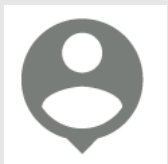


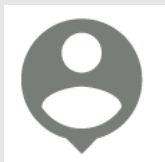


The SE SkillsFabric is a workforce development program that helps NetApp Solution Engineering with people skills transformation, change management support and training programs to enable their engineers to reach their goals.



Incubator:

Acts as a driving sponsor. Owns the skills fabric process SE-wise. Provides resources. co-reviewer of the fabric. (typically a SE director/VP or SE FOE (friend of education)). Program sponsor.



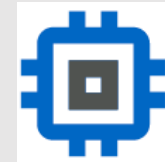
Profiler:

SE Manager or team lead who develops the target profile. Drives the local initiatives. Primary contact for EBP.



Initiator:

Develops the program. Monitors the process. Oversees program adjustments due to country specifics. Provides NetAppU resources to the SkillsFabric. Acts as a certifier. Assures adoption of the program across EMEA. (typically the EBP). Gives feedback to Profiler and Incubator as well as to NetAppU exec mgmt.



The machine:

Executes the transformation process. Provides program deliveries. Maintains the methodology. Assures program quality. Re-iterates successful parts. Responsible for deployment and auto-correction.



Rotating Machine Parts: skills crawler; assessor; converter; certifier; resistance handler;