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Ethics and Compliance

Logged in as [chrocker](#) ([Log Out?](#))



CEC

About Cisco

Employee Services



Learning & Development



Support & Tools



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Security Information



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Campaign: [Q4 Development Certification](#)

[Proxy Access](#)
[Administration](#)
[Statistics](#)

[Dashboard](#)
[Email Activity](#)
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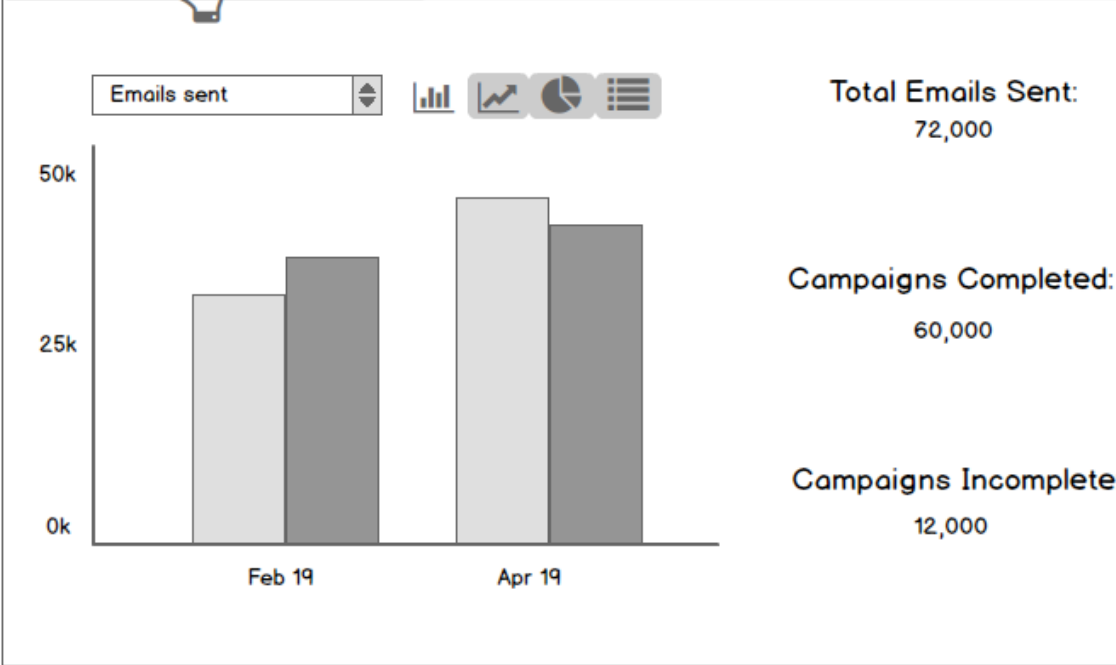
Launch Date: February 19, 2016
 Creation Date: January 10, 2016
 Campaign Type: Acknowledgement

[+ Q4 Development Certification - DETAILS](#)

Start: 02/19/16
 End: 04/19/16
 Launch date timeframe

Overall Results

Result 1	0
Result 2	0
Result 3	0 0%
Result 4	0 0%
Result 5	0
Result 5	0
Result 5	0
Result 5	0



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Campaign: [Q4 Development Certification](#)

Proxy Access Administration Statistics

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[Q4 Development Certification - DETAILS](#)

Launch Date: February 19, 2016

Creation Date: January 10, 2016

Campaign Type: Acknowledgement

Start 02/19/16 End 04/19/16

Launch date timeframe



Overall Results

Result 1 0

Result 2 0

Result 3 0

Result 4 0

0%

Result 5 0

Result 6 0

Result 7 0

< February 2016 >

Sun Mon Tues Weds Thurs Fri Sat

31 1 2 3 4 5 6

7 8 9 10 11 12 13

14 15 16 17 18 19 20

21 22 23 24 25 26 27

28 29 1 2 3 4 5

Last Month

Last 90 days

Year to date

Last year

Total Emails Sent:

72,000

Campaigns Completed:

60,000






Campaigns Incomplete:

