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EQUAL EMPLOYMENT OPPORTUNITY
 2014 EMPLOYER INFORMATION REPORT
 CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION

1. CISCO SYSTEMS INC
 170 W TASMAN DR
 SAN JOSE, CA 95134

2.a. CISCO SYSTEMS INC
 170 W TASMAN DR
 SAN JOSE, CA 95134

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-N 3-Y DUNS NO.:153804570

SECTION E - ESTABLISHMENT INFORMATION

c. Y

NAICS:

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	*****MALE*****						*****FEMALE*****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	159	59	2611	44	2	1172	12	21	611	20	0	248	2	4	4965
FIRST/MID OFFICIALS & MGRS	66	30	653	29	2	434	2	8	281	28	0	162	1	5	1701
PROFESSIONALS	851	358	9666	640	27	7860	52	141	2752	326	3	3097	12	64	25849
TECHNICIANS	2	0	11	4	0	13	0	0	3	0	0	7	0	0	40
SALES WORKERS	142	46	2406	83	2	126	7	29	669	34	3	63	3	12	3625
ADMINISTRATIVE SUPPORT	9	100	60	2	1	14	0	3	307	30	1	62	3	10	602
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	6	2	2	0	0	2	0	0	1	0	0	1	0	0	14
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1235	595	15409	802	34	9621	73	202	4624	438	7	3640	21	95	36796
PREVIOUS REPORT TOTAL	1399	614	15433	823	29	9926	75	178	4681	423	8	3809	20	89	37507

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 07/31/2014 THRU 07/31/2014

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: BRIAN MCKAY
 EEO-1 REPORT CONTACT PERSON: JUNE HAASE
 EMAIL: juhaase@cisco.com

TITLE: AA/EEO COMPLIANCE MGR
 TITLE: AA/EEO REPRESENTATIVE
 TELEPHONE NO: 4085273645

CERTIFIED DATE[EST]: 09/25/2014 04:21 PM

What is the OFCCP?

The Office of Federal Contract Compliance Program or OFCCP is responsible for ensuring that employers doing business with the Federal government comply with the laws and regulations requiring nondiscrimination

OFCCP administers and enforces three legal authorities that require equal employment opportunity: Executive Order 11246, as amended; Section 503 of the Rehabilitation Act of 1973, as amended; and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212.

These authorities prohibit Federal contractors and subcontractors from discriminating on the basis of race, color, religion, sex, national origin, disability, and protected veteran status. They also require Federal **contractors** and subcontractors to take affirmative action to ensure equal employment opportunity in their employment processes.

(Please advise if historical info. on the OFCCP is recommended...(when & why created, mission, etc.)

What is the EEO-1 Report?

The EEO-1 Report is a compliance survey mandated by federal statute and regulations. The survey requires company employment data to be categorized by race/ethnicity, gender and job category.

All companies that meet the following criteria are required to file the EEO-1 report annually:

- a. Subject to Title VII of the Civil Rights Act of 1964, as amended, with 100 or more employees; **or**
- b. Subject to Title VII of the Civil Rights Act of 1964, as amended, with fewer than 100 employees if the company is owned by or corporately affiliated with another company and the entire enterprise employs a total of 100 or more employees; **or**
- c. Federal government prime contractors or first-tier subcontractors subject to Executive Order 11246, as amended, with 50 or more employees and a prime contract or first-tier subcontract amounting to \$50,000 or more.

How does the OFCCP use the EEO-1 Report?

The OFCCP uses EEO-1 data to determine which company establishments to select for compliance reviews. OFCCP's system uses statistical assessment of EEO-1 data to select facilities where the likelihood of systematic discrimination is the greatest.

What are the race/ethnicity categories in the EEO-1 Report?

Ethnicity

- Hispanic or Latino: a person of Cuban, Mexican, Chicano, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Race

- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American: a person having origins in any of the black racial groups of Africa.
- Asian: a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- Native Hawaiian or Other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- American Indian or Alaska Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- Two or More Races: a person who primarily identifies with two or more of the above race/ethnicity categories.

What are the gender categories in the EEO-1 Report?

Male & Female

What are the job categories in the EEO-1 Report?

- Executive/Senior Level Officials and Managers
- First/Mid-Level Officials and Managers
- Professionals
- Technicians
- Sales Workers
- Administrative Support Workers
- Craft Workers
- Operatives
- Laborers and Helpers
- Service Workers