Cisco and Our Employees

"At Cisco, the work we do makes a meaningful difference in people’s lives. We are all committed to changing the way we work, live, play and learn. Cisco employees thrive on forming close partnerships with customers and are engaged and active members of their communities, making a difference through social responsibility."

Brian Schupper, Senior Vice President, Human Resources

All Cisco, we believe that we must attract and retain the most talented people in our industry in order to remain competitive. So we listen carefully to what our employees worldwide say about the kind of workplace they want, and then develop programs to address those needs. We also solicit feedback to help ensure that leaders, direct reports, peers, internal clients, and external customers have an opportunity to access our employees’ efficacy and satisfaction.

As in previous years, in FY07 we devoted substantial time to listening to our employees and we continued to improve current employee programs, exploring opportunities to increase flexibility in work arrangements and to enhance our employees’ ability to successfully integrate their work and home lives. We also introduced innovative programs to enhance employee health and well-being as well as to promote diversity and inclusion.

Employee Demographics

The following charts categorize our employees by age range and number of years worked at Cisco:

**Employee Age Segmentation**

- 41.35% <20
- 40.41% 20-29
- 6.65% 30-39
- 5.63% 40-49
- 5.63% 50-59
- 1.00% 60+
- 0.01% Unknown

**Employee Tenure**

- 27.76% In Years >1
- 40.70% 1-4
- 21.54% 5-9
- 9.51% 10-19
- 1.05% Unknown

**Our Global Workforce**

As of the end of FY07, Cisco employed a total of 51,136 people worldwide (excluding Scientific Atlanta and Linksys): 65% United States and Canada, 15% Asia-Pacific, 13% Europe, 5% Emerging Markets, 2% Japan.
Cisco and Our Employees

Satisfaction Metrics

At Cisco, we believe that our ability to maintain our competitive advantage is rooted in the quality of our workforce. We believe that there is a high correlation between motivated, committed employees and the historically high levels of customer satisfaction that Cisco achieves. To help retain the best talent, we listen closely to our employees and respond to their suggestions and feedback.

An important tool for gathering that feedback is the Cisco Pulse Survey, which provides a confidential and consistent means for employees across Cisco to rate their experience with the company, and offers Cisco’s leadership clear information on how well the company is performing as an employer.

Since October 2004, Cisco has conducted 6 internal random-sample Pulse snapshot surveys. In March 2006, Cisco sent a census Pulse survey to all employees. We intend to continue to conduct an annual Pulse census survey as standard practice.

The snapshot and census Pulse surveys consist of 54 questions in 10 categories and focus on those areas that influence employee commitment and satisfaction. The survey is structured in a way that combines answers year-over-year and department-to-department.

The survey is designed to collect employee feedback on work environment, career development, job satisfaction, relationship with management and peers, understanding of business priorities, perceived company honesty and ethics, empowerment, results and recognition, teamwork and cooperation.

Our goal is to understand what motivates Cisco employees to stay:

I am proud to work for Cisco.
I intend to work for Cisco for at least the next 12 months.
I would recommend Cisco as a good place to work.
I would encourage talented people to join Cisco.
Telling everything I know about Cisco would say this is a great place to work.
Working here makes me want to do the best work I can.
I look forward to a long-term career at Cisco.

Cisco Pulse Survey Results

<table>
<thead>
<tr>
<th>Category</th>
<th>Q2 FY07 Snapshot</th>
<th>Q3 FY07 Snapshot</th>
<th>Q4 FY07 Snapshot</th>
<th>Q2 FY08 Snapshot</th>
<th>Q3 FY08 Snapshot</th>
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<td>2776</td>
<td>1753</td>
<td>1620</td>
<td>1710</td>
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<td>80%</td>
<td>81%</td>
<td>78%</td>
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<tr>
<td>Understanding the Business</td>
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<td>82%</td>
<td>77%</td>
<td>81%</td>
<td>77%</td>
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<tr>
<td>Teamwork and Cooperation</td>
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<td>85%</td>
<td>83%</td>
<td>80%</td>
<td>79%</td>
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<tr>
<td>Empowerment</td>
<td>81%</td>
<td>81%</td>
<td>78%</td>
<td>79%</td>
<td>77%</td>
</tr>
<tr>
<td>Honesty and Ethics</td>
<td>80%</td>
<td>78%</td>
<td>76%</td>
<td>75%</td>
<td>73%</td>
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<td>74%</td>
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<td>Manager</td>
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<td>59%</td>
<td>57%</td>
<td>54%</td>
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</tbody>
</table>
Supporting Employee Work-Life Integration

