

A REVOLUTIONARY IDEA CAN
OPEN UP THE WORLD



Enabling employees to work how, when, and where they are most effective — that's the Sun Open Work way.

WORK IS NOT SOMEWHERE WE GO, IT'S SOMETHING WE DO

The way the world works has changed. You've seen it. People working from just about anywhere—the train, a restaurant, a cafe, even the beach.

Many new work realities got us to this point and continue to drive us forward. Today's employees have widely varying needs and expectations that stem from different job types and work tasks, geographically distributed customers and partners, personal and family situations, and a range of work styles. Knowledge workers are everywhere, and today's technology allows them to connect from just about anywhere.

Sun began monitoring and measuring this trend within our own workforce, beginning in 1994. We noticed a growing desire for flexibility and choice and observed slowly changing work patterns. And we saw that advances in technology allowed easy access to the work and to the people needed to get the job done—from anywhere.

Sun's ability and forethought to track this evolution gave us a unique opportunity to put a plan in place to support the trend so the distributed workforce model could truly succeed. This plan—the Open Work platform—encompasses an integrated suite of technologies, workplaces, and work practices that allow employees the freedom to work wherever they want or need—at home, at one of our flexible offices, or in a coffee shop near a customer's office.

At the end of June 2008,
almost 20,000 Sun employees
(more than 56% of the
workforce) were working
away from the office at least
one or two days a week.

OPEN WORK IS THE WAY WE WORK AT SUN.

Open Work provides living proof of Sun's vision and strategy—The Network Is the Computer™. Employees are part of a network-centric workforce where they can work anywhere, anytime, using any device. This 14-year-old platform is ingrained into our corporate culture, allows employees to work from anywhere they need, expands collaboration, and builds stronger relationships and communities across Sun and with our customers.

Our technologies make this vision a reality today, enabling the Open Work platform to work the way our employees do—whether on Solaris™, Linux, or Macintosh operating systems, or any number of desktop, laptop, and mobile devices. Sun hardware, software, and network intelligence are crucial to the success of Open Work, providing secure access to information, data, applications, and services—anywhere, anytime.

Sun was featured in the Environmental Defense Fund's (EDF) first ever "Innovations Review: Making Green the New Business as Usual," a report highlighting some of the nation's most innovative companies addressing climate change. EDF selected Sun for the report based on our Open Work program.

Everyone at Sun is an Open Worker

No matter where a Sun employee works, they are an Open Worker. The program is not about working from home or working from the office. It's about having the tools to work wherever skills and knowledge can be most effectively deployed.

One of the fundamental concepts embedded in Sun's Open Work platform is what we call the Network of Places. This infrastructure configuration supports a range of employee needs, providing flexible offices, drop-in centers, and support for working wherever their jobs take them. Employees can reserve workspace and conference rooms, modify or cancel reservations, or locate coworkers through Sun's Web-based reservation system. Network of Places planning also takes into consideration local conditions such as business strategies, infrastructure requirements, employee demographics, and regional characteristics.

Work practices — communication, knowledge sharing, management, collaboration, and teamwork — also take on new dimensions within distributed organizations. At Sun, a variety of real-time collaboration tools and technologies are available to help employees work effectively across distances — whether across town or around the world. Plus, Sun has established Web-based and classroom Open Work training courses for both employees and managers.

What Open Work does for our business

- **Saves money.** Due in