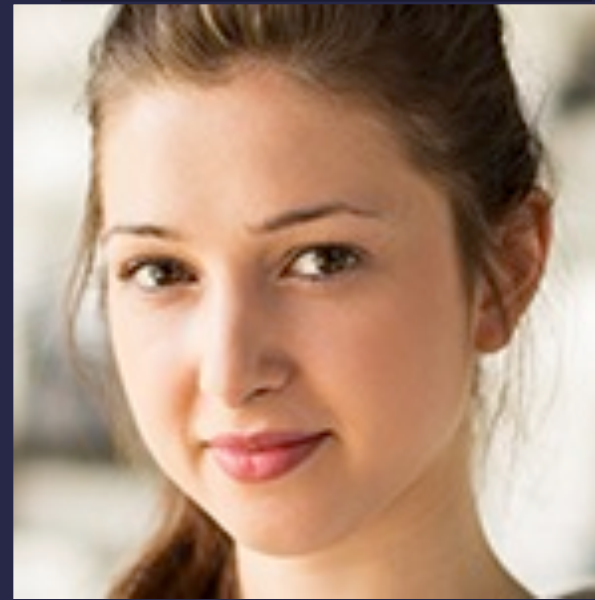


AND THIS IS A REALITY...



CISCO

TM



i-Benefit@Cisco



Connect everything. Innovate everywhere. Benefit everyone.



Over the past 6
years we have
acquired on
average
1 company per
month

120+ countries
63 in EMEA

years

+ employees
4K+ in EMEA

work, live, play,
and learn.

#WeAreCisco

Our People Deal

Our People Deal manifesto shares the story of who we are, what we do and where we're heading. It's also the foundation of Our People Deal, outlining what you can expect of us as a company and what we expect of you.



2014 for Total Rewards at Cisco

63 Countries in EMEAR

Diverse workforce with diverse needs

Varied employee and HR experience of Total rewards

Multitude of resources (information, employee support) and comms channels available to the employees