12,000

0k

Feb 19

Apr 19

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List Of Campaigns

[Delete](#)
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<input checked="" type="checkbox"/>	Name	Status	Group	Creation Date	Administrator	Closed Date
<input checked="" type="checkbox"/>	Q4 Development Certification	Closed	Ethics	02-01-2016	chrocker	04-19-2016
<input checked="" type="checkbox"/>	Testing1234	Draft	Ethics	03-15-2016	chrocker	
<input checked="" type="checkbox"/>	Business Owner Certification	Closed	Ethics	11-1-2015	crapolu	01-20-2016
<input checked="" type="checkbox"/>	Sales and Service Representations	Closed	SOX	10-05-2015	chrocker	12-1-2015
<input checked="" type="checkbox"/>	Finance Owner Representations	Active	SOX	04-08-2016	chrocker	

Showing 1 - 5 of 30

Records per page:

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<div>By Name</div> <div></div> <div></div>						
<input type="checkbox"/> Name	Status		Creation Date	Administrator	Closed Date	
<input type="checkbox"/> Q4 Development Certification	Closed	Ethics	12-01-2016	chrock	04-19-2016	
<input type="checkbox"/> Testing1234	D		3-15-2016	chrock		
<input type="checkbox"/> Business Owner Certification	Closed	Ethics	11-1-2015	crapolu	01-20-2016	
<input type="checkbox"/> Sales and Service Representations	Closed	SOX	10-05-2015	chrock	12-1-2015	
<input type="checkbox"/> Finance Owner Representations	Active	SOX	04-08-2016	chrock		

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List Of Campaigns



Delete

Copy

Modify

+ Create

<input type="checkbox"/>	Name	Status	Group	Creation Date	Administrator	Closed Date
<input type="checkbox"/>	Q4 Development Certification	Closed	Ethics	02-01-2016	chrocker	04-19-2016
<input type="checkbox"/>	Testing1234	Draft	Ethics	03-15-2016	chrocker	
<input type="checkbox"/>	Business Owner Certification	Closed	Ethics	11-1-2015	crapolu	01-20-2016
<input type="checkbox"/>	Sales and Service Representations	Closed	SOX	10-05-2015	chrocker	12-1-2015
<input type="checkbox"/>	Finance Owner Representations	Active	SOX	04-08-2016	chrocker	

Showing 1 - 5 of 30

Records per page:

5



1 [2](#) [3](#) [4](#) [5](#) [6](#) >>

New Campaign



* Required Fields

Title: ✓

Description:

Group: ▼ *

Default Language: ▼ ✓

Type: ▼ *

Cancel

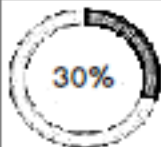
Save



1 New Campaign

2 Acknowledgement

3 Review



sample campaign

Status: DRAFT


Edit


Next

Campaign Details

Access Management

URL: http://www.in-tools.cisco.com/ics/ethics/cert_mailer.do?objectId=10258

Title: sample campaign

Description:

Default Language: English

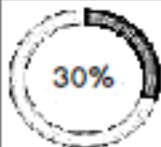
Group: Tool Administration

Type: Acknowledgement

1 sample campaign - Details

2 Acknowledgement

3 Review



sample campaign

Status: DRAFT

 Edit

 Next







Campaign Details

Access Management

User ID

Add



User	Department ID	Read - Only	Campaign Manager	Actions
chrocker	020071654	<input type="checkbox"/>	<input checked="" type="checkbox"/>	 
noadkins	020070299	<input checked="" type="checkbox"/>	<input type="checkbox"/>	 
jrice2	020074591	<input type="checkbox"/>	<input checked="" type="checkbox"/>	 

Showing : All Records

Records per page:

5



1 of 1

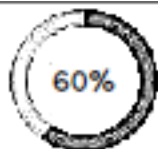
1 sample campaign - Details

2 Acknowledgement

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sample campaign

Status: DRAFT

Edit

Next

Acknowledgement Details


Documents


References

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* Required Fields

Start Date* 

End Date* 

Displayed Due Date:* 

Confirmation Screen: ☒ Yes ☐ No

Image for certification screen: No file selected

Multiple Acceptance / Revalidation: ☐ Yes ☐ No

Allow Proxy Acceptance: ☐ Yes ☐ No

Target Audience: ☐ Restricted ☐ All

Confirmation Email: ☐ Yes ☒ No

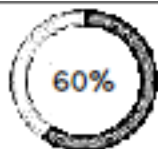
Submit Button Text:*

Next >

1 sample campaign - Details ✓

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sample campaign

Status: DRAFT

 Edit

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* Required Fields

B *I* u ~~ab~~ style   |     

Instructions Section Heading: *


User Instructions: *


Disclaimer Text: *

Inactive Message: *

Thank You Message: *

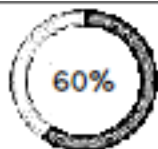
Message for Unauthorized Users:

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1 sample campaign - Details 

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sample campaign

Status: DRAFT

 Edit

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Acknowledgement Details

Documents

References

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Videos

* Required Fields

Instructions Section Heading: *

User Instructions: *

Disclaimer Text: *

Inactive Message: *

Thank You Message: *

Message for Unauthorized Users:



B

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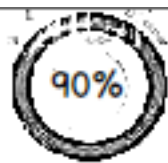


< Back

1 sample campaign - Details ✓

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sample campaign

Status: DRAFT

Reset

Preview

Launch

URL http://wwwin-tools.cisco.com/ics/ethics/cert_mailer.do?objectId=10258

Name sample campaign

Group Tool Administration

Type Acknowledgement

Order of Sections:

Documents ↑↓

References ↑↓

Questions ↑↓

Video ↑↓

1 sample campaign - Details ✓

2 Acknowledgement ✓

3 Review

New Campaign



* Required Fields

Title: 

Description:

Group:

Select

▼

 *

Default Language:

English

▼



Type:

Select

▼

 *

Cancel

Save

Some awesome campaign - Details



URL: http://www.in-tools.cisco.com/ics/ethics/cert_mailer.do?objectId=10258

Title: Some awesome campaign

Group: Tool Administration

Description:

Default Language: English

Type: Acknowledgement

Acknowledgement Recorder



Review





Acknowledgement Details

Documents

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* Required Fields

Start Date *

//



End Date *

//



Displayed Due Date: *

//



Confirmation Screen:

☒ Yes☐ No

Image for certification screen:

Browse...

No file selected

Multiple Acceptance / Revalidation:

☐ Yes☐ No

Allow Proxy Acceptance:

☐ Yes☐ No

Target Audience:

☐ Restricted☐ All

Confirmation Email:

☐ Yes☒ No

Email Configuration

Submit Button Text: *

Next >





Acknowledgement Recorder



Acknowledgement Details

Documents

References

Questions

Videos

* Required Fields



Instructions Section Heading: *

User Instructions: *

Disclaimer Text: *

Inactive Message: *

Thank You Message: *


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[2015 COBC](#)

[FY14-FY15 New Hire COBC](#)

[FY13-FY14 New Hire COBC](#)

Recent Disclosure Approvals

[Gift for my old manager](#)

[Gift for our newest member](#)

[Son joining Cisco in January](#)

Welcome To Ethics Connect

The Ethics Connect tool manages and tracks ethics and compliance related to certifications, approvals, and disclosures required by Cisco policies.

Using Ethics Connect and your adherence to our policies are important steps in your commitment to ethics and compliance at Cisco.


Select the appropriate Campaign below to begin the process

Certifications To Complete:


Campaign Name	Status	Start Date	Due Date	Actions
2016 COBC	unsigned	2016-Feb-03	2016-Jun-04	Start
2015 COBC	In-Progress	2015-Feb-03	2015-Jun-04	Resume
New Hire COBC	signed	2014-Feb-03	2014-Jun-04	View

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Completed!

2016 COBC

[Help?](#)

[Go to Dashboard](#)

[View more details](#)



First Name :	Charnae
Last Name :	Rocker
Email :	chrocker@cisco.com
Employee ID :	871433
Certification Status :	signed ✓
Language :	English - eBook
Confirmation Number :	345678
Certification Time :	12:09 PM PST

CEC

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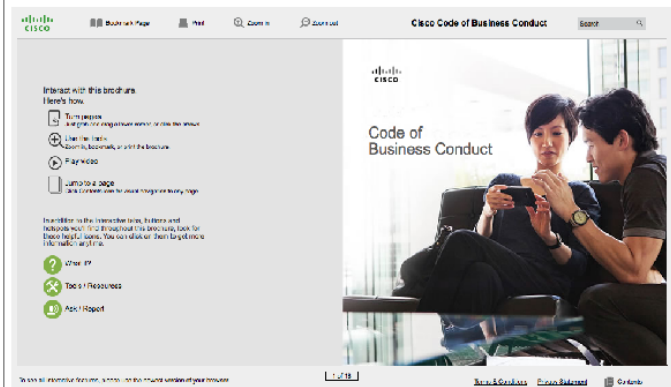
My Profile

Completed!

