



2019-06-26

Jeong Hun Kim

**1602Th, 202 Dong Yangjae Livon Tower, 40, Maeheonro-16 Gil, Seocho-Gu
Seoul, Seoul-teukbyeolsi [Seoul] 06770**

Dear Jeong Hun:

I'm delighted to offer you a role at Cisco, where you'll be joining 70,000+ people who change the way the world works, lives, plays, and learns! But our edge doesn't come from our world-changing technology, it comes from our people. People just like you.

If you decide to join us, we offer something exceptional – it's called Our People Deal. It is all about what Cisco will offer you, and what we ask of you in return. Below you'll find the beginning of what Cisco has for you.

We're offering you a position as a **CUSTOMER SUCCESS SPECIALIST**, Grade Level 011 in 130 - **Cisco Systems (Korea) Limited**. You'll report to me, **IL-Yong Seong - iyseong@cisco.com** and you'll start in our **Seoul, Seoul-Teukbyeolsi, Republic Of Korea** office.

When you'll start

We're planning for you to start on **02-Aug-2019** (Start Date). If this date won't work for you, please email me (**IL-Yong Seong - iyseong@cisco.com**) with the date you prefer and we can discuss options. You just need to make sure it is at least two weeks after we receive all your signed documents.

What Happens Next?

Please let us know your response to this offer by **01-July-2019** by either accepting this offer or contacting your recruiter or me to discuss.

If you accept the offer, you'll get access to our hiring portal, "My Documents Space" where you'll find more about what you need to get started on your Cisco career journey.

Get in touch if you have any questions. Reach out to me personally, or your recruiter, who is also a great source of information. It's been a pleasure getting to know you, **Jeong Hun**. I look forward to having you on our team!

Welcome to Cisco!

IL-Yong Seong - iyseong@cisco.com
DIRECTOR.CUSTOMER DELIVERY



Cisco Systems Korea Ltd.
5F ASEM Tower, 517 Yeongdongdae-ro,
Samsung-dong, Gangnam-ku,
Seoul, 135-798, Korea
Phone: 82-2-3429-8000
Fax: 82-2-3453-0851

2019-06-26

Jeong Hun Kim

1602Th, 202 Dong Yangjae Livon Tower, 40, Maeheonro-16 Gil, Seocho-Gu Seoul Seoul-teukbyeolsi [Seoul] Korea, Republic of 06770

Dear Jeong Hun,

On behalf of **130 - Cisco Systems (Korea) Limited** ("Company"), I am pleased to offer you the position of **CUSTOMER SUCCESS SPECIALIST.011.CUSTOMER EXPERIENCE.CISCO-007171**, on the terms set out herein.

1) COMMENCEMENT AND TERM OF EMPLOYMENT

a) Subject to:

- i) you obtaining the necessary employment or visa approvals, if any, from the relevant government authorities for your employment with the Company;
- ii) you submitting certified copies of documentation as required; and
- iii) you undergoing any other test required by the Company,

your employment will commence on **02-Aug-2019**.

b) Your employment is intended to be for an indefinite term, subject to:

- i) your successful completion of an initial three (3) month probationary period. This probationary period may be reduced or extended at the absolute discretion of the Company; and
- ii) termination pursuant to the terms of this agreement, Company policy (including the Rules of Employment) and the requirements of applicable law.

2) TERMS AND SCOPE OF EMPLOYMENT

a) You will be employed in the position of **CUSTOMER SUCCESS SPECIALIST.011.CUSTOMER EXPERIENCE.CISCO-007171**, grade level **011**. You will initially report to the **DIRECTOR.CUSTOMER DELIVERY** or such other person as required by the Company from time to time.

b) Your place of work will be in **Seoul, Seoul-Teukbyeolsi, Republic Of Korea**.

c) You agree, as a condition of your employment and prior to the date of your commencement, that you will execute the Company's "Proprietary Information and Inventions Agreement" and sign the Company's "Consent Form for Employee Personal Information Management" which addresses the handling of your personal information.

d) You agree that, during your employment with the Company you must:

- i) perform to the best of your abilities and knowledge the duties assigned to you by the Company from time to time, whether during or outside Business Hours and at such places as the Company requires;
- ii) serve the Company faithfully and diligently to the best of your ability;
- iii) use all reasonable efforts to promote the interests of the Company;
- iv) act in the Company's best interests;
- v) comply with the Company's policies and procedures (including the Rules of Employment) in place from time to time;
- vi) comply with all law applicable to your position and the duties assigned to you; and
- vii) report to the person or persons nominated by the Company from time to time.

e) Without limiting your duties to the Company, you must not:

- i) act in conflict with the Company's best interests; or
- ii) compete with the Company, Cisco Systems, Inc. or any of their respective subsidiaries and affiliates (together, the "**Cisco Group**")

f) You agree that, without the need to terminate the employment relationship, the Company may assign you additional tasks or to a new manager; modify or remove your assigned duties; or change the place of your employment without additional compensation to you, in accordance with the Company's needs.

