



Pay Parity at Cisco

A Commitment to Pay Parity



Building Trusted Environments

Cisco has always been committed to paying our people fairly and equitably. We've recently built an innovative and inclusive framework that introduces powerful analytics to evaluate our complex compensation system and its overall health. These innovations help build the trusted environment that drives the best teams, allows us to retain the best talent, and positions Cisco as a top employer.

Our reviews include taking a look at all factors that influence an equitable talent environment, from new hire offers to individual rewards, so that we can continue to design and deliver fair, inclusive, and competitive pay for our people.

To date, our regular reviews have revealed a healthy global compensation system and only minor disparities within approximately 1 percent of our global employee population.

Our Ongoing Commitment

We've given pay adjustments to close those small gaps. In FY19, the funds required to address these gaps represented a small fraction—approximately 0.04 percent of our global base payroll. Pay parity is an ongoing commitment for us. We'll be testing for parity regularly and where we see gaps, we'll fix them.

Cisco is also proud to have taken a national leadership role in advancing fair pay for everyone, as one of the 28 founding signers of the White House Equal Pay Pledge. We've joined forces with 24 companies across multiple industries to form the Employers for Pay Equity Consortium to help make the promise of fair pay a reality for all employees.

Learn more at www.cisco.com/go/diversity and blogs.cisco.com/diversity.



Cisco supports pay parity for all employees.

Cisco is proud to advance fair pay for everyone.