

Our People

Providing each of our more than 75,000 employees worldwide with a great place to work.



To attract and retain the best people, we must create a flexible work environment that supports inclusion and diversity, fosters health and wellness, and encourages innovation and engagement.



Our employees are the ones who put our corporate values into daily practice and who give meaning to our philosophy of supporting people and communities.

At Cisco, we're committed to offering programs and creating solutions that make us a premiere employer, and our commitment is paying off. We've found that 89 percent of our employees are proud to work at Cisco and we are routinely recognized for workplace excellence by a variety of respected media outlets and agencies. Fortune and Working Mother have named us a "best place to work," and the Human Rights Campaign has, for nine years running, given us a 100 percent rating in its "Buyer's Guide for Workplace Equality."

Inclusion and Diversity

The rich mix of perspectives our employees bring to the company helps us better understand the needs of our customers and create innovative solutions to meet those needs.

- Our **recruitment programs** reflect our diversity strategy and expand the candidate pool for executive, professional, and university hires.
- We encourage growth by helping employees from all backgrounds reach their potential, and offer **leadership programs** that help participants, especially women, develop managerial skills. Working Mother magazine recognizes this, and named us a "best company for multicultural women."
- Our **Employee Resource Organizations (EROs)** represent the diverse cultures and interests of our employees and provide mentoring, recruitment, and networking opportunities, as well as community outreach and support for wider company inclusion and diversity initiatives.

Community Engagement

We encourage our people to support the communities where they live, work, play, and learn. In FY13, employees volunteered nearly 130,000 hours. Through this volunteerism, cash donations, and matching gifts from Cisco Foundation, our employees generated \$10 million for charities.

- At 30 offices worldwide, our employee-driven **Cisco Civic Councils** work with Community Relations to plan volunteer projects and develop nonprofit relationships, so each initiative is a custom fit for the local community.
- Various programs, including the **Community Connection** IT solution, help employees find opportunities to donate. In the U.S., for example, employees can use the **Employee Product Donation Program** to purchase equipment at a significant discount for donation to qualified nonprofit organizations and schools.

you + networks = impact^X



In 2013, Cisco employees donated US\$2.3 million to the annual Global Hunger Relief Campaign. With matching funds, overall donations exceeded \$5.7 million – enough for nonprofit organizations to provide more than 23 million meals.



129,000

hours volunteered by employees in FY13



89%

of employees are proud to work at Cisco*

[*Source: Cisco FY13 Interim Pulse Survey]

More Information

To learn more please read the Supply Chain section of the CSR Report at: csr.cisco.com/pages/csr-reports

- Our [Annual Global Hunger Relief Campaign](#) invites employees to contribute time to food banks and/or donate money and food to help relief agencies fight hunger.
- When disaster strikes, Cisco employees are trained to become "second responders" and can take up to four weeks unpaid leave to volunteer at disaster sites. Also, volunteers with our **Disaster Incident Response Teams** mobilize when emergencies disable the normal communications infrastructure.
- By the year 2020, we aim to have 20 percent or more of our employees using their expertise to volunteer at least 20 hours a year as science, technology, engineering, and math (**STEM**) mentors.
- Employees can tap into Cisco's partnership with boardUSA to find positions on nonprofit boards that use their skills and abilities to serve the community.

Health and Wellness

The health, wellness, and safety of our employees is central to our business success. We offer **financial incentives** to employees who participate in wellness activities, provide free counseling and referrals, and maintain onsite **fitness facilities and health centers** at our largest corporate campuses.

- The [LifeConnections Health Center](#) in San Jose provides medical care, health coaching and counseling, x-ray and lab services, a pharmacy, free screenings, and more. Technologies such as the Cisco HealthPresence solution connect employees to physicians located elsewhere.
- Over 120 **emergency response teams** operate in Cisco offices worldwide. These teams include more than 3200 employee volunteers, who are trained to be first responders to various emergency situations.

Flexible Work Environment

As a global IT company, we use of our collaboration technologies to enable a flexible environment that helps employees balance work, family, and other personal responsibilities.

- Our technology supports telecommuting, giving employees flexibility in how, when, and where they work. For example, Cisco WebEx allow employees to work together at any time from their homes or offices.
- We provide **on-site childcare** at our San Jose and Bangalore campuses.

Career and Development

We want employees to grow professionally and progress within the company.

- We provide personalized Web-based training opportunities, access to mentors, stretch assignments to learn new skills, and goal-setting and career discussions with managers.
- In FY13, more than 30 percent of our job openings globally were filled by internal candidates.

Cisco Corporate Social Responsibility

We create opportunities to transform lives, communities, and the environment through the combined power of human collaboration and networked connections. We call this "impact multiplied." Together with others, we apply technology to unlock the intelligence and fuel the innovation needed to address some of the world's most pressing problems.

Our Corporate Social Responsibility efforts focus on five areas: improving the well-being of people and communities around the world; using our technology to improve environmental sustainability; conducting our business ethically; creating a workplace where our employees thrive; and maintaining our high standards for ethics, labor rights, health, safety, and the environment throughout our supply chain.
Learn more at csr.cisco.com

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