3) SALARY

Your basic salary will be ₩11,250,000.00 per month (equivalent to ₩135,000,000.00 per annum). Your salary will be paid according to local payroll practices, subject to any tax or other deduction provided or permitted by law in force from time to time, as well as such other sums as may be agreed with you from time to time. Your salary may be reviewed to the extent permitted by law.

4) DISCRETIONARY BENEFITS

a) In addition to your salary, the Company may, at its absolute discretion, provide you with other benefits. Unlike your salary, the Company may cease providing these benefits, or change the basis on which it provides them, from time to time at its absolute discretion. Such benefits include, without limitation, the benefits set out in the remainder of this paragraph headed DISCRETIONARY BENEFITS.

b) You may be eligible to participate in Cisco Group employee stock plans as established from time to time at such times and to such degree as the Company decides to make participation in the stock plans available to you at the Company's absolute discretion. Your eligibility and rights under the stock plans will be governed solely by the terms of the stock plans (including any grant agreement), applicable Company policy as established from time to time and all applicable laws.

c) You may be eligible to participate in any bonus scheme applicable to your position that the Company has in place from time to time. You acknowledge any bonus shall be at the absolute discretion of the Company, and you agree that as a condition of participating in any such scheme that you will not make, and do not have, any legal claim to expect or be entitled to a bonus, even if such payment was made repeatedly and without any explicit acknowledgment on each occasion as to its voluntary and/or discretionary nature.

d) You may be entitled to participate in the Company's benefits plans as operated from time to time, at such times as you qualify for them or, as the case may be, as you are selected, at the Company's absolute discretion, for participation in them.

e) Notwithstanding any compensation you receive under this paragraph headed DISCRETIONARY BENEFITS or any provision under this agreement, you agree that any such compensation will not be considered wages for severance calculation purposes.

5) MEDICAL CERTIFICATION

You shall, at the expense of the Company and as scheduled by the Company, take a physical checkup each year at a clinic designated by the Company. The Company may also require, as and when it determines, that you undergo a thorough medical examination by a doctor approved by the Company (again at its expense). In the event of such checkup/examination, your employment with the Company is subject to and conditional upon a satisfactory medical report which is to be determined at the absolute discretion of the Company.

6) VACATION ENTITLEMENT AND PAID HOLIDAYS

a) You will be entitled to vacation leave in accordance with the Company's vacation leave policy in place from time to time, subject to applicable law.

b) You are entitled to public holidays in accordance with the laws of the Republic of Korea and the Rules of Employment in place from time to time. Such public holidays do not form part of your annual vacation entitlement.

c) Vacation days and Public Holidays will be paid as actual workdays.

d) Upon termination of your employment for any reason whatsoever, any outstanding accrued vacation shall be paid to you.

7) HOURS OF WORK

The Company business day is generally from 9.00 AM to 6.00 PM ("Business Hours") subject to a lunch break of one hour between 12.00 to 1pm. However, you may be required to work in excess of the Business Hours as necessary to perform your duties and responsibilities. This is reflected in your rate of salary. You are not entitled to any additional payment in this regard, subject to applicable law and the Rules of Employment in place from time to time.

8) BUSINESS TRAVEL

Your duties may require you to engage in travel on behalf of the Company including travel outside Korea. As a consequence, you must work any additional hours as required. This is reflected in your rate of salary. You are not entitled to any additional payment in this regard, subject to applicable law and the Rules of Employment in place from time to time.

9) EXPENSES

Authorised Company expenses will be reimbursed to you in accordance with Company policy in place from time to time, upon your presentation of documentary evidence of each expense acceptable to the Company.

