



# Cisco's Return to Office Strategy

Irving Tan  
EVP, Chief Operating Officer

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# Return to Office Framework

Strategic playbook for how we transition to Return to Office

Globally consistent framework that adjusts for local nuance

No stringent schedule, we are not opening offices automatically



Health  
& Safety



Scientific &  
Medical Data



Official  
Guidance



Needs of  
the Business

Key Foundations

# Phased Approach

## Phase 0

### **Mandatory work-from-home**

Building access only for those who need to maintain them

## Phase 1

### **“Facilities-Dependent” Roles**

No more than 30% in the office

## Phase 2

### **Business “Essential” Workers**

Phase 1 + roles for which being in the office enhances productivity related to core Cisco business imperatives; 50% capacity, max

## Phase 3

### **Normal business operations**

Business as usual

- **Community-level flare-ups will move us between phases as needed**
- **Site-specific flare-ups will be addressed on a site-per-site basis, based on site protocols**

