action because it's the right thing to do, he would have done so last year.

Also, he said in his email that he felt confident that he had dealt with the issue fully and appropriately prior to the media attention...seriously?? What kind of judgment is that? I don't know why the rest of the executive team is supporting a CEO with judgment that bad. Actually, I do know. Money.

I've talked to **numerous people who had the same reaction. Too little too late**, and not for the right reasons.
[emphasis added]

Impact on Verkada

Verkada has now done what many have said it wanted to avoid - disrupt the sales organization. It will have an impact now but how much will it be long term?

In the short term, this will slow revenue growth, as the sales organization is internally impacted and many prospects reconsider purchases from Verkada.

In the long term, this is less clear. On the positive side, this is an opportunity to improve and mature Verkada's sales organization, which could ultimately help the company. On the negative side, Verkada's sales culture, even beyond this incident, has been premised on ethically dubious tactics (competitors or customers who reject Verkada are [dinosaurs](#) or have [wanted posters made of them](#), sales managers are super aggressive, e.g [falsely claiming competitor bankruptcy](#), and the company over and over [makes clearly false claims](#)). Those tactics work when it comes to winning business, at least in the short run.

Lock-In Issue

[Verkada locks in customers](#), which is good for Verkada but not for its customers. Even if you are a Verkada customer who wants to leave Verkada over this, the only practical way is to trash the cameras (or sell them for pennies on the dollar on eBay). Unlike 99% of the professional video surveillance industry that allows their cameras to be used with 3rd party video management systems, Verkada does not. When one buys Verkada cameras for ~\$1,000, all one gets is the 'hardware'. Buyers of those cameras must pay an additional \$249 MSRP every year for software or the cameras become bricks.

This is a point IPVM has made repeatedly. When you get locked in, you do not know what is going to happen. A month ago, public perception was that Verkada was unstoppable, now they are in crisis mode. And Verkada's customers are trapped.

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Comments (63)

John Honovich IPVM |

Charles, good reporting!

I think Verkada will get a new CEO in the next few months. This incident alone is sufficient to warrant that but, in our extensive interaction, ethical issues trace back to the CEO (and the Chairman's Hans Robertson's) lack of enforcement of ethical behavior from the sales arm.

Verkada is now a fairly big organization with 400+ employees with 200+ in sales. What might be tolerated from a couple of guys in the enterprise.

They have potential. Their engineering team, by their own admission, is relatively small. Despite that, the work they have [done in AI](#) is professional sales organization and enhances the stature of their engineering team could make Verkada a much better company and a

The lock-in is still a huge issue and this incident is a good example of that risk.

Undisclosed Manufacturer #3

In reply to John Honovich

John -

I respect your opinion but I'm going to have to disagree with you on this one. I think they will need to learn one or two more lessons. The reality is that they have repeatedly demonstrated poor decision making skills and I think this is just a CYA move and not a rea

John Honovich IPVM |

In reply to Undisclosed Manufacturer #3

I could be wrong here.

Filip's practical problem is he is not a stereotypical Silicon Valley hero founder (i.e., that somehow the company might fall apart under pressure from the investors and not a lot of fear that having him out will ruin the investment).

Also, there's a ready built-in excuse ("Filip did a tremendous job taking us from [Hans's] idea to one of the biggest companies in the world, now is the time to bring in [Barbara|Bob], who brings an incredible track record at [insert large company X] and will lead the market.")

Undisclosed Manufacturer #3

In reply to John Honovich

Another good point. The real key here is how tight is the relationship between Hans & Filip? Can Hans admit "failure" with the team. I would imagine the answer is yes - but what does he think?

Hash Salehi Motorola Solutions |

In reply to Undisclosed Manufacturer #3

That seems a little harsh, people make mistakes all the time. I don't think it means admitting "failure" because you selected him and made some poor calls along the way.

Last I checked it's been a couple thousand years since this perfect person roamed the earth, everyone else is bound to make mistakes.

As with all things, his decision wasn't made in isolation. HR and everyone else surrounding him likely signed off on this because they wanted to keep their jobs or because they genuinely agreed we are not likely to find out.

Charles Baker

In reply to Hash Salehi

As a CA integrator I have to admit I am amazed that another large CA company would permit this kind of behavior. They require mandatory sexual harassment courses for managers and ALL EMPLOYEES.

Either these courses were not actually taken by managers, or they were signaled by upper management that they do not care about making more \$\$\$.

I took the mandatory course last week and one of the clear messages throughout the program is the very real and very important message to both MANAGERS AND employees for sexual harassment in the workplace.....