10) TERMINATION OF EMPLOYMENT RELATIONSHIP

- a) Your employment may be terminated at any time:
 - i) by you giving to the Company one (1) month's written notice; or:
 - ii) by the Company giving you one (1) month's written notice or by paying you an amount equal to one (1) month's salary, less any applicable or required tax or other deduction.
- b) You acknowledge and agree that such notice (or payment in lieu thereof) is reasonable notice of termination and no other notice requirements express or implied shall apply.
- c) However, if it is impossible for the Company to maintain its business due to a natural disaster or incident, etc., or if you intentionally cause substantial problems for the Company's business or damage its property as provided in the Decree of the Ministry of Labor, your employment may be terminated without giving notice and without any payment in lieu thereof.
- d) Upon the termination of your employment for any reason by either party, or upon the effective notice of termination of your employment by either party, the Company shall have the right to relieve you from the performance of any and all duties of the position upon the continued payment of your salary and compensation, as then in effect, for the duration of the notice period. During such notice period, you may be required to not attend for work, at the Company's absolute discretion.
- e) The termination of your employment howsoever arising shall not affect such of the terms hereof as are expressed to operate or have effect thereafter and shall be without prejudice to any right of action already accrued to the Company in respect of any breach or default by you.
- f) If your employment is terminated for any reason:
 - i) you must pay back any amounts you owe the Company at the date of termination;
 - ii) you must return all the Company's property (including property leased by the Company) to the Company on termination including all written or machine readable material, software, computers, credit cards, keys and vehicles;
 - iii) your obligations contained within the "Proprietary Information and Inventions Agreement" that you are required to sign in connection with your employment, continue after the termination of your employment; and
 - iv) you must not record or retain any confidential information in any form after termination.

11) RETIREMENT BENEFIT

After one year of service, you will be entitled to retirement benefits in accordance with applicable law and company regulation including Rules of Pension.

12) NO CONFLICT OF INTEREST

- a) You warrant that:
 - i) you have not entered into any other agreement or arrangement which may be in conflict with the terms and conditions of your employment with the Company, or which would preclude you from fully performing your job responsibilities for the Company; and
 - ii) your performance of your duties for the Company does not and will not breach any obligation you have to keep in confidence: proprietary information; knowledge or data acquired by you in confidence or in trust prior to your employment by the Company; and you will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others.
- b) During your employment with the Company you agree not to become associated as an owner, employee, agent, consultant, officer or partner or in any other capacity with any business which furnishes services or products similar to those of any member of the Cisco Group or which in any way otherwise competes with any member of the Cisco Group. While you are employed by the Company, you also agree not to become a director of any company or business, without the Company's prior written consent.

13) NON-SOLICITATION AND NON-COMPETITION

- a) For three (3) months after the date of the termination of your employment you must not and must not prepare to, within Korea: participate in; assist with; or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent, manager, employee, beneficiary, partner, associate, trustee or financier of, any business or activity:
 - i) that is the same or similar to a part or parts of a business: (A) carried on by a member or members of the Cisco Group; and (B) in which you worked at any time during the 12 months prior to the date of the termination of your employment; or

- ii) for any person, company or other entity that competes with any member of the Cisco Group.
- b) During your employment and for one (1) year after the date of the termination of your employment (hereafter, "Restraint Period"), you must not encourage, solicit, endeavor to solicit or assist another person to solicit any employee, consultant or contractor of a member of the Cisco Group to leave the member for any reason or to accept employment with or provide services to any other company. As part of this restriction, you must not suggest for employment or engagement, interview or provide any input to any third party regarding any such person during the Restraint Period. However, this obligation will not affect any responsibility you may have as an employee of the Company with respect to the bona fide hiring and firing of Cisco Group personnel.

14) APPLICABLE LAW

This agreement is to be governed and construed by the laws of the Republic of Korea and subject to the non-exclusive jurisdiction of the courts of the Republic of Korea.

15) NO WAIVER

The failure by the Company at any time to insist on performance of any provision of the agreement set out in this letter is not a waiver of its right at any later time to insist on performance of that or any other provision of the agreement set out in this letter.

16) REFERENCE AND BACKGROUND CHECKS

This offer of employment and any consequent employment relationship is contingent upon satisfactory reference and/or background checks as well as verification of your employment and salary history. Any false information provided by you or at your request may result in immediate termination of your employment with no compensation to you.

