

DECLARATION OF SERVICE BY MAIL OR EMAIL

Inspection Number
1725224

I, Shaquarrius Calloway, declare:

1. I am at least 18 years of age, not a party to this action, and I am employed in Sacramento County at 2520 Venture Oaks Way, Suite 300, Sacramento, CA 95833.
2. On _____, I served a copy of the attached Settlement Order in an envelope addressed as shown below and placed the envelope for collection and mailing on the date and at the place shown in item 3 following our ordinary business practices. I am readily familiar with this business's practice for collecting and processing correspondence for mailing. On the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service in a sealed envelope with postage fully prepaid.
3. Date mailed: _____ Place mailed: (city, state): Sacramento, CA

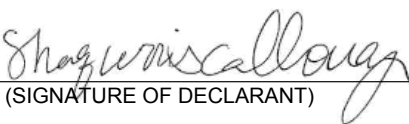
4. On 05/20/2026, I electronically served the document listed in item 2 as follows:

NAME OF PERSON SERVED	ELECTRONIC SERVICE ADDRESS
<u>DOSH Northern Office</u>	<u>doshlegal_oak@dir.ca.gov</u>
<u>Matthew D. Holmes</u>	<u>MDHolmes@littler.com</u>
<u>Jeremy Poliquin</u>	<u>jpoliqui@cisco.com</u>
<u>Alka Ramchandani-Raj</u>	<u>ARaj@littler.com</u>
<u>Kelly Tatum</u>	<u>KTatum@dir.ca.gov</u>
<u>Joan T. Wright</u>	<u>joan.wright83@gmail.com</u>

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Shaquarrius Calloway

(TYPE OR PRINT NAME OF DECLARANT)


(SIGNATURE OF DECLARANT)

**BEFORE THE
STATE OF CALIFORNIA
OCCUPATIONAL SAFETY AND HEALTH
APPEALS BOARD**

In the Matter of the Appeal of:

CISCO SYSTEMS INC.

Inspection Number

1725224

SETTLEMENT ORDER

Employer

The above-entitled matter is resolved pursuant to this Order and as set forth in the attached Summary Table.

The parties stipulate that no findings or conclusions have been made by any trier-of-fact regarding the citations and fines at issue herein, unless otherwise specified below.

IT IS STIPULATED by and between the parties that the settlement terms and conditions are not intended to be and shall not be construed by anyone or any proceeding as an admission of negligence, fault, or wrongdoing whatsoever by employer.

The parties further stipulate that neither employer's agreement to compromise this matter nor any statement contained in this agreement shall be admissible in any other proceeding, either legal, equitable, or administrative, except for purposes of administration and enforcement of the California Occupational Safety and Health Act and in proceedings before the Appeals Board.

Employer agrees to waive any rights it might have pursuant to Labor Code section 149.5 or California Code of Regulations, title 8, section 397 to petition for or recover costs or fees, if any, incurred in connection with this appeal.

The parties stipulate that Citation 1, Item 1 is withdrawn, pursuant to the issuance of an Information Memorandum with the following language:

Whenever any serious injury, illness or death of an employee occurs in a place of employment, the employer shall report to the Division immediately upon knowledge.
(Reference Title 8 CCR 342(a))

The parties stipulate that Citation 1, Item 2, is amended to the following:

Title 8 CCR Section 3203(a). Injury and Illness Prevention Program

(a) Effective July 1, 1991, every employer shall establish, implement and maintain an effective Injury and Illness Prevention Program (Program). The Program shall be in writing and, shall, at a minimum:

(4) Include procedures for identifying and evaluating workplace hazards including scheduled periodic inspections to identify unsafe conditions and work practices. Inspections shall be made to identify and evaluate hazards:

(A) When the Program is first established;

Exception: Those employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with previously existing section 3203.

(B) Whenever new substances, processes, procedures, or equipment are introduced to the workplace, that represents a new occupational safety and health hazard; and

(C) Whenever the employer is made aware of a new or previously unrecognized hazard.

(7) Provide training and instruction:

(A) When the program is first established;

Exception: Employers having in place on July 1, 1991, a written Injury and Illness Prevention Program complying with the previously existing Accident Prevention Program in Section 3203.