Attorneys start your engines.

Undisclosed Manufacturer #3

In reply to Hash Salehi

I put failure in quotes for a reason. Personally I don't think it's a failure to hire someone that doesn't work out in the long run. I have seen this over the years and fortunately most of them have done good jobs. However, I have had to let a few folks go for various reasons.

One of the things that I have observed, especially with high profile CEOs is that they view things a bit differently than they are more successful than I am.). One of that they do is they tend to hold on to their decisions a bit longer than I do perceived as failing at any aspect of what they do. It's possibly that their perspective is that any weakness/failure is a known the why - but I see it all the time.

John Honovich IPVM |

In reply to Undisclosed Manufacturer #3

Can Hans admit "failure" with his choice on the CEO and still successfully lead the team

From our conversations with people close to Verkada, Hans is really the CEO in all but name. It will be interesting to see

Undisclosed Integrator #1

The customers are to blame for being poor stewards of their money for buying a proprietary camera. I can't fathom what the salespeople managers to get locked into that type of solution. I would guess there are some nice trips, big gift cards, golf rounds or other to sweeten the customer in the long run.

John Honovich IPVM |

In reply to Undisclosed Integrator #1

I can't fathom what the salespeople must be giving

I don't think it's bribing per se.

I [made this analogy 6 months ago](#) and it's ironically relevant now:

Verkada is like a high school kid who hits on every girl in school over and over again.

Hans knows what he's doing by [hiring half the football team](#). These guys are relentless, boosted by the fact that they don't know the design), can really go after customers hard. Lots of prospects get offended but Verkada gets a lot more wins than if it took a more c

Undisclosed Integrator #12

In reply to Undisclosed Integrator #1

It is a turn-key solution that IT can implement. IT doesn't particularly care that it is VaaS Solution that locks them into a proprietary environment.

Undisclosed End User #20

In reply to Undisclosed Integrator #12

I am the IT guy responsible for our CCTV system and what you describe is the opposite of my truth. My PD clients are the ones actually understanding how the technologies work or how to deploy and manage them.

I objected to the client's previous implementation of VAAS with proprietary tech (checkvideo) and was accused of being obstructive and lost access to those cameras (fortunately I had "obstructed" the expansion of that system so most of our cameras are still operational).

It is way too convenient to blame IT for these poor customer choices.

NOTICE: This comment has been moved to its own discussion: [It Is Way Too Convenient To Blame IT For These Poor Proprietary Solutions](#)

Undisclosed Manufacturer #19

In reply to Undisclosed End User #20

It is way too convenient to blame IT for these poor customer choices.

Reminds me of a funny story from a programmer I know. He was interviewing for a job around the late 80's I think, with a company that what operating system did he think would become prevalent in the market, and he said Windows. He didn't get the job because

thought, but they were certain it was going to be Xerox.

Brian Karas Pelican Zero |
In reply to Undisclosed Manufacturer #19

Must have been earlier than that, Xerox was pretty much out of the game by the 80's, though Windows didn't really gain

In the 80's I probably would have called DesqView386 as the likely leader, though like Windows at the time, it wasn't an manager.

Undisclosed Manufacturer #2

Based on similar situations at other companies in the past, this will have an enormous impact. It may not crush the company however, survive. It's up to them.

Clint Hays

It's obvious that there was no concern internally until they got put on a public hot seat. If the employees in question had not been in a r been handled completely different but, and I'm assuming here, since these employees were closing sales that was what mattered.

Michael Miller

Taking bets that Verkada is the fastest company to go from \$0 to 1\$Billion and back to \$0.

John Honovich IPVM |
In reply to Michael Miller

back to \$0.

Not going to happen. Disrupting the sales machine is a big risk to Verkada and, depending on how they deal with this, it could lead to a \$1.6 billion valuation.

But there's a lot of sophisticated money behind this and they are not going to give up because of this.

For example, [Uber's CEO took](#) employees to a karaoke-escort bar in Seoul. An [Uber executive threatened](#) to "spend "a million dollars" on four journalists. That team could, he said, help Uber fight back against the press [female journalist Sarah Lacy]—they'd look into "what media a taste of its own medicine."

Today, Uber is a publicly-traded company worth \$58 billion.

Like Uber, I would expect the fallout to hurt Verkada's ambitions and valuation but Verkada's investors will do damage control and protect their investment.

Michael Miller
In reply to John Honovich

Totally understand what you saying but it is 2020 so anything can happen...