17) SEVERABILITY

The Company and you mutually agree that the provisions of this agreement are severable, and if any one provision is found to be invalid or unenforceable in whole or in part, the remainder of the agreement will remain valid and enforceable. The Company and you further agree that the court may modify any provision to make it valid and enforceable.

18) SUCCESSORS AND ASSIGNS

The Company will have the right to transfer and assign this agreement and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This agreement is personal to you and will not be transferred or assigned in whole or in part by you.

19) VARIATION

Any variation to this agreement must be in writing and agreed by both parties.

20) MISCELLANEOUS

Headings are for ease of reference only and do not affect the meaning of the agreement set out in this letter. Unless expressly indicated otherwise, references to monetary amounts are references to an amount expressed in the currency of Korea.

21) OTHER MATTERS

Any other matters not provided for in this agreement shall be governed by Company policy (including the Rules of Employment) in place from time to time. You are not entitled to any benefits granted to employees of the Company working outside Korea unless otherwise provided for in Company policy (including the Rules of Employment) and applicable law.

22) TIME FOR ACCEPTANCE OF OFFER

You acknowledge and agree that this letter accurately describes the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable. To accept the terms of this offer, you must do the following on or before the acceptance deadline of seven days following the date of this letter:

- a) if you have received this document via email, click on the "Accept" button at the end of this document;
- b) print (if you have received this document via email), sign and give, fax or scan/email your signed copy of this letter to **Bonyoung Koo - jeskoo@cisco.com, +82 2 3429 8617** or such other person nominated by **Bonyoung Koo - jeskoo@cisco.com**;
- c) print (if you have received this document via email), complete, sign and give, fax or scan/email the completed and signed copy of the attached Proprietary Information and Inventions Agreement to **Bonyoung Koo - jeskoo@cisco.com, +82 2 3429 8617** or such other person nominated by **Bonyoung Koo - jeskoo@cisco.com**; and
- d) print (if you have received this document via email), complete, sign and give, fax or scan/email the completed and signed copy of the attached "Employee Collection Statement" to **Bonyoung Koo - jeskoo@cisco.com, +82 2 3429 8617** or such

other person nominated by **Bonyoung Koo - jeskoo@cisco.com**.

If you do not do these things by seven days after the date of this letter signifying your acceptance of the offer, the offer will lapse.

Your projected start date is **02-Aug-2019**, if you prefer a different start date please respond back to this offer with your requested start date.

Yours sincerely,

Soo-Yun Lee

Soo-Yun Lee
Manager, Human Resources

Acceptance

I, **Jeong Hun Kim**, date of birth 17-MAY-1977, hereby confirm acceptance of all the above terms and conditions and confirm that I have read and understood the Company's Rules of Employment (including in relation to paid weekly days-off and vacation leave).

[Signature]
Signature

SAMSUNG SDS



Cisco Systems Korea Ltd.

5F ASEM Tower, 517 Yeongdongdae-ro,

Samsung-dong, Gangnam-ku,

Seoul, 135-798, Korea

Phone: 82-2-3429-8000

Fax: 82-2-3453-0851

CONSENT FORM FOR EMPLOYEE PERSONAL INFORMATION MANAGEMENT

I, upon verifying the provisions as set out below, hereby consent to processing (collection, use, transfer, etc.) my personal information (including credit information) of **130 - Cisco Systems (Korea) Limited ("Company")** as follows.

1. Consent to Collection and Use of Personal Information

1) Consent to Collection and Use of General Personal Information

Items of Personal Information to be Collected	Purpose of Collection and Use	Period of Retention and Use
Name (Korean/English), gender, nationality, date of birth, home address, home telephone & mobile phone number, e-mail address, photo, marital status, information of spouse and children (name, date of birth and contact detail), educational background(name of school, major, year of graduation, etc.), career information (work place, title, details of salary, date of commencement of employment, date of retirement, etc.), language skill, matters concerning license, matters concerning military service, information of dependents (health insurance), date of commencement of employment, employee number, company e-mail address, work place, responsible department, position/title, history of training, bank account for receipt of salary and expenses, salary information (annual salary, bonus plan, performance rating, etc.), car license plate number, etc.	HR and career management (recruitment, promotion, evaluation, compensation, award and sanctions, transfer to other department, transfer to affiliates, retirement, training, meeting, manufacture of name card, internal announcement, employee ID, issuance of certificate of employment, issuance of certificate of career, etc.); management of salary (base salary, allowances, bonuses, incentives, severance pay, etc.); subscription to statutory insurances such as National Pension, National Health Insurance, Unemployment Insurance, and Workers' Compensation Insurance; year-end tax settlement, and return and payment of income tax and any other taxes; confirmation of persons entitled to veterans compensation and offering of appropriate treatment; medical checkup; regular parking ticket; matters concerning welfare benefits (vacation, payment of congratulations and condolences payment, group insurance, etc.)	Unless otherwise required by applicable laws to preserve your personal information, your personal information will be retained and used until the foregoing purpose of collection and use is achieved.