Cisco supports a flexible workplace and recognizes that how, when, and where people want to work is rapidly and continuously changing. As a result, we invest in tools to enable flexibility for our entire global workforce and have become a recognized leader in using technology to help employees balance work, family, and personal responsibilities. Although Cisco’s employee population is geographically dispersed, work-life integration at Cisco is further supported by our strong common corporate culture, values, benefits, and programs.

Work-Life Integration

Flexibility, trust, and empowerment are the hallmarks of the employee-employer relationship at Cisco.

We use technology to enable employees to easily work from home, access real-time business information, and collaborate with colleagues and customers at any time and in any place, helping to create a flexible work environment where geographic location and set work hours become less important. Flexible work schedules, including the ability to regularly telecommute, allow employees more control over their professional and personal lives.

Cisco provides the following technology and tools to its employees:

- **Company provided laptop computers** allow employees to access the Cisco network from almost any location in the world.
- **Mobile handheld devices**, used by approximately 13,000 Cisco employees, provide immediate access to email, voice, and contact information, as well as real-time e-mail, calendars, and text messages.
- **Home broadband access**, including service installation and monthly charges, is provided to almost all employees. More than 25,000 of Cisco’s U.S. employees are currently reimbursed for home broadband connections.
- **Enterprise-Class Teleworker** is an end-to-end hardware virtual private network (VPN) solution that provides full office networking capabilities to employees in their homes, including the ability to remotely connect printers, IP phones, and multiple computers to Cisco’s network. Approximately 3,200 Cisco employees in the United States have access to this service, and the company plans to extend it to 40 percent of our global workforce.
- **Cisco IP Communicator**, a software version of an IP phone, delivers all the functionality of a Cisco IP phone to a computer, allowing an employee to use voice calls from a laptop or any location that has Internet access.
- **Cisco Unified Video Advantage** adds a visual dimension to phone-meetings by allowing employees to place and receive video calls using a camera-equipped laptop.
- **Cisco Unity Voice Messaging** enables employees at home or traveling to access their voicemail from their computers, or by using a desk phone, or remote telephone.
- **Cisco MeetingPlace** is an integrated voice and video conferencing tool that supports virtual meetings for attendees calling from different locations.

Additional initiatives have been implemented or are planned to increase employee awareness and education around flexible working options at Cisco and these efforts include pilot programs in Spain and the United Kingdom.
Employee Welfare and Safety

"I want to help people prevent chronic disease, not just treat it after it occurs. I've seen what a difference we can make in an individual's life by offering the right program when that person really needs it."

Dr. Pamela Hyland, M.D., M.P.H., Director of Cisco's Integrated Health and Global Medical Director

Cisco garnered a 2007 Best Employers for Healthy Lifestyles Gold Award from the National Business Group on Health

Cisco is dedicated to providing a culture of health and well-being for all employees and their families. Encouraging and enabling employees to maintain healthy lifestyles is the goal of the company's many health education, wellness, preventive care, and medical treatment programs.
Recruiting, Retaining, and Developing Talent

As a leading global company, Cisco recognizes an inclusive, culturally diverse workforce as a business imperative. To gain top talent, Cisco casts a wide recruitment net. Our employees reflect a variety of backgrounds, cultures, skills, and points of view, and together contribute to the teamwork, innovation, and expertise on which our customers depend.

At Cisco, we firmly believe an inclusive workforce better enables us to:

- Anticipate important market changes
- Respond to disparate customer and partner needs
- Prepare for an increasingly globalized future
Diversity and Inclusion

Diversity and Inclusion

At Cisco, we believe diversity in our employee population is a key business advantage. An inclusive workplace positions Cisco to anticipate market demand, be responsive to all our customers, and build a solid foundation for future growth.

