

Specialization Job Role Allowances

Effective date: October 31, 2018

You can choose how you wish to use employees across multiple specializations. You are strongly encouraged to use more than the minimum number of employees allowed to reduce your risk of compliance problems. Rules below do not change the total number of employees needed for partner-level certification.

Job Role Allocations

If it can, PM&A fills empty job roles automatically. Partner Administrators have the option to re-assign eligible individuals

Express Specialization and Its Tracks with 4-2 Rules:

Within each track, sharing rules may vary,

- A person is allowed to fulfill the AM roles across a maximum of 4 tracks.
- A different person is allowed to fulfill the SE/Technical roles across a maximum of 2 tracks.
- AM and SE/Technical must be held by two unique individuals (cannot be held by same individual) in the Collaboration, Data Center, Networking, Security and SMB tracks.
- The Service Provider track requires only one individual for the single undefined role and does not count toward the 4-2 limits.
- Across tracks, individuals must hold only one role type. The AM in one track cannot be the SE/Technical in another track.
- Roles held in any Express track do not count toward any Advanced or Master specializations.

Advanced Architecture Specializations with 3-2-1 Rules:

- A person is allowed to fulfill the AM roles across a maximum of 3 Architecture specializations.
- A different person is allowed to fulfill the SE roles across a maximum of 2 Architecture specializations.
- Another different person is allowed to fulfill the FE role across a maximum of 1 Architecture specializations.
- Within one Advanced Architecture specialization, a single person may fill up to two FE roles within that specialization.
- Each person may only hold one role type at a time (AM, SE or FE) and may not hold other role types across or within Architecture specializations.
- Roles held in Architecture specializations do not count toward any Express specializations.

Master Specializations:

A person may hold an AM, SE, or FE role in a Master specialization no matter which other Express or Architecture roles held. But, that person can only hold the same type of role as held in other specializations. For example, an AM can only be an AM in other specializations.

| Specialization Type | Account Manager (AM) | Systems Engineer (SE)/Technical | Field Engineer (FE) |
|-----------------------|----------------------|---------------------------------|---------------------|
| Express | 4 | 2 | n/a |
| Advanced Architecture | 3 | 2 | 1 |
| Master | No limit | No limit | No limit |



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