** You have the right to refuse the collection and use of your personal information as set forth above. However, if you refuse the mandatory collection and use of general personal information, you cannot execute or maintain an employment agreement, may be subject to disadvantages in personnel management, or may not receive certain business supports provided by the Company.

I agree

I do not agree

2) Consent to Collection and Use of Unique Identification Information and Sensitive Information

Items of Personal Information to be Collected	Purpose of Collection and Use	Period of Retention and Use
1. Unique identification information: resident registration number, alien registration number (including those of family members), passport number, etc.	1. Identification of principal and its family members: HR management and job assignment, management of career and salary, welfare benefit; compliance with law/performance of contract, subscription to the corporate credit card, etc.	Unless otherwise required by applicable laws to preserve your personal information, your personal information will be retained and used until the foregoing purpose of collection and use is achieved.
2. Sensitive information: information stated in the medical exam report, information on disease and disability (type of disability, grade of disability, date of acknowledgment of disability, disability registration number, etc.), injury related information in case of occurrence of industrial accident.	2. Report of status of hiring disabled persons; handling of services related to Workers' Compensation Insurance and industrial accident, management of individual health and improvement of working environment.	

** You have the right to refuse the collection and use of your unique identification information and sensitive information as set forth above. However, if you refuse the mandatory collection and use of your unique identification information and sensitive information, you cannot execute or maintain an employment agreement, may be subject to disadvantages in personnel management, or may not receive certain business supports provided by the Company.

<input checked="" type="checkbox"/> I agree to the collection and use of unique identification information.	<input type="checkbox"/> I do not agree.
<input checked="" type="checkbox"/> I agree to the collection and use of sensitive information.	<input type="checkbox"/> I do not agree.

2. Consent to Transfer of Personal Information to a Third Party

1) Consent to Transfer of General Personal Information to a Third Party

Recipient Name	Country Recipient Located	Recipient's Purpose of Using the Personal Information	Items of Personal Information to be Transferred	Period of Retention and Use by Recipient
Cisco Systems, Inc. and its affiliates	U.S.A. and others	HRMS (Human Resource Management System) & VE (VirtualEdge)	Name (Korean/English), home address, nationality, date of birth, educational background and career information, date of commencement of employment, employee number, responsible department, position/ title, performance evaluation, salary information, stock, etc.	Until the purpose of using the personal information is achieved.
AON Korea & Samsung Life Insurance Co., Ltd.	Korea	Group insurance for employee	Name, name of spouse and children, salary information, etc.	During the period of employment.
Samsung Life Insurance Co., Ltd.	Korea	Retirement annuity	Name, employee number, salary information, etc.	During the period of employment.
Kookmin Bank	Korea	Retirement annuity	Name, employee number, salary information, etc.	During the period of employment.
Aim Med	Korea	Medical checkup	Name, date of birth, mobile phone number, etc.	During the period of employment.

Lotte Card Co., Ltd.	Korea	AMEX Card	Name, responsible department, position/title, mobile phone number, etc.	During the period of employment.
Korea Employment Agency for the Disabled	Korea	Plans for hiring disabled persons	Name, date of commencement of employment, salary information, etc.	Until the purpose of using the personal information is achieved
Ministry of Patriots and Veterans Affairs	Korea	Plans for hiring persons entitled to veterans compensation	Name, educational background, relationship with persons entitled to veterans compensation, date of commencement of employment, salary information, position/title, etc.	Until the purpose of using the personal information is achieved
Hi-Biz	Korea	Manufacture of name cards	Name, mobile phone number, e-mail address, position/title	During the period of employment
Global PMCO	Korea	Support for parking management	Name, mobile phone number, e-mail address, certificate of employment, car license plate number	During the period of employment
Hunet	Korea	Education for prevention of sexual harassment within company	Name, employee number, e-mail address, mobile phone number, etc.	During the period of employment
Daemyung Grant Thornton and II Shin Accounting Corporation	Korea	Management of statutory insurances and salary	Name, date of commencement of employment, date of retirement, name of the insured when additionally registering other person as the insured, salary information, etc.	During the period of employment

** You have the right to refuse the transfer of your general personal information as set forth above. However, if you refuse the mandatory transfer of your general personal information, you cannot execute or maintain an employment agreement, may be subject to disadvantages in personnel management, or may not receive certain business supports provided by the Company.