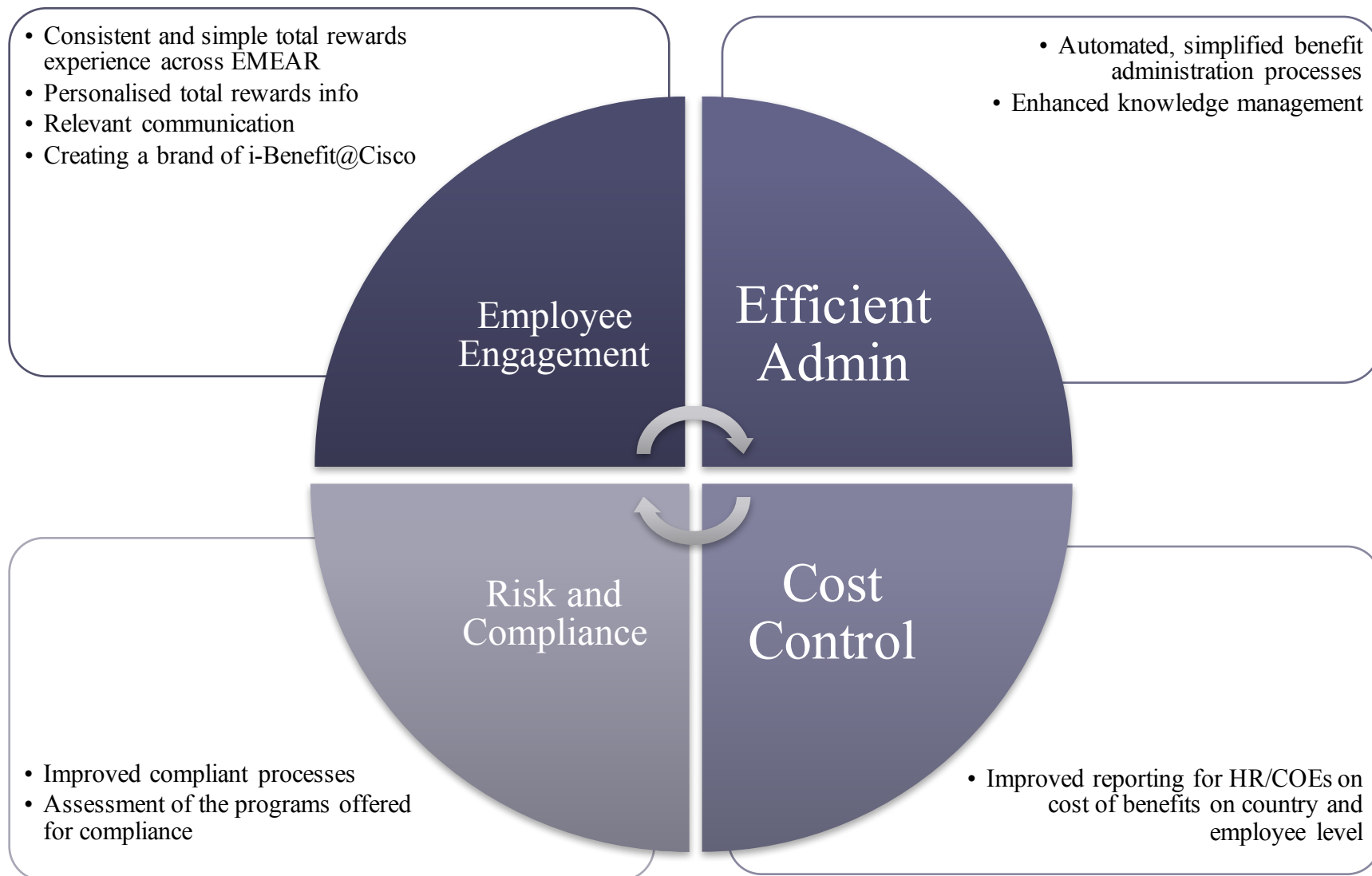
Employees' awareness (and manager's ability to have meaningful conversation with the employees) about what their total reward package is limited

Benefit admin is still manual and varies by country

Reporting on employee selections or participation in benefits is fragmented and in some cases difficult to obtain

Compliance concerns about some of the plans in some smaller countries

Key focus is on...



Evolution of Look and Feel



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Quick Links

[Cisco Recognition programs](#)

[Online Payslips and forms](#)

[Employee Equity Centre](#)

[Cisco Flexible Working Practice](#)

[HRMS](#)

[Tuition Reimbursement](#)

[PTO and Leaves guidelines](#)

[Contact information \(benefit providers\)](#)

Total Rewards is our way of recognizing the role you play in our shared success. That's why we're giving you the power to manage the benefits that we offer you.



Total Reward Statement

Total Rewards at Cisco covers everything of value we offer you. Naturally, your benefits are a big part of this. And here, you can access, manage and make the most of your Total Rewards offering - the benefits that go beyond your payslip and make working at Cisco so fulfilling.