(B) To all new employees;

(C) To all employees given new job assignments for which training has not previously been received;

(D) Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard;

(E) Whenever the employer is made aware of a new or previously unrecognized hazard; and,

(F) For supervisors to familiarize themselves with the safety and health hazards to which employees under their immediate direction and control may be exposed.

Alleged Violation Description:

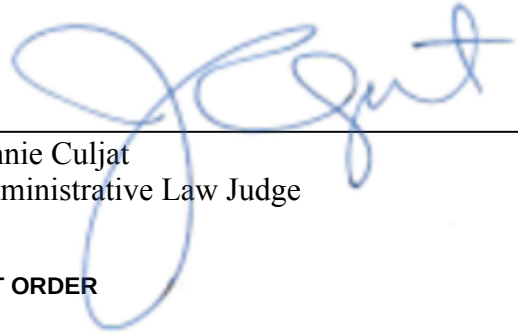
Prior to January 31, 2024, and during the course of the investigation, the employer failed to implement and maintain an effective Injury and Illness Prevention Program in accordance with this section in the following instances:

Instance 1: The employer failed to contain procedures to conduct periodic inspections to identify and evaluate the hazards associated with mandatory Cisco approved company events.

Instance 2: The employer failed to provide training and instruction to employees for the hazards associated with mandatory Cisco approved company events.

IT IS SO ORDERED.

Dated: 05/20/2026



Jennie Culjat
Administrative Law Judge

Pursuant to California Code of Regulations, title 8, section 364.2, subdivision (e), employer shall post for 30 working days a copy of the Settlement Order. Posting shall be in a manner as prescribed in Section 356, subdivision (a).

Pursuant to California Code of Regulations, title 8, section 364.2, subdivision (d), the division shall serve a copy of this disposition on any authorized person representing affected employees if known.

NOTE: If you disagree with this order, you may petition the Appeals Board for reconsideration within 30 days. The petition must comply with the requirements of Labor Code sections 6614 through 6619. Please call the Appeals Board at (916) 274-5751 if you need assistance.

If no petition is filed, the penalty amount set forth in the Summary Table is due and payable 30 days after the Order or Decision is issued. If the Appeals Board approved a payment plan, all payments are due in accordance with the dates indicated in the Summary Table. If a Petition for Reconsideration is filed, no payment should be made until the final outcome of the appeal.

SUMMARY TABLE

OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD

In the Matter of the Appeal of:
CISCO SYSTEMS INC.

Inspection No.
1725224

Citation Issuance Date: **07/26/2024**

CITATION	ITEM	SECTION	TYPE	CITATION/ITEM RESOLUTION	AFFIRMED	VALIDATED	PENALTY PROPOSED BY DOSH IN CITATION	FINAL PENALTY ASSESSED
1	1	342 (a)	R	DOSH withdrew citation and issued INFORMATION MEMORANDUM. Penalty eliminated.		V	\$5,000.00	\$0.00
1	2	3203 (a)	G	Citation amended as set forth in the Settlement Order. Stipulated penalty.	A		\$675.00	\$5,000.00
Sub-Total							\$5,675.00	\$5,000.00

Total Amount Due* **\$5,000.00**

*You may owe more than this amount if you did not appeal one or more citations or items containing penalties.
Please call 415-703-4310 or email AccountingCALOSHA@dir.ca.gov if you have any questions.

PENALTY PAYMENT INFORMATION

1. Please make your cashier's check, money order, or company check payable to:
Department of Industrial Relations

2. Write the **Inspection No.** on your payment

3. If sending via US Mail:
CAL-OSHA Penalties
PO Box 516547
Los Angeles, CA 90051-0595

If sending via Overnight Delivery:
US Bank Wholesale Lockbox
c/o 516547 CAL-OSHA Penalties
16420 Valley View Ave.
La Mirada, CA 90638-5821

Online Payments can also be made by logging on to http://www.dir.ca.gov/dosh/CalOSHA_PaymentOption.html

-DO NOT send payments to the California Occupational Safety and Health Appeals Board-

Abbreviation Key:

A/R=Accident Related

G=General

RG=Repeat General

S=Serious

EE=Employee

N=Notice in Lieu

RR=Repeat Regulatory

W=Willful

ER=Employer

R=Regulatory

RS=Repeat Serious