

ATTACHMENT – PRESS RELEASE

SAN FRANCISCO -- The U. S. Equal Employment Opportunity Commission (“EEOC”) announced today that it, along with lawyers representing five individuals, agreed to resolve a lawsuit brought by the EEOC and a separate lawsuit originally brought by four of those same individuals against Cisco for failure to hire in its U.S. Sales Organization. The private lawsuit, originally filed as a class action, ended with an agreement whereby all claims, including the class claims, were dismissed. As a result of the agreement, the EEOC will not pursue the claim that Cisco systematically discriminated in its hiring practices, based on the charges of the five individuals. Cisco is settling on an individual basis with the five plaintiffs who felt that their job applications had not been handled properly because of their race, African American. Cisco denied the allegations.

Cisco's Senior Vice President for Human Resources, Brian Schipper said, *“Throughout its history, Cisco has exhibited a commitment to diversity and inclusion, and has been recognized as a leader in this respect. Cisco’s minority US workforce represents approximately 43% of the company’s total US workforce. Consistent with this commitment, Cisco has implemented practices in its recruitment process designed to increase the number of qualified African Americans applying for all US sales positions at Cisco.”* *“We are pleased to reach a resolution that is consistent with our past and future diversity and equal opportunity objectives. Inclusion, equality and fairness are among our core operating principles. We believe that the steps we are taking will be a model for the technology industry and we look forward to working with the EEOC to increase employment opportunities for African Americans in this vital sector of the economy.”*

“We commend Cisco for working to create a process that we believe will help the company to attract even more qualified applicants, and are looking forward to working with Cisco in the future,” said EEOC’s Phoenix District Director Chester V. Bailey.

“We and our clients are pleased with the result and that Cisco has acted as a good corporate citizen.” said private counsel for the individuals, Todd McNamara of McNamara Roseman Martinez & Kazmierski and Jack Lee of Minami and Tamaki.