Cisco hires people of diverse backgrounds, cultures, skills, and points of view while promoting a common dedication across the company to teamwork, innovation, and customer success.

We offer numerous programs and services to support our diverse employee population.
Diversity and Inclusion

Employee Networks

Open to all Cisco employees, Cisco Employee Networks represent an opportunity for colleagues who share a similar culture, identity, interest, or goal to come together to facilitate career development, formal and informal mentoring, and social interaction. Employees may affiliate with one or more groups, many of which have chapters in cities across the company’s global operations. Examples include:

- Women's Action Networks, offering mentoring and career development resources to female employees worldwide
- Cisco Black Employee Networks, offering a supportive environment for African-American employees for career growth and community involvement
- CargoNIN, the Cisco Latino Network, facilitating professional development, community, and educational outreach, networking, and advancement of Cisco's business objectives among Latino employees
- Gay Lesbian Bisexual Transgender Network and Advocates, fostering an inclusive climate for LGBT employees as well as recognition of the value of their contributions to Cisco and their communities
- Cisco Asian Affinity Network, providing a forum and professional network for Asian employees worldwide
- Indias Connected, facilitating professional development and networking opportunities to drive business growth in India, as well as targeted communities in need around the world
- New Hire Network, offering knowledge sharing and professional and leadership skills development for early-career employees at Cisco
Cisco sponsors many diversity programs and provides numerous educational resources to a variety of communities worldwide. In addition to the resources detailed below, Cisco hosts educational events and expert guest speakers, such as renowned diversity coach Jane Hyam and Stanford professor and consultant Elia Bect. Employees can also access e-learning and video programs addressing diversity and inclusion on the Cisco network.

Among the educational offerings sponsored by Cisco are:

- **Inclusion Leadership Sessions**: Held May 2007 in San Francisco, this session was attended by employees from around the globe, with more than 1500 attending in person and many others participating via Cisco IPTV. The session was aimed at educating employees on the importance of diversity and inclusion to Cisco's business and the progress Cisco has made in the area.

- **Microinequities: The Power of Small**: Developed by Insight Education Systems, this in-class workshop focuses on the power of nonverbal behavior to drive inclusion. More than 7500 employees and managers have attended the workshop to date.

- **Leadership Development for Women**: Cisco offers employees numerous training and development opportunities, many of them directed at women. "The Compass Series" and "The Perspective Series" are two examples. The Compass Series offers 300 senior leaders managers the opportunity to network with their peers and with company executives in sessions such as "Career Strategies to Get Ahead" and "Creating a Culture of Courage." The Perspective Series gathers a community of women managers at the director level and above to focus on building executive-level leadership skills. Cisco also supports female and minority employees who wish to attend external development programs.

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Printable Report (PDF)
Partnerships with Professional Associations Championing Diversity

Cisco partners with national and international professional organizations and associations to support our talent management vision. One of our guiding principles in establishing these partnerships is to ensure that we have common goals and provide a foundation for a mutually beneficial relationship based on the following four areas:

- Recruiting and hiring: As Cisco grows and enters new markets, we have a continuing need for engineering talent. Consequently, we invest heavily in organizations that help us find and hire the best and brightest individuals in relevant engineering disciplines.
- Retention: Cisco is committed to creating a work environment that supports long-term employment for our workforce. To that end, Cisco partners with organizations that promote ways for our employees to stay connected to what is happening in their profession.
- Culture: To maintain a culture of inclusion, we engage with organizations that focus on gender and underserved communities.
- Advancement and development: To promote continuous learning, we encourage our employees to participate in organizations that offer personal growth and career development.