I agree

I do not agree

2) Consent to Transfer of Unique Identification Information and Sensitive Information to a Third Party

Recipient Name	Country Recipient Located	where is	Recipient's Purpose of Using the Personal Information	Items of Information Transferred	Personal to be	Period of Retention and Use by Recipient
Cisco Systems, Inc. and its affiliates	U.S.A. and others		HRMS (Human Resource Management System)	Resident number	registration	Until the purpose of using the personal information is achieved.
AON Korea & Samsung Life Insurance Co., Ltd.	Korea		Group insurance for employee	Resident registration number (including that of spouse and children)		During the period of employment.
Samsung Life Insurance Co., Ltd.	Korea		Retirement annuity	Resident number	registration	During the period of employment.
Kookmin Bank	Korea		Retirement annuity	Resident number	registration	During the period of employment.

Korea Employment Agency for the Disabled	Korea	Plans for hiring disabled persons	Resident registration number, information concerning disability (grade of disability, date of acknowledgment of disability, disability registration number, etc.)	Until the purpose of using the personal information is achieved
Lotte Card Co., Ltd.	Korea	AMEX Card issue	Resident registration number	During the period of employment.
Ministry of Patriots and Veterans Affairs	Korea	Plans for hiring persons entitled to veterans compensation	Resident registration number	Until the purpose of using the personal information is achieved
Daemyung Grant Thornton and II Shin Accounting Corporation	Korea	Management of statutory insurances and salary	Resident registration number, name of the insured when additionally registering other person as the insured.	During the period of employment

** You have the right to refuse the transfer of your unique identification information and sensitive information as set forth above. However, if you refuse the mandatory transfer of your unique identification information and sensitive information, you cannot execute or maintain an employment agreement, may be subject to disadvantages in personnel management, or may not receive certain business supports provided by the Company. (See Clause 1. 2) regarding collecting items of Unique identification information and Sensitive information).

<input checked="" type="checkbox"/> I agree to the collection and use of unique identification information.	<input type="checkbox"/> I do not agree.
<input checked="" type="checkbox"/> I agree to the collection and use of sensitive information.	<input type="checkbox"/> I do not agree.

In case you provide personal information of a third party including your family members or relatives ("Information Principal") to the Company for the purpose of receiving welfare benefits provided by the Company, **you shall fully explain to the Information Principal prior to such provision the fact that his/her personal information will be provided to the Company, together with provided items, purpose of provision (if the Company transfers such information to a third party again, then such details shall be included), and the period of retention and use by the Company, and then obtain the Information Principal's consent.** By signing this Consent Form or consenting electronically, you testify that you explained the above to the relevant Information Principal and obtained legitimate consent from the latter.

I have carefully read and sufficiently understood the above information. Because I expressly consent on my own free will, I hereby affix my signature below.

2019. 6 . 26 .
Name (print): Jeong Hun Kim
Signature: 
Department:

직원의 개인정보 처리에 관한 동의서

본인은 아래의 내용을 확인하고, 시스코시스템즈코리아 주식회사(이하 "회사"라고 합니다)가 다음과 같이 본인의 개인정보를 처리(수집, 이용, 제공 등)하는 것에 동의합니다.