2016 COBC

Help?
Export

Go to Dashboard



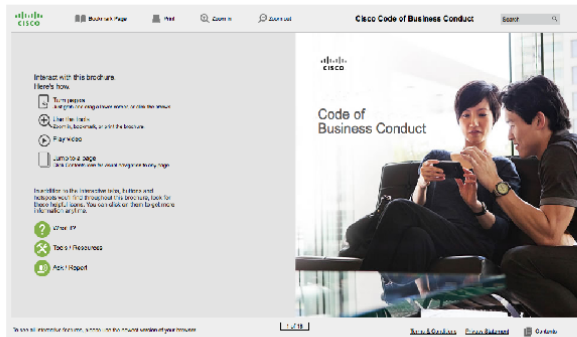
* Mandatory Response

- 1 International Sales/Marketing/Services/Finance Employees -- I am an employee in the Sales, Marketing, Services or Finance organizations AND am directly involved in sales transactions with customers and/or channel partners/distributors who are located OUTSIDE the United States. (NOTE: If you are a TAC Engineer, check "No") *
- ☐ Yes ☒ No
- 2 Sales/Marketing/Services/Finance internationally based Employees -- I am an employee located outside the US in the Sales, Marketing, Services or Finance organizations. (NOTE: If you are a TAC Engineer, check "No") *
- ☐ Yes ☒ No
- 3 Public Officials Outside the US - I directly interact with non-US government officials/employees (at any level) who are associated with governments or state owned entities outside the United States or with representatives of public international organizations such as the United Nations or World Bank. *
- ☐ Yes ☒ No
- 4 US Public Officials -- I directly interact with government officials and employees (at any level) who are associated with (a) the United States Federal Government; or (b) a state, county or other local government within the United States. *
- ☐ Yes ☒ No
- 5 Do you support a K-12 school or library in the United States? *
- ☐ Yes ☒ No
- 6 Healthcare -- In my current role, I am involved in the development, marketing, sale, servicing or support of Cisco offerings for the patient care or healthcare environment. *
- ☐ Yes ☒ No
- 7 Cisco Labs -- My work requires me to have access to Cisco labs for the purpose of product demos/testing/training/development or lab inspections/audits. *
- ☐ Yes ☒ No
- 8 To ensure Cisco is in compliance with tax and immigration laws, please confirm that you live and work in your designated employment country (country from which you receive your paycheck). Answer "Yes" if you live and work in your designated employment country, or you are on an Employee Mobility Services approved international assignment. Answer "No", if you live and work outside of your designated employment country. (If you have any questions please send your inquiry to EMS-global@cisco.com) *
- ☒ Yes ☐ No
- 9 Finance -- I am a Finance employee or a Finance Global Shared Services (FGSS) employee. (NOTE: If yes, you will be required to complete a separate Finance Code of Conduct). *
- ☐ Yes ☒ No
- 10 I am a Sales, Services, Supply Chain, Legal, Corporate Affairs (CSR) or Government Affairs employee. (NOTE: If you are a TAC Engineer, check, "No") *
- ☒ Yes ☐ No
- 11 Feedback on the COBC eBook - If you certified using the eBook version of the COBC - Please rate the revised eBook format (5 = Excellent to 1 = Poor)
- Good
- 12 Any suggestions for improvement or other feedback on the COBC or Certification experience?
- More time to complete

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 [Help?](#)
Export


First Name : Charnae
Last Name : Rocker
Email : chrocker@cisco.com
Employee ID : 871433
Certification Status : signed ✓
Language : English - eBook
Confirmation Number : 345678
Certification Time : 12:09 PM PST




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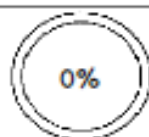
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2016 COBC

[Exit and Resume Later](#) | [Help?](#)

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Select Language: English 

[Skip this step](#)

Why Must We Certify the COBC?

Maintaining an ethical workplace is critical to our company's success in a dynamic global marketplace, where risks and regulations are constantly evolving. That's why the COBC is updated every year. To stay current, we require every employee to certify that he or she has reviewed, understands and agrees to abide by the Cisco COBC.

Employees are encouraged to certify using the interactive "eBook" version of the COBC in English (please see instructions below).