Diversity-oriented professional organizations and societies that Cisco has supported include:

- National Society of Black Engineers
- National Society of Hispanic Professional Engineers
- Society of Women Engineers
- National Association of Black MBAs
- National Society of Hispanic MBAs
- Working Mothers/Diversity Best Practices
- Anita Borg Institute
- Catalyst
- Diversity Best Practices
- Diversity, Inc.
- GLOBE Women
- Gay Lesbian Straight Education Network
- Human Rights Campaign
- MembersNet
- Out and Equal Workplace Advocates
- Professional Business Women of California
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Volunteering Worldwide

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Diversity and Inclusion

Support for Education

To help encourage more diversity of students in high-technology career programs, Cisco also supports programs such as:

- United Negro College Fund, which offers scholarships for African-American engineering and computer science students
- National Action Council for Minority Engineers, which provides funding for research, development, and scholarships for African-American, Latino, and Native American students
- Hispanic Scholarship Fund Program, which aids young Latino men and women in obtaining a quality education in science and engineering
- MentorNet, a purposeful online mentoring community for women entering engineering and computer science fields
Diversity and Inclusion

Women and Ethnic Minorities

According to the National Center for Education Statistics, American women receive almost 59 percent of all bachelor degrees, but are awarded only 25 percent of computer science degrees, 16 percent of engineering degrees, and 11.4 percent of electrical and computer engineering degrees. With computer-related occupations projected to increase by more than 60 percent between 2001 and 2010, Cisco is dedicated to increasing the number of women who choose to pursue technical careers.

The Cisco Networking Academy Gender Initiative provides women with access to IT skills and certification that can enhance their career opportunities and their ability to contribute to the IT sector in their communities and countries. Ethnic minorities make up approximately 43 percent of Cisco's U.S. employees and women approximately 23 percent of Cisco's global employee base. (excluding Latin America and Caribbean). Cisco and our individual employees earned a number of awards and additional recognition for our diversity efforts and accomplishments in the past year.

- The Gay, Lesbian and Straight Education Network recognized Cisco with a Respected Award (September 2006)
- Cisco was named one of America’s “Top Companies to Work For” by the Black EOE Journal (October 2006)
- The Human Rights Campaign, an international organization supporting the rights of the gay, lesbian, transgender, and bisexual community, gave Cisco a perfect score on its Equality Index (October 2006)
- Diversity Journal named Sheila Tallon, vice president of Advanced Services, in its 2007 “Women Worth Watching” list (December 2006)
- Cisco was named in the DiversityBusiness Top Organizations for Multicultural Business Opportunities and listed at number 22 (January 2007)
- The Black Colleges & Universities named Cisco as one of its Top 100 Diversity Employers (February 2007)
- Cisco Australia was recognized as an Employer of Choice for Women by the Equal Opportunity for Women in the Workplace Agency (February 2007)
- Asian American Engineer of the Year Awards were conferred on Cisco employees Mike Hsu and Eddie Ruan by the Chinese Institute of Engineering (March 2003)
- America’s Top Diversity Advocates List announced by DiversityBusiness included Denise Coley, director of Supplier Diversity at Cisco (May 2007)
- The Young Women’s Christian Association (YWCA) of Silicon Valley donated Women in Women (W2) Awards recognized three Cisco female executives: Kathy Wood, vice president of Engineering; Laura Garcia, vice president of Government Affairs; and Mary Ahmadi, vice president of Technical Support for their leadership in the technology industry (May 2007)
- Professional Business Women of California (PBP) presented Cisco with its 2007 Workplace Award (May 2007)
- Women of Color Action Network honored Bernice Monarco, senior manager, Worldwide Diversity and Inclusion and Gender Diversity Advisory Board at Cisco, as a Champion of Diversity (June 2007)
- Egreena Award presented to Cisco employee Sheila Tallon, vice president, Advanced Services, at the African American Women’s Business and Career Conference (July 2007)

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Diversity and Inclusion

Middle East Partnership Initiative

The Middle East Partnership Initiative (MEPI) was created by President George W. Bush’s administration in 2002 and funded with bipartisan support from Congress to foster growth, development, and a spirit of partnership between the United States and countries in the Middle East. The initiative brings together the United States, the Arab world, global private-sector business, nongovernmental organizations, civil society elements, and governments to develop innovative policies and programs.

Through MEPI, Cisco provided internships to three women from Lebanon, Saudi Arabia, and Jordan from April to August 2007. Cisco placed these outstanding businesswomen in different roles across the company and provided training and management skills. The interns not only gained practical business experience, they also were able to experience the culture, people, and life in the United States.

Each intern was selected on the basis of her educational level, experience, and career path. The first phase was a short course at Emory and Duke Universities, after which the interns were placed with Cisco. The program was a great success for both the interns and Cisco employees. Many of the Cisco managers and mentors involved have expressed how much they gained from the program.
Recruiting

Graduate Recruitment

Cisco recruits people at many different levels of experience: college, executive, and professional. Recognizing that today’s students are tomorrow’s leaders and the future of the company, Cisco actively recruits from leading universities worldwide, and strives to build lasting, mutually beneficial relationships with the colleges and universities where we focus our recruitment efforts.

In FY05, Cisco hired 100 new graduates in the United States. This figure increased to 268 graduates in FY06, and 1104 in FY07. During FY07 Cisco also recruited 436 graduates in countries outside of the United States.
Recruiting

Leadership Development

Ongoing professional development is an integral part of Cisco's culture. We offer employees a wide selection of training opportunities to maximize their career development options. One of Cisco's priorities is to build and strengthen our leadership team in order to prepare for the future. Internal surveys have also revealed that skilled and effective managers are an important factor in employee retention. With these points in mind, targeted development programs have been designed for leaders who demonstrate growth potential.

The Cisco Leadership Programs are designed to cultivate behaviors and skills identified by Cisco as important leadership qualities. Key leadership competencies are developed in partnership with external thought leaders and leading universities, integrating case studies and simulations to reflect Cisco's business challenges and opportunities.

During FY07, approximately 1200 Cisco leaders from across Cisco's global operations attended one of these classes. The Cisco Leadership Programs include:

- The Executive Leader Program is designed to enhance the capacity of our vice presidents and top senior directors to create sustained competitive advantage for Cisco. The program focuses on anticipating and shaping market transitions, creating the conditions for success in executing Cisco's strategies, and role modeling the values and behaviors of a company built to lead.

- The Business Leader Program focuses on strengthening the business acumen and leadership skills of senior managers and directors. The program is facilitated by leading university faculty, and includes an engaging and challenging customized business simulation and business knowledge e-learning modules.

- The Business Partnerships Learning Cohort Program is designed to help managers build effective relationships with internal business partners and increase their ability to influence, and make better business decisions, in matrixed and cross-functional environments. The program includes self-directed learning, online partnering, learning labs, and one-to-one coaching.

- The Global Leader Program further develops the global mindset and skill set of Cisco's global managers. Its objective is to help managers translate Cisco's global priorities into organizational goals and drive innovative global business practices through local country competencies, culture, global relationships, and networks.

- The Emerging Leader Program is designed to strengthen the competencies of Cisco's managers and senior managers. It focuses on building personal leadership and people development capability. The program also places an emphasis on increasing business awareness, understanding the impact of diversity and inclusion, improving cross-functional learning and talent development skills.
Recruiting

Action Learning Forum

A new leadership program, the Action Learning Forum, was launched in October 2006. It was designed to provide a strategic business forum for Cisco's high-potential directors and senior directors. The program provides the opportunity to accelerate the development of general management and leadership skills through a combination of classroom business school instruction and real-world strategic business projects.

Participants are tasked with developing financial models and go-to-market strategies for various business ideas submitted by Cisco employees with the aim of creating the next $1 billion business unit at Cisco. To date, 80 employees drawn from across the Asia Pacific, Canada, Emerging Markets, Europe, Japan, and the United States have participated.

One important outcome of Cisco's Action Learning Forum was the launch of a new global emerging technologies business unit in Bangalore, India, with projected revenues in excess of $1 billion in the first three years of operation. Participants from the Action Learning Forum were selected for leadership positions in the new business unit.
Cisco Choice Program

Cisco Choice, a unique university recruiting program, was designed to attract top hardware and software engineering graduates at select schools around the world. Through Cisco Choice, selected graduates attend a 2-week orientation and placement program where they learn about the broad range of Cisco technologies, meet managers, and learn about their management styles and plans for their teams.

Following completion, new hires may select the technology group, business unit, and even the manager they feel best matches their skill sets, career goals, and work style. These new hires are also offered additional support through various training and development programs, which include mentorship and networking events.
Cisco's HealthConnections program is designed to help U.S. employees manage their health and well-being through a variety of programs and resources that provide health assessments, online health screening, online personal health management, and health coaching. onsite fitness centers, exercise classes, and nutrition centers also support employees in their own paths to good health. In addition, Cisco offers HealthConnections meals that take into account local eating customs and preferences, while a nutrition labeling program helps employees make more healthful choices.

The National Business Group on Health, a nonprofit health advocacy organization, has recognized Cisco for its commitment and dedication to preventing obesity and promoting a healthy lifestyle for employees. Cisco was among 41 employers nationwide to receive a "Gold Award" in the organization's 2007 Best Employers for Healthy Lifestyles awards program.
Cisco and Our Employees

Health Assessment

Cisco has partnered with online personal health management company WebMD to offer U.S.-based employees access to an advanced health profiling and health risk assessment tool that assesses an individual’s health status, calculates risk levels, and provides recommendations for health improvement and behavior change.

Upon completion of the online assessment, employees receive $100 off their health plan contributions for 2007, and a personalized report outlining individual risks and recommendations. A second $100 discount off their health plan contributions is awarded for following the advice. In 2006, 52 percent of Cisco employees took the health assessment, up 12 percent from 2005.
Additional Programs and Resources

In addition to Cisco's health assessment and improvement programs, HealthConnections provides a variety of integrated programs and resources to help U.S. employees take charge of their health. These include:

- Coaching programs for lifestyle improvement, such as weight and cholesterol management
- Support in managing chronic health issues such as diabetes or coronary heart disease
- Healthy Pregnancy and Healthy Babies program
- Onsite fitness centers, as well as discounts on memberships to on-site centers
- Onsite Weight Watchers programs
- Onsite flu clinics in locations with more than 300 employees
- Onsite dental care for employees in San Jose, California and Research Triangle Park, North Carolina
- Wellness classes and seminars on topics such as nutrition, diet, exercise, and stress management
- Access to health resources and quality lifestyle improvement information on the HealthConnections portal
- Quarterly RTV broadcasts featuring specialized health experts who discuss health topics specific to Cisco employees
- Health fairs, screenings, and assessment programs
- Injury prevention through Cisco's Occupational Safety and Health Program
- Healthy food choices and nutrition labeling at onsite cafés
- Smoking cessation support

Healthy employees are not only happier and more productive, they also help reduce ever-rising healthcare costs. Cisco's annual U.S. medical claims currently total more than $300 million, however, approximately 25 percent of these claims were associated with preventable conditions.

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Cisco and Our Employees

Wellness Around the Globe

Cisco understands the need to adapt programs to the specific needs of different countries, cultures, and economies in which we operate. Some examples:

- Employees in Australia and France receive annual influenza injections.
- In Hong Kong and Singapore, employees can receive annual health checks.
- In Canada, gym and fitness membership reimbursements promote physical fitness.
- In India, employees may extend health coverage to their parents or parents-in-law, in addition to their spouse and children. Also, 85 percent of employees in India participated in a three-week company-sponsored sports festival offering events including cricket, football, athletics, badminton, volleyball, and basketball.
- In the United Kingdom, Cisco has partnered with an occupational health adviser to help develop and promote wellness and health initiatives in FY07 that will include luncheon workshops on stress, health and nutrition, and stop smoking programs.

Cisco employees worldwide have access to employee assistance programs that provide them with confidential support for issues including family problems, work-related stress, interpersonal conflict, grief and loss, relationship difficulties, alcohol and other drug use, and emotional stress or trauma.
Emergency Response Team

Employee volunteers receive special training to participate on our Emergency Response Teams. They can act as first responders at local sites when medical or other emergencies occur.

The program aims to:
- Help ensure the safety of Cisco employees, visitors, and other people on campus
- Champion health and safety as integral components of the Cisco culture
- Help manage onsite emergencies
- Enhance relationships with public safety agencies and the community
- Enable a “heart in Cisco” emergency response program

Today, some 700 employees participate in the program, which is active or in the process of being implemented at 30 Cisco sites around the world.

The San Jose team received a “Great Practice” rating following an external International Standards Organization (ISO) audit, and was named the best emergency response team in the Santa Clara Valley by the San Jose Fire Department.

To augment the emergency preparedness program, Cisco has invested in automated external defibrillator (AED) units recommended by the American Heart Association. These units, when used on cardiac arrest victims within the first few minutes of an attack, can significantly increase the chance of survival. At present there are AED units in 16 offices across the United States in addition to Amsterdam, Bangalore, London, Mexico City, Paris, San Diego, Sydney, and Tokyo. The installation of additional units across more global locations is planned for FY08. Cisco's ultimate goal is to install at least one AED unit at every site across our operations.
Cisco and Our Employees

Family Assistance Program

Cisco's Family Assistance program supports employees and their families at times of critical need and provides short-term, emergency resources to help deal with a serious medical condition, death of an immediate family member, or impact of a natural disaster. Assistance may include:

- Food
- Housing
- Childcare
- Housekeeping
- Counseling referrals
- Travel assistance
- Accommodations for family members
- Financial assistance
Supporting Employee Work-Life Integration

Child Care

The Cisco Family Connection day care center in San Jose, California, is a company-sponsored center operated by Bright Horizons Family Solutions and gives hundreds of Cisco families access to comprehensive family support services.

The center provides a full range of childcare services and resources to support families with children aged six weeks to 12 years in one convenient location. The center serves approximately 450 children on a regular basis and an additional 64 children through a school-age summer program and during the year-end holiday period.

Employees based in either region of the United States benefit from the Network Access Program, which provides access to 170 child development centers across the country.

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Fax: (408) 528-2000

Web Site: www.cisco.com

Printable Report (PDF)
Supporting Employee Work-Life Integration

Take Your Children to Work Days

Take Your Children to Work Day is an opportunity for children to gain insight into their parents’ workday and to experience a real work environment. Cisco sponsors annual Take Your Children to Work Day events at several locations, including campuses in Australia, Hong Kong, Korea, Scotland, Singapore, the United Kingdom, and the United States.

In July 2007, close to 1000 children and 880 volunteers attended the San Jose, California event.

In addition, in FY07, Cisco sponsored several “Family Day” events to acknowledge the contribution of families to the performance of its employees. In Bangalore, India, the Family Day event was attended by more than 2000 employees and family members. Additional cities that hosted Cisco Family Day events include Singapore, Beijing, and Sydney.
Supporting Employee Work-Life Integration

Elder Care

Cisco takes a holistic approach to elder care that includes a broad continuum of programs in partnership with Workplace Options, an organization that provides corporate work-life resources and referral programs. Over the years, we have increased the depth and breadth of these programs across the United States.

For example, Cisco offers free seminars for employees and their partners at sites in San Jose, California, Boston, Massachusetts, Raleigh, North Carolina, and Richardson, Texas.

Topics have included:
- You and Your Aging Parent
- Caregivers at a Distance
- Financial and Legal Issues for the Elderly
- Nature and Cost of Long-Term Care
- 20 Tips for Retirement Housing: Making the Right Decision
- Long-Term Care Insurance

In addition, Cisco offers ElderCare Review and Assessment services, which provide employees with a professional, objective review of an elder’s needs and current care plan, and identify programs, resources, and care approaches that minimize the strain on the caregiver’s health and resources. The program also includes free biannual evaluations for the aging parents of employees to help ensure that the environment is safe and adequately meets changing needs.
Other areas with strong positive results included teamwork and cooperation, understanding the business, and empowerment.

After each survey, managers, business unit leaders, and company executives develop initiatives to address factors with the lowest survey scores and to reinforce factors with strong results.
While 21 percent of our employees have been with Cisco for less than one year, 51 percent of our workforce has stayed with the company for five years or more, a figure that reflects the success of our efforts to retain employees. Because a large proportion of our employees are at an age at which many people focus on raising families, we pay particular attention to the unique needs of this segment of our employee population to help provide the workplace flexibility they need to enable them to achieve work-and-home-life integration.