%

Value

100%

Show Detail

My Compensation
92.62%

My Health
0%


My Future
0%

My Work
7.38%

My Life and Family
0%

Benefits

You have 7 benefits set up



From the Benefits Overview you can review the benefits you currently have,

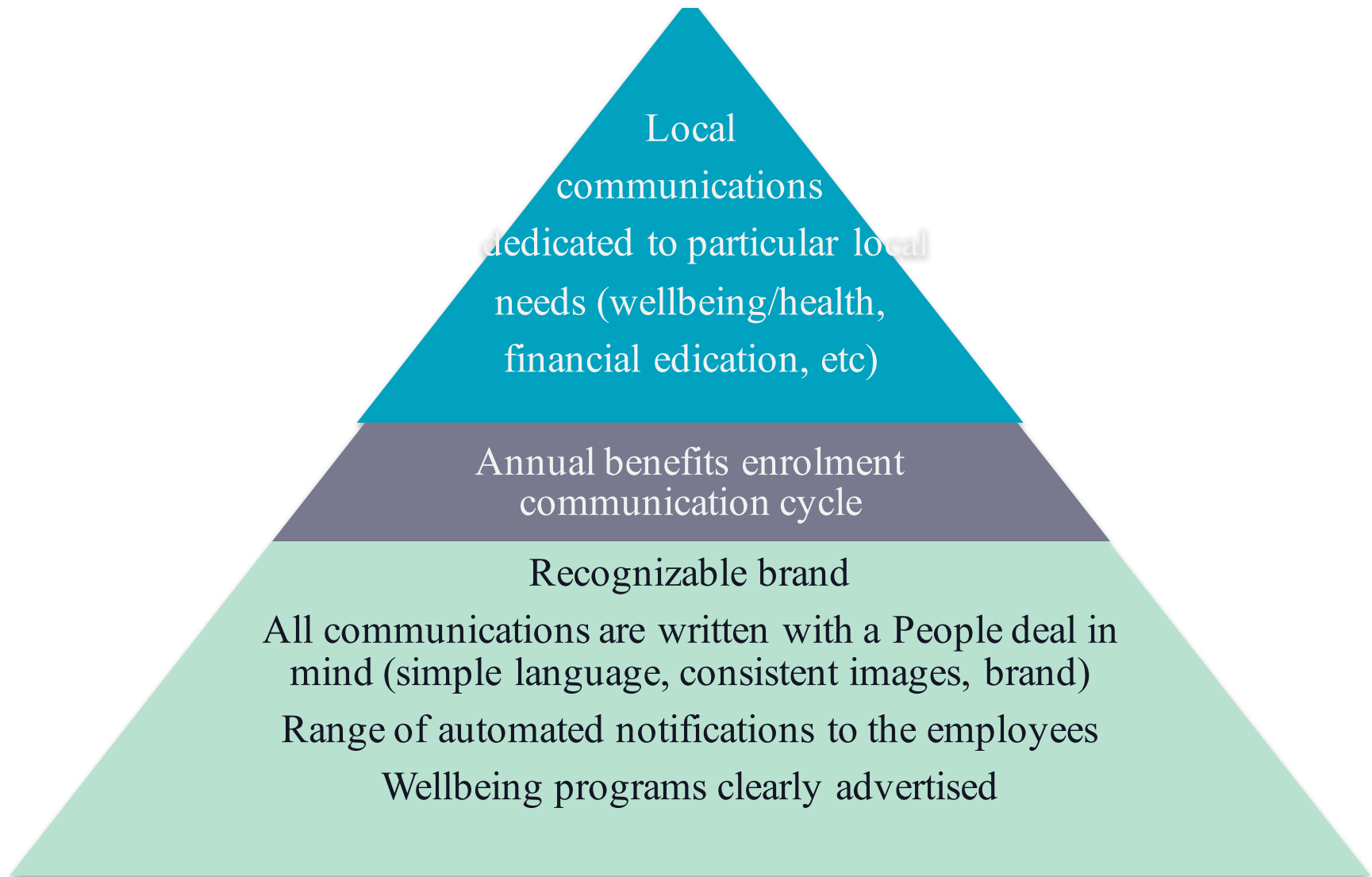
Wellbeing@Cisco

Pick a path that suits you

Scroll through the



Evolution of EMEAR Total rewards communication



Lessons Learnt - Stakeholders

HR

Country
Leadership

Employee
Relations

Employee
Support

Communications
agency

Finance

Payroll

IT and data
security



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Benefits which Start with You

