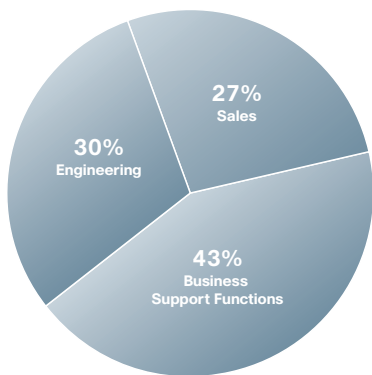


# Cisco Employees by the Numbers

Cisco is a multigenerational, multicultural community that extends around the world. As of July 2009, Cisco has more than 65,500 employees in 92 countries and over 372 locations. Approximately one third of our employees work at the headquarters site in San Jose, California. Our workforce has a wide variety of skill sets, but it can be divided broadly into engineering, sales, and business support functions.

### Workforce by Job Function



Cisco has one of the lowest rates of voluntary employee attrition in the IT industry. The table below gives the voluntary attrition rate for the last five years.

### Voluntary Employee Attrition as a Percentage of Total Employees

FY05	FY06	FY07	FY08	FY09
4.59%	5.45%	4.52%	5.01%	3.22%

The tables below characterize the employees we have hired over the past four years in terms of gender and ethnicity. The ethnicity figures in the second table are given for employees in the United States only.

During the economic downturn and subsequent slowdown in hiring, we have added new employees selectively to support the investments we are making in market adjacencies. Cisco programs such as Hiring and Interview Training help us apply inclusion and diversity principles when selecting external job candidates. When filling positions from within the company, our Talent Connection program helps us align our internal talent with Cisco's top priorities.

#### **New Hires by Gender (Non-U.S.)**

	FY06	FY07	FY08	FY09
Total Number of Hires	3,120	4,982	4,517	2,536
Number of Female Hires	694	1,029	1,018	484
Percent of Female Hires	22%	21%	23%	19%

#### **New Hires by Gender and Ethnicity (U.S. Only)**

	FY06	FY07	FY08	FY09
Total Number of Hires	3,562	5,821	5,441	4,208
Number of Female Hires	1,014	1,712	1,643	1,034
Percent of Female Hires	28%	29%	30%	25%
Number of Non-Caucasian Hires	1,642	3,108	2,838	2,191
Percent of Non-Caucasian Hires	46%	53%	52%	52%

	FY06	FY07	FY08	FY09
Total Number of Female Hires and Male and Female Non-Caucasian Hires	2,111	3,858	3,533	1,249
Total Percent of Female Hires and Male and Female Non-Caucasian Hires	59%	66%	65%	57%

Inclusion and diversity are an integral part of Cisco's corporate culture and constitute one of our primary strengths. The table below gives a snapshot of our employees in terms of diversity.

### Women and Ethnic Minorities as a Percentage of the Workforce

		FY05	FY06	FY07	FY08	FY09
Women	Women as percentage of total global employees	21.80%	22.10%	23%	23.50%	23.35%
	Women in VP positions or above as percentage of global VP and above employees	13.20%	14.00%	12.70%	15.50%	15.47%
Ethnic minorities (U.S. only)	Ethnic minorities as percentage of total U.S. employees	42.30%	42.80%	43.70%	44.70%	45.58%
	Ethnic minorities in VP positions or above as percentage of total U.S. VP and above employees	17.60%	17.50%	15.60%	22.20%	20.8%

Cisco is a global organization with a widely dispersed workforce. The table below indicates the number of Cisco employees working in various regions of the world.

### Cisco Employees by World Market Regions

	FY06	FY07	FY08	FY09*
Asia Pacific	4,411	7,528	9,276	10,169
Emerging Markets	1,549	2,406	2,921	7,860
Europe	5,778	6,907	7,604	8,082
Japan	1,015	1,158	1,253	1,278
United States and Canada	28,659	33,494	35,832	38,156

\* This year's figures include 4861 employees in our manufacturing center in Juarez, Mexico, and 553 Scientific Atlanta employees from outside the United States.