

## Transcript: Welcome message from John Chambers, CEO

Hello, I'm John Chambers, chairman and CEO at Cisco and I want to welcome each of you as a new hire to Cisco. Some of you will be coming out of college some of you will be in the industry for multiple decades. But what you are about to find out is going to be the most exciting job you've ever had in your life. It's one of the best places to work in every country in the world, we are a family in a very unique way and we're going to change the way the world works, lives, learns, and plays. This year we are celebrating our 25 year anniversary. We saw more growth both from a financial point of view, from a customer satisfaction point of view, but also from a corporate social responsibility point of view than almost any company have ever done in history during our first 25 years. And the exciting thing is we built the foundation for the next 25. We are the global leader in high tech and innovation but we are also very effective at execution.

So as you join Cisco, a couple of areas I'd like to ask you to help us keep as a key part of our culture; On your culture badge, at the very base is what we are and who we are. We put the customer success first in everything we do. In the middle is catching market transitions, we don't focus on competition although it is fun to compete, we focus on getting transitions right. Either transitions of data voice video over a single network, transitions in the consumer world with video, or data center virtualization and clouds. We focus our base in terms of organization structure around social groups, or communities, we call them councils, boards and working groups, you will hear more about that. And business models built on vision thinking 5 to 10 years out, strategy, execution. This allows us to move with speed, scale, flexibility and replication.

While we are family we also believe in using our own technology to really drive collaboration across the company, moving from command and control to a collaborative leadership style. And I can't emphasize enough our belief in terms of the most successful companies or individuals in the world should be the best in giving back. While we're not a perfect organization and we do regularly remind each other of that, we are a family. We watch out for each others in ways that, as you will find out over your time at Cisco, is very unique.

We set long term goals and we almost always achieve those. We have no fear about entering a new markets or taking on new peers in the industry but we have a lot of healthy paranoia about what could go wrong. And we are setting an aspirational goal that many will say is impossible to achieve but I think we can; to become the best in the world and the best for the world.

I wish you success here at Cisco. I can tell you it will be your best job of your life and I want to welcome you to the Cisco family. It's a great time to be at Cisco, I look forward to personally meeting you in years to come.

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