1. 개인정보 수집 및 이용에 대한 동의

1) 일반개인정보 수집 및 이용에 대한 동의

수집하는 개인정보의 항목	수집 및 이용목적	보유 및 이용기간
성명(국문/영문), 성별, 국적, 생년월일, 자택주소, 자택전화번호, 휴대폰 번호, 이메일 주소, 사진, 결혼여부, 배우자 및 자녀 정보 (성명, 생년월일, 연락처), 신체사항 (의류차수 등), 학력사항 (학교명, 전공, 졸업년도 등), 경력사항 (근무지, 직책, 급여 내역, 입/퇴사일 등), 사용언어능력, 자격 증사항, 병역사항, 피부양자 정보 (건강보험), 입사일, 사번, 회사이메일주소, 근무지, 소속부서, 직위/직책, 교육실시내역, 급여 및 비용 입금계좌정보, 급여정보 (연봉, Bonus Plan, Performance Rating 등), 차량번호 등	인사 및 경력관리(채용, 승진, 평가, 보상, 상벌, 부서이동, 전보, 퇴직, 교육, 회의, 명함제작, 사내공고, 사원증, 사내전산계정, 재직 / 경력증명서 발급 등), 급여관리 (기본급, 수당, Bonus, 인센티브, 퇴직금 등), 4대보험 (국민연금 / 건강 / 고용 / 산재보험) 기입, 연말정산/소득세 등 각종 세금신고 및 납부, 보훈대상자 확인 및 처우제공, 건강검진, 정기주차권, 복리후생관련 (휴가, 경조금지급, 단체보험 등)	관계 법령의 규정에 따라 귀하의 개인정보를 보존할 의무가 있는 경우가 아닌 한, 귀사의 개인정보는 수집 및 이용 목적을 달성할 때까지 보유 및 이용합니다

**귀하는 위와 같은 개인정보의 수집 및 이용을 거부할 수 있습니다. 다만, 일반 개인정보의 필수적 수집 및 이용에 동의하지 않을 경우 근로계약의 체결·유지가 불가능하거나 인사상의 불이익 또는 회사가 제공하는 업무지원을 받지 못 할 수 있습니다.

:동의함

동의하지 않음

2) 고유식별정보 및 민감정보 수집 및 이용에 대한 동의

수집하는 개인정보의 항목	수집 및 이용목적	보유 및 이용기간
1. 고유식별정보: 주민등록번호 또는 외국인 등록번호 (가족포함), 여권번호 등	1. 본인 및 가족식별확인, 인사관리 및 업무분배, 경력 / 급여관리, 복리후생, 법규준수 / 계약이행, 범인카드 신청 등	관계 법령의 규정에 따라 귀하의 개인정보를 보존할 의무가 있는 경우가 아닌 한, 귀사의 개인정보는 수집 및 이용 목적을 달성할 때까지 보유 및 이용합니다
2. 민감정보: 건강진단서 기재정보, 질병 및 장애관련 정보 (장애여부, 장애등급 및 인정일, 등록번호 등), 산업재해 발생 시 부상관련 정보 등	2. 장애인 고용현황신고, 산재보험 및 산업재해 관련 업무의 처리, 개인별 건강관리 및 근무환경 개선 등	

**귀하는 위와 같은 고유식별정보 및 민감정보의 수집 및 이용을 거부할 수 있습니다. 다만, 고유식별정보 및 민감정보의 필수적 수집 및 이용에 동의하지 않을 경우 근로계약의 체결·유지가 불가능하거나 인사상의 불이익 또는 회사가 제공하는 업무지원을 받지 못 할 수 있습니다.

고유식별정보 수집 및 이용에	동의함 <input checked="" type="checkbox"/>	동의하지 않음 <input type="checkbox"/>
민감정보 수집 및 이용에	동의함 <input checked="" type="checkbox"/>	동의하지 않음 <input type="checkbox"/>