Undisclosed End User #4

damage control (noun)

Definition of *damage control*

: measures taken to offset or minimize damage to reputation, credibility, or public image caused by a controversial act, remark, or reveal

Undisclosed Manufacturer #5

"On Friday, I felt confident that we had dealt with this issue fully and appropriately." - Really?? Up until four days ago, Verkada thought company for over a year was "fully and appropriately" handled? HA.

Undisclosed #7

In reply to Undisclosed Manufacturer #5

What else lingers underneath the carpet of a full year duration?

Undisclosed Integrator #6

A requiem for Verkada.

**Undisclosed Manufacturer #8**

Should the offenders really be banned from ever working at a tech company again?



Ellen K. Pao

@ekp

...

If a group of employees share photos of coworkers and make sexual jokes about them on Slack, how should you deal with them? Unless I'm missing something (and I doubt it), Verkada's response is a huge fail and bad for tech on a larger scale.
vice.com/en/article/pkd...

"Any other tech company," a former Verkada employee told Motherboard, "would have immediately fired those people. They should never ever be able to get another job at a tech company ever again, but the higher ups on the sales team have a lot of power and are encouraged and can do whatever they want as long as they bring in a lot of revenue. Verkada's singular value is making money."

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Undisclosed #9

In reply to Undisclosed Manufacturer #8

Never is a really long time. Getting fired for sexual harassment is enough IMO. There's no legal mechanism for blocking someone nor should there be.

They either have to be honest and explain their dismissal to a future employer during the interview, or far more likely hide it and hc harassment. In either case, if they have any sense they'll avoid making the same mistakes whether or not their character actually e

It'd be nice if they grow as a person and realize they were wrong, but all I really care about is that they learn not to be a creep. Hav just don't mix the two.

Michael Gonzalez Confidential |

In reply to Undisclosed #9

Well said #9

Michael Gonzalez Confidential |

Hard position to be in for sure. The timing, coming directly after at least three major news sources picked up the story in a single day v really a mess of the CEO's own design though, protecting your friends to the detriment of your team at large never goes well, never.

That being said, they have some work to do in order to restore public trust, and equally important, the trust of their own people.

I can't help but think of this poor girl they were teasing, she still works there. I hope everyone rallies around her and supports her, and

alienate her within the limits of the "new rules."

Undisclosed Manufacturer #8

In reply to Michael Gonzalez

I will say this. Of course what the sales guys did was disgusting and they needed to be fired. Should have been done earlier. At this to my company I really would not care. If it led to people treating me different at work then that would change but if they were u: would not care. I have very thick skin I guess.

Undisclosed Manufacturer #10

In reply to Undisclosed Manufacturer #8

Herein lies the problem. You're both chastising and condoning bad behavior in your comment. It's not that you have a "thick skin" but this woman has a thicker skin than you do since she's probably faced this sort of objectification more often in her career and don't even know if the woman in the video was the person who complained!

When colleagues sexualize or objectify a person, it *absolutely* changes how that person is treated. They are either "that poor person" or "that person who objectified them" have that "joke" in the back of their minds in their interactions.

Michael Gonzalez Confidential |

In reply to Undisclosed Manufacturer #10

I do know actually, I'm hyper aware of how this went down as I had some very direct questions for them about it. They answer of their rules. I asked these questions because I simply have no interest in working with companies who don't share the same values. Money may be on the line. You can't put a price on integrity.

I completely agree that sexualizing or objectifying a person, regardless of their gender, completely changes the workplace culture. That sort of thing in the workplace, and it doesn't matter what industry you're in.

It comes down to trust, and just like any other relationship, once that trust is gone, the relationship will fall apart unless you try to rebuild it.

If I were her, or any other person regardless of gender, who isn't in the "inner circle," this situation would lead me to believe that relationships and profit over their duty as leaders to ensure accountability, fairness, respect, trust, and integrity within their teams. You wouldn't exist or have anyone to lead without the hard working people on the front line.

Undisclosed Manufacturer #10

In reply to Michael Gonzalez

Thanks for the response and agreement about how it changes the workplace.

My response to not knowing who made the complaint was to Manufacturer #8 who insinuated that the woman complained about me.

Knowing that the woman was the one who had to complain actually makes me gain a bunch of respect for her for having the guts to say something else brushed off. She needs her team to have her back, to your exact original point.

Undisclosed Manufacturer #8

In reply to Undisclosed Manufacturer #10

I did not say the people that complained don't have thick skin. I am simply stating this. If a group of fellow female employees are in a management position over me then that all changes. As the power dynamic would be in play. In no way do I think that they behave this way as I find no humor in tearing someone else down.

Undisclosed Manufacturer #8

In reply to Undisclosed Manufacturer #10

I do not condone this clear example of bad behavior. All three deserved to be fired. I am only stating that you some people are

thing. How I would personally feel in no way plays a role on how they were punished. My only objecting to the firing is it was if the company really thought this was wrong.

John Honovich IPVM |

In reply to Undisclosed Manufacturer #8

group of females did this to my company I really would not care

A relevant part of the Verkada issue is that at least one of the men involved was a Director of Sales and the woman targeted was

From our conversations with Verkada ex/employees, the power dynamic was a factor in this as well.

Undisclosed Manufacturer #8

In reply to John Honovich

Ok that does change the context and it is of course worse. Again, no issue with the company firing all three except they should

Undisclosed Manufacturer #10

All this showed was that the CEO of Verkada relied on the press to guide his moral compass. My question for Verkada's CEO is: what with"?

As a manufacturer, I like it when new businesses come into the playing field and keep the industry on its toes. However, if they want to in the words of RBG, they need to "lead in a way that people will follow them".

Michael Gonzalez Confidential |

In reply to Undisclosed Manufacturer #10

Fair point for sure. He lost any chance of regaining the moral high ground, that's for sure. He has some work to do, and it won't be

Undisclosed Manufacturer #11

"RawVerkadawgz" Seriously?

For me personally, just being so impossibly fratboy-footballbro stupid to think this was actually a 'cool' Slack group name would alone

What they actually then did on such a moronically named group deserves financial punishment, and a stain on their employment record sales or tech "professionals" again.

Undisclosed Manufacturer #8

In reply to Undisclosed Manufacturer #11

I agree here. This name alone bodes to bad intent.

Daniel Lewkovitz

Interesting their CEO refers to the "**egregious** behaviour" that started this yet (at the time) saw nobody fired.

A common definition of "egregious" is: Outstandingly or flagrantly bad in a way that is highly noticeable.

Which raises the question as to what an employee of that company actually does need to do in order to be summarily fired.

Anyone want to guess?

John Honovich IPVM |

In reply to Daniel Lewkovitz

Which raises the question as to what an employee of that company actually does need to do in order to be summarily fired.

Last month, in a separate incident, another Director of Sales was terminated, 'following a third party investigation' found that he 'violated company policy' but did not sufficiently verify which company policy he violated to publish in detail on this, however, among various Verakad ex/employees, th

Undisclosed Manufacturer #19

In reply to Daniel Lewkovitz

Not fired, but supposedly still punished, where according to an article they had their stock amounts reduced (either that or leave the company) but did not fit the crime, but let's not mistakenly imply there was no punishment.

Undisclosed Manufacturer #3

In reply to Undisclosed Manufacturer #19

had their stock amounts reduced

So what? Does that mean that they each lost 2 shares?

Given the lackadaisical approach they have taken to everything else I can't believe that this 'punishment' actually had teeth.

Undisclosed Manufacturer #19

In reply to Undisclosed Manufacturer #3

UM 5, thanks for agreeing with me there was a punishment.

Undisclosed Manufacturer #3

In reply to Undisclosed Manufacturer #19

I agree that there was some level of action - but punishment is a subjective term.

Dictionary.com defines punishment as "the infliction or imposition of a **penalty** as retribution for an offense"

and they further define Penalty as "a disadvantage or **unpleasant experience** suffered as the result of an action or circumstance, especially one that is deserved" depending on how much stock they lost would determine if there was actually an "unpleasant experience"

Based on this definition simply calling someone a bad name could constitute a 'punishment'

Undisclosed Integrator #13

Do you really think when it comes to a project that anyone will care about what happened? It's all about \$ in this market.

If they had a video that showed what happened, that's one thing. I do not believe the CCTV work is part of the cancel culture yet.

The sales culture is immature and will always be. The tech side is no comparison.

John Honovich IPVM

In reply to Undisclosed Integrator #13

Do you really think when it comes to a project that anyone will care about what happened? It's all about \$ in this market.

Disagree. Verkada is typically selling to people that have big budgets. Verkada does not win with low price as their cameras are literally the best in the world. The cost per camera per year is equal to a Hikvision NVR.

They are also selling to lots of municipalities and school districts that care about such considerations.

Undisclosed Integrator #13

In reply to John Honovich

What I'm getting at is, I don't think municipalities, school districts look up or research information such as IPVM and the other si consultant that does not care, like we do and it gets swept under the rug.

John Honovich IPVM |

In reply to Undisclosed Integrator #13

municipalities, school districts look up or research information such as IPVM

IPVM sure, while we have members from hundreds of school districts and municipalities, overall most do not depend on IPV

However, [VICE \(article\)](#) and [The Verge \(article\)](#) are both fairly large mainstream publications.

3 months from now, who knows how it evolves. Things change and people forget over time (though often things get worse -

Undisclosed #16

In reply to Undisclosed Integrator #13

They leave it up to some consultant that does not care, like we do

I think you will find many more integrators that do not care compared to consultants. We get paid for our time to care, you ge who manufacturers it.

Undisclosed Manufacturer #14

I would like to know if the CEO had any prior knowledge of this slack channel, even just viewing? Who else had access? Frat boys m "leader" usually always is in the "circle of trust".

John Honovich IPVM |

In reply to Undisclosed Manufacturer #14

I would like to know if the CEO had any prior knowledge of this slack channel, even just viewing?

Good question, that part is not entirely clear. No evidence that the CEO was part of the 'RawVerkadadawgz' but not clear how long knew about it.

One interesting Verkada quote from The Verge article:

By the time we became aware of it, the Slack channel had been deleted; we attempted to recover it but were unable to.

This raises the question of what else was in that Slack channel. Was the 'squirt' incident the worst of it or was there a lot more?

Undisclosed Integrator #15

In reply to John Honovich

Losing all that evidence is a huge failure. Do they even know for sure there were just these three individuals involved in the chan privileges to permanently delete all the evidence when they metaphorically sober up is just bad all around. At least somebody

Time is super important in things like this. Even if there were a trash bin that stored deleted items for 30 days, you'd need to rep has. Things like this need to be reported as soon as possible to allow investigation, but I understand that it's often extremely diff

Point 1: Don't allow this kind of culture in your company

Point 2: Be careful with your privileges so wrong-doers can't interfere with investigations, including future ones

Point 3: Store logs and deleted items in a location where they cannot be tampered with for a few months, or even a year if you c since they have a larger chance of having hired a problem person)

Undisclosed #7

In reply to John Honovich

Perhaps you can pay \$50,000 dollars to interview the fired, the allegedly fired slack channel frat boys.

Only 3 people in that slack channel and it leaks out? I don't know but something sounds fishy. Perhaps a zero is missing.

John Honovich IPVM |

In reply to Undisclosed #7

Only 3 people in that slack channel and it leaks out?

There were 10 people in the slack channel but your broader point remains, if there were only 10 people, which of the 10 lea

Undisclosed #7

In reply to Undisclosed Manufacturer #14

Atta boy, now you are on the right track.

Undisclosed Integrator #17

As a UK based integrator who has had some minimal dealings with the Verkada team I have to admit that I have found the majority of arrogant, full of their own self importance and lacking any decency.

Additionally from a surveillance cloud based technical perspective, which I do have enough experience in, they continually lie and overstate (something which, in my opinion, you cannot do when trying to sell and close a cloud based surveillance tech deal).

Simply from a human interaction perspective alone I prefer to deal with their direct competition in the UK market as it keeps me sane & prevents me from meeting with them wanting to hurt someone!!

People by from people usually therefore I am amazed they sell much at all in UK due to their arrogance.

Michael Miller

In reply to Undisclosed Integrator #17

Who is there direct competition in the UK?

Undisclosed #18

In reply to Michael Miller

From a very direct sales perspective Meraki. Verkada tend to chase the same opportunities. For sure there's some other cloud based similar opportunities and I don't hear of them much. And dealing with Cisco Meraki is going to be a whole different customer experience. I would say it might be worth with wearing a very large sack.

Michael Miller

In reply to Undisclosed #18

You should look at [AV](#). They have a cloud camera solution like Verkada but way more flexible and they will be adding ONVIF support.

John Honovich IPVM |

This [has made Techcrunch now](#), another criticism of surveillance companies in general:



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Employees at surveillance startup Verkada harass co-workers

Oof. Just when we thought we were safe from yet another reason not to trust people with cameras, it's clear, the first part of that was sarcasm. [A few days ago](#) [this week](#) that some Verkada employees used their cameras to take photos of their female colleagues and then posted them online.

When other employees reported the incident to Verkada CEO Filip Kaliszak simply gave the employees a choice of either leaving the company or having their share of stock reduced. After the story went out, however, Verkada fired the three employees.

John Honovich IPVM | [View profile](#)

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