

Discussion Panel Questions: Cisco

Full Time Employment

1. Aside from salary, what benefits are offered to employees such as retirement, 401K matching, stock options, or company facilities?

401K (matching)

Initial Stock options and annual consideration for additional options/grant(s)

ESP-Employee Stock Purchase Program up to 10% of base salary *bought at 85% of the stock value) bought every 6 months

Annual bonus plan

Most sites of an on site gym, basketball courts, volleyball, massage therapy, Jogging trails, ATM's, laundry, onsite dental mobile, car washing, etc.

Free Drinks and Water (tea and coffee also)

Pool tables, ping pong, bean bags, state of the art facilities

Tuition reimbursement

2. Do you offer any leadership development programs for students interested in pursuing leadership roles?

We not only have these programs, but they are highly encouraged. We have instructor led courses, online courses etc. there is a class offered for almost all interests

3. Do you offer a technical career track that allows for career and pay advancements that compare to a management track? If so, explain the similarities and differences.

4. What are the promotional opportunities for the positions available and what are the average time frames for these promotions?

Promotions yes, time depends on the group, and the employee. Cisco is big on promoting and keeping people professionally satisfied and constantly learning. We are about professional development.

5. Is an advanced degree such as a Masters required or valued at your company?

As always MS and higher degrees are valued, but not needed. We work with a lot of students that are working towards their BS degrees.

Inter/Co-Op Employment

1. What are the statistics of co-ops/ interns receiving full time offers?

About 75%

2. Do you provide housing or relocation expenses for your co-op/internship positions?

Yes, we do offer relocation dollars if they are moving out of state, no if they are local.
No, we do not provide housing.

3. What are the Visa and/or Security clearances required to work as an intern or Co-Op?

Some of the roles we look for will sponsor and allow Visa students to work with their group as an intern/co-op. Other groups cannot sponsor. We have several groups that work with government contracts/entities that require US Citizenship and cannot work with Visa candidates.

4. What are examples of specific assignments and responsibilities for the available positions?

They can range from working on HRIT (Human Resource IT projects (data mining), telepresence, storage, wireless, security, IOS, programming, or coding. We have lab roles where you work on real TAC cases.

5. How is performance evaluated, how often, and by whom in the company?

If an intern: Evaluation is done at the end of the internship, by the manager or acting manager. You are ranked against those of the same degree level, job, and skills. Feedback is shared with the candidate. The performance is evaluated on communication, team work, technical knowledge, leadership etc.

As a Full Time employee, that will depend on your group- the company wide performance is 1x a year, conducted by your direct manager.