Tips for a succesful COBC Certification:

1. The COBC Certification cannot be completed using mobile phones and tablets. Please use a desktop or laptop computer to complete the COBC Certification.
2. The COBC Certification works better with the following internet browsers:
 Firefox 27.0 +
 Google Chrome 33.0 +
 Safari 5 + (Javascript MUST be enabled)
3. PLEASE complete this in a single browser session with no tabs or other browsers running at the same time

1

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2

Review the COBC

3

Questions


4

Agree & Submit




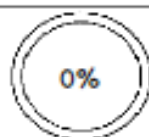
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Tips for a succesful COBC Certification:

1. Tip 1

2. Tip 2

3. Tip 3

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2 Review the COBC


3 Questions

4 Agree & Submit




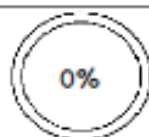
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1 Instructions **2** Review the COBC **3** Questions **4** Agree & Submit




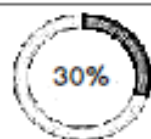
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Cisco Code of Business Conduct

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Here's how:

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Drag your mouse along a horizontal line to click through pages.
-  Use the tool
Zoom in, bookmark, or print the brochure.
-  Play video
-  Jump to a page
Click the white icon for visual navigation to any page.

In addition to the interactive tools, buttons and hotspots you'll find throughout this brochure, look for these helpful icons. You can click on them to get more information anytime.

-  What If?
-  Tools / Resources
-  Ask / Report



Code of Business Conduct



To see all interactive features, please use the newest version of your browser.


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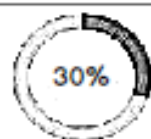
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Code of Business Conduct

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Click the links to go to any page.


In addition to the interactive tabs, buttons and hotspots you'll find throughout this brochure, look for these helpful icons. You can click on them to get more information anytime.

-  What If?
-  Tools / Resources
-  Ask / Report

To see all interactive features, please use the newest version of your browser.

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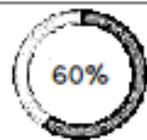
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Changes Auto-Saved!

* Mandatory Response

- 1 International Sales/Marketing/Services/Finance Employees -- I am an employee in the Sales, Marketing, Services or Finance organizations AND am directly involved in sales transactions with customers and/or channel partners/distributors who are located OUTSIDE the United States. (NOTE: If you are a TAC Engineer, check "No") *

☐ Yes ☐ No

- 2 Sales/Marketing/Services/Finance internationally based Employees -- I am an employee located outside the US in the Sales, Marketing, Services or Finance organizations. (NOTE: If you are a TAC Engineer, check "No") *

☐ Yes ☐ No

- 3 Public Officials Outside the U.S. - I directly interact with non-U.S. government officials/ employees (at any level) who are associated with governments or state owned entities outside the United States or with representatives of public international organizations such as the United Nations or World Bank. *

☐ Yes ☐ No

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1 Instructions ✓


2 Review the COBC ✓

3 Questions


4 Agree & Submit

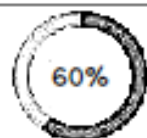
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Changes Auto-Saved!

* Mandatory Response

- 4 U.S. Public Officials -- I directly interact with government officials and employees (at any level) who are associated with (a) the United States Federal Government; or (b) a state, county or other local government within the United States. *

☐ Yes

☐ No

- 5 Do you support a K-12 school or library in the United States? *

☐ Yes

☐ No

- 6 Healthcare -- In my current role, I am involved in the development, marketing, sale, servicing or support of Cisco offerings for the patient care or healthcare environment. *

☐ Yes

☐ No

- 7 Cisco Labs -- My work requires me to have access to Cisco labs for the purpose of product demos/testing/training/development or lab inspections/audits. *

☐ Yes

☐ No

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1 Review the COBC


2 Review the COBC ✓

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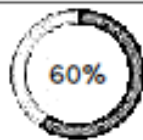
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Changes Auto-Saved!

* Mandatory Response

- 8 To ensure Cisco is in compliance with tax and immigration laws, please confirm that you live and work in your designated employment country (country from which you receive your paycheck). Answer "Yes" if you live and work in your designated employment country, or you are on an Employee Mobility Services approved international assignment. Answer "No", if you live and work outside of your designated employment country. (If you have any questions please send your inquiry to EMS-global@cisco.com)*

☐ Yes

☒ No

Please provide an explanation.