Employee
Engagement

Global Benefits

Benefit brokers

Workers
Councils/ TU

Communications

Regional
Benefits

Workplace
resources

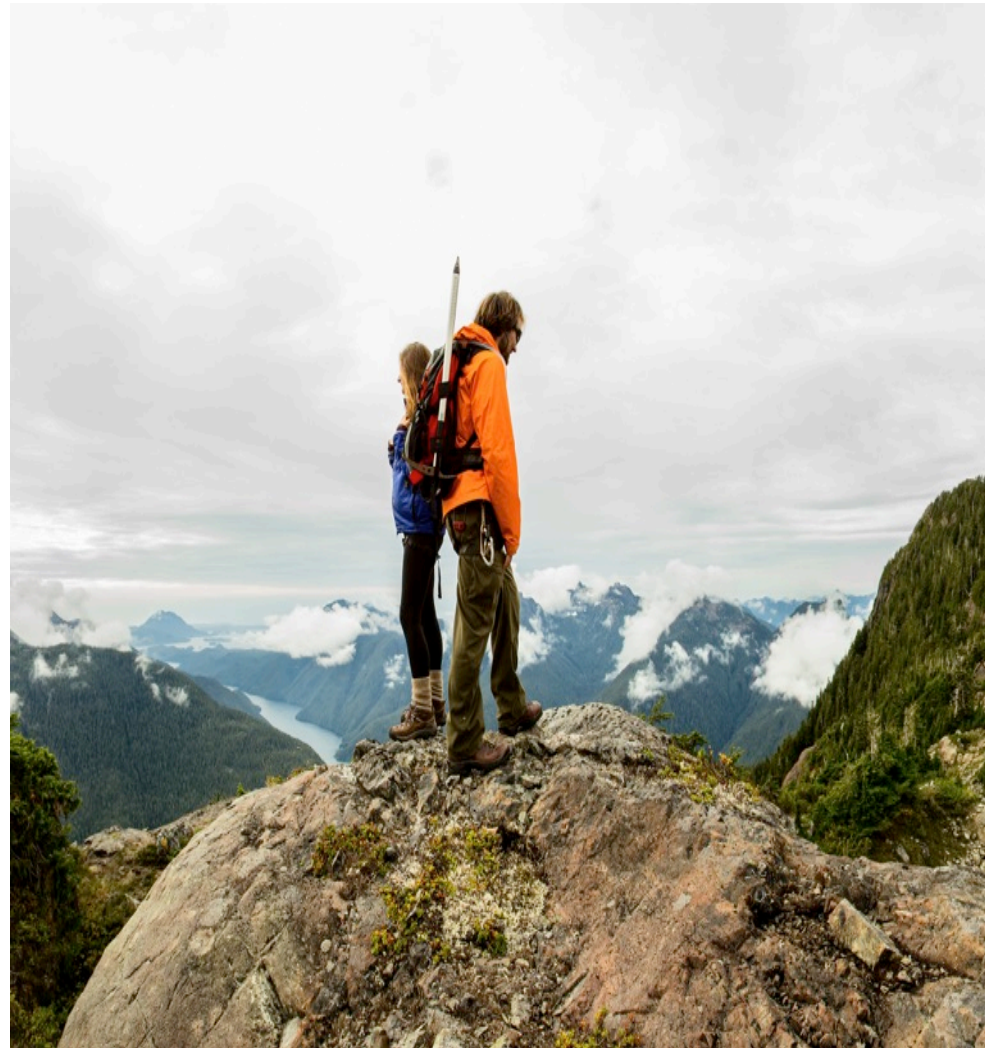
Benefit providers

Lessons learnt

- Planning (additional HR/Total rewards projects = more time for technology launch)
- EMEAR vs country application of the design
- HR and Business leadership buy-in and support = higher employee engagement
- Strong project manager and clear roles and responsibilities
- Who is your benefits expert? Get them in early!
- Enablement of those who will be working on the project (templates, reusable examples, etc) and those who will be supporting/maintaining the portal going forward
- Be honest... not all countries are ready for automization... yet
- Understand your employees in each country and best way to communicate with them

What's lying ahead

- Online pre-onboarding experience
- More development of Wellbeing side
- Exploring other/new means of communications for higher engagement
- Enable more flexibility for employees
- Upgraded more interactive look
- Feedback functionality



Thank you.

