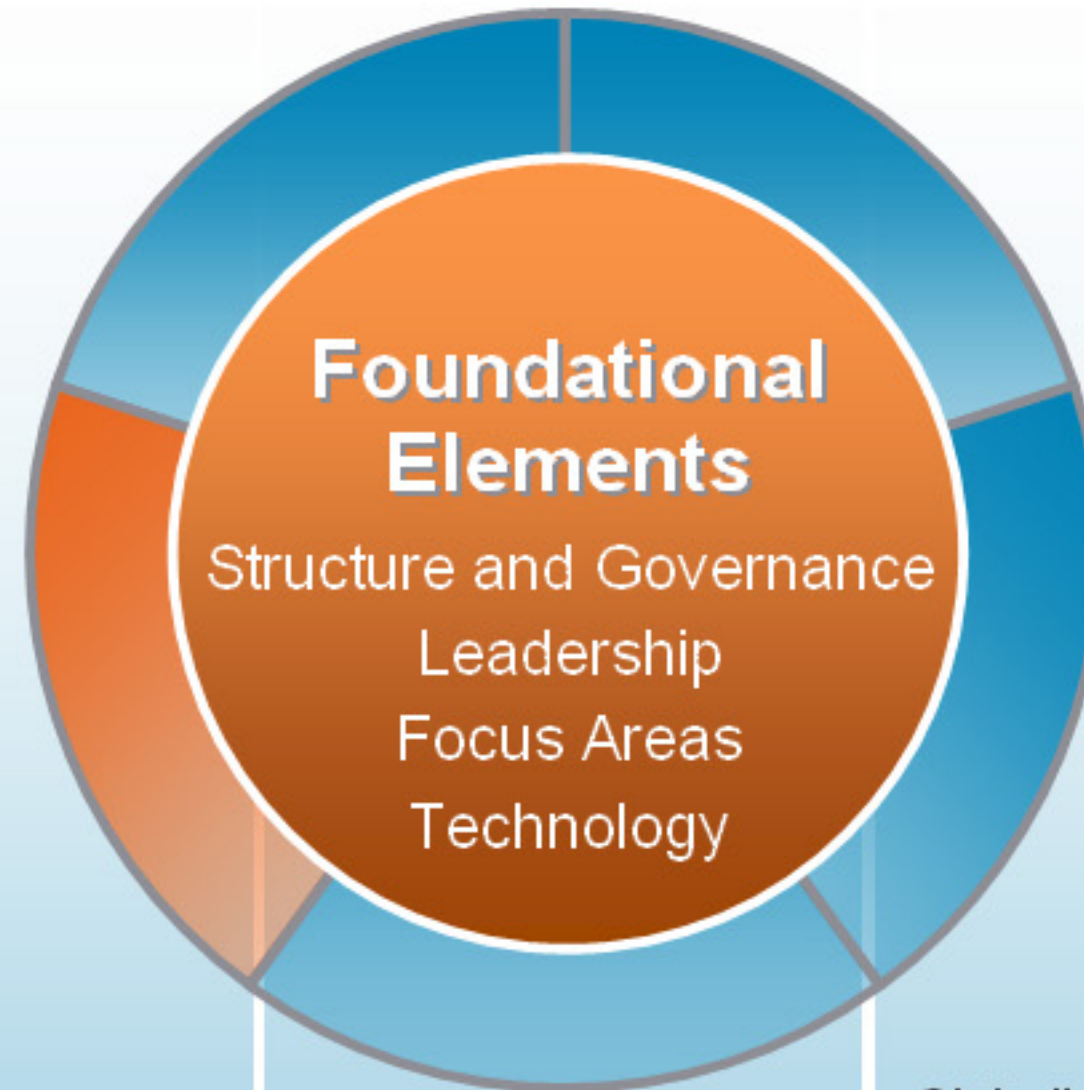


Employee Resource Groups Progression Model



Structure and Governance:

Co-located leadership team, single chapter

Co-located leadership team, regionally dispersed chapters (within Theater)

Regionally dispersed leadership team, multiple regionally dispersed chapters

Globally dispersed leadership team, global chapters / regional virtual chapters

Globally dispersed leadership team, regional governing entities, global physical and virtual chapters

Leadership:

Grass roots participation

Engagement formalized

Talent identified

Talent leveraged

Talent strategically positioned

Focus Areas:

Professional development activities

Professional development strategy and recruiting activities

Professional development strategy, recruiting integration, internal business partnerships

Professional development strategy, recruiting integration, internal/external business partnerships

Strategic professional development, segmented recruiting, business development aligned to Cisco priorities

Technology:

Establish presence

Enrich content

Engage Influencers

Establish partnerships

Showcase & model Cisco solutions

Foundational

Formalized

Operationalize

Integrated

Dynamic