- 9 Finance -- I am a Finance employee or a Finance Global Shared Services (FGSS) employee. (NOTE: If yes, you will be required to complete a separate Finance Code of Conduct).*

☐ Yes

☐ No

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Agree & Submit

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60%

2016 COBC

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Changes Auto-Saved!

*Mandatory Response

10

I am a Sales, Services, Supply Chain, Legal, Corporate Affairs (CSR) or Government Affairs employee. (NOTE: If you are a TAC Engineer, check, "No") *

☐ Yes ☐ No

11

Feedback on the COBC eBook - If you certified using the eBook version of the COBC - Please rate the revised eBook format (5 = Excellent to 1 = Poor)

Select

12

Any suggestions for improvement or other feedback on the COBC or Certification experience?

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Agree & Submit




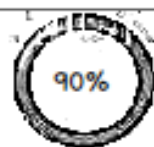
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- ☐ By checking this box, I certify that, as a Cisco employee, I have reviewed and understand the Cisco Code of Business Conduct (COBC) and agree to comply with the policies and guidelines established in the COBC.

Submit



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Agree & Submit

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Completed!

2016 COBC

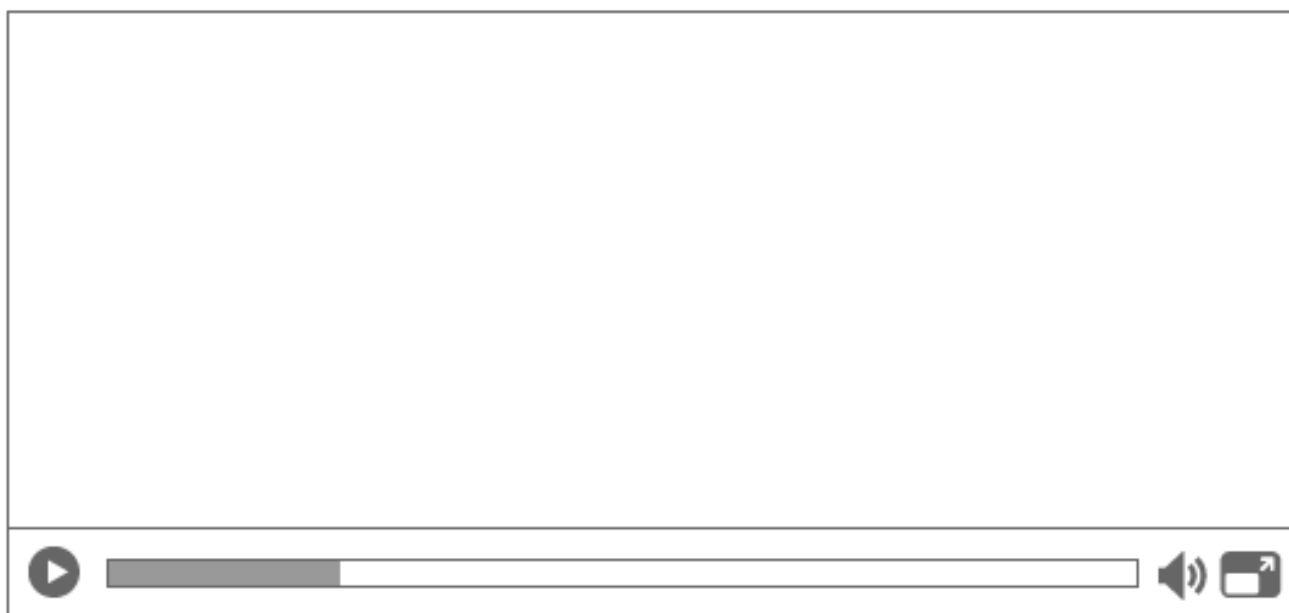
[Help?](#)

[Go to Dashboard](#)

[Confirmation Details](#) 


You have successfully completed the 2016 COBC!
We highly encourage you to take a look at the
message from Chuck below:

Confirmation number: 345678




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You have successfully completed the 2016 COBC!
We highly encourage you to take a look at the
message from Chuck below:

Confirmation number: [345678](#)




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First Name :	Charnae
Last Name :	Rocker
Email :	chrocke@cisco.com
Employee ID :	871433
Certification Status :	signed 
Language :	English - eBook
Confirmation Number :	345678
Certification Time :	12:09 PM PST