동의대한 제공에 자 제3일반개인정보의 동의

1) 대한 제공에 자 제 3 개인정보의

제공받는자	소재국가	개인정보의 이용목적	제공하는 개인정보의 항목	보유 및 이용기간

Cisco Systems Inc. 및 계열사	미국 등	시스코 전세계 직원들의 인사관리 전반(Human Resource Management System) & VE (VirtualEdge)	성명(국문/영문), 주소, 국적, 생년월일, 학력 및 경력사항, 입사일, 사번, 소속부서, 직위/직책, 업무성과 평가, 급여정보, 주식 등	개인정보 이용목적을 달성할 때까지
AON Korea	한국	직원 단체 보험	성명, 배우자&자녀성명, 급여정보등	재직기간동안
삼성생명	한국	퇴직연금, 직원단체보험	성명, 사번, 급여정보, 배우자 & 자녀성명 등	재직기간동안
국민은행	한국	퇴직연금	성명, 사번, 급여정보 등	재직기간동안
에임매드	한국	건강검진	성명, 생년월일, 휴대폰번호등	재직기간동안
롯데카드	한국	Amex 카드 발급	성명, 부서, 직위/직책, 휴대폰번호 등	재직기간동안
장애인고용공단	한국	장애인고용계획	성명, 입사일, 급여정보 등	개인정보 이용목적을 달성할 때까지
보훈청	한국	국가유공자 고용계획	성명, 학력, 유공자와의 관계, 입사일, 급여정보, 직위/직책 등	개인정보 이용목적을 달성할 때까지
하이비즈	한국	명함제작	성명, 휴대폰번호, 이메일주소, 직위/직책	재직기간동안
글로벌 PMCO	한국	주차관리지원	성명, 휴대폰번호, 이메일주소, 재직증명서, 차량번호	재직기간동안
휴넷	한국	직장내성희롱예방교육	성명, 사번, 이메일주소, 휴대폰번호 등	재직기간동안
대명&일신 회계법인	한국	4대보험 및 급여관리	성명, 입사일, 퇴사일, 피보험자추가시 피보험자 이름, 급여정보 등	재직기간동안

**귀하는 위와 같은 일반 개인정보의 제3자 제공을 거부할 수 있습니다. 다만, 일반 개인정보의 필수적 제공에 동의하지 않을 경우 근로계약의 체결·유지가 불가능할 수 있으며 회사가 제공하는 업무지원을 받지 못 할 수 있습니다.

동의함 동의하지 않음

2) 고유식별정보 및 민감정보의 제3자 제공에 대한 동의

제공받는자	소재국가	개인정보의 이용목적	제공하는 개인정보의 항목	보유 및 이용기간
Cisco Systems Inc. 및 계열사	미국 등	시스코 전세계 직원들의 인사관리 전반(HRMS)	주민등록번호	개인정보 이용목적을 달성할 때까지
AON Korea	한국	직원 단체 보험	주민등록번호(배우자 &자녀 포함)	재직기간동안β
삼성생명	한국	퇴직연금, 직원 단체 보험	주민등록번호(배우자 &자녀 포함)	재직기간동안
롯데카드	한국	Amex 카드 발급	주민등록번호	재직기간동안
국민은행	한국	퇴직연금	주민등록번호	재직기간동안

장애인고용공단	한국	장애인고용계획	주민등록번호, 장애 관련 정보 (장애등급, 인정일, 등록번호 등)	개인정보 이용목적을 달성할 때까지
보훈청	한국	국가유공자고용계획	주민등록번호	개인정보 이용목적을 달성할 때까지
대명&일신 회계법인	한국	4대보험 및 급여관리	주민등록번호, 피보험자추가시 피보험자 주민등록번호 등	재직기간동안

**귀하는 위와 같은 고유식별정보 및 민감정보의 제3자 제공을 거부할 수 있습니다. 다만, 고유식별정보 및 민감정보의 필수적 제공에 동의하지 않을 경우 근로계약의 체결·유지가 불가능할 수 있으며 회사가 제공하는 업무지원을 받지 못 할 수 있습니다. (고유식별정보 및 민감정보에 대한 내용은 1. 2)항을 참조하시기 바랍니다.)

고유식별정보의 제 3 자 제공에	동의함 <input checked="" type="checkbox"/>	동의하지 않음 <input type="checkbox"/>
민감정보의 제 3 자 제공에	동의함 <input checked="" type="checkbox"/>	동의하지 않음 <input type="checkbox"/>

회사가 제공하는 복지 혜택 등을 위하여 귀하의 가족이나 친척을 비롯한 제3자(이하 "가족 등")의 개인정보를 회사에 제공하는 경우, 귀하는 그에 앞서 가족 등에게 그들의 정보를 회사에 제공한다는 점과 제공 항목, 제공 목적(회사가 이를 다시 제3자에게 제공하는 경우에는 그러한 사항 포함), 회사가 보유 및 이용하는 기간을 충분히 설명하고 이에 대한 동의를 받아야 합니다. 귀하는 이 동의서에 서명하거나 전자적으로 동의함으로써 귀하가 가족 등에게 그와 같은 설명을 제공하고 가족 등으로부터 적법한 동의를 받았음을 진술합니다.

본인은 상기 내용을 상세히 읽어 보았고, 이에 관하여 충분히 이해하였으며, 본인의 자유로운 의사에 의해 동의하는바, 아래와 같이 서명합니다.

2019년 6 월 26 일
성명: 정훈 김
(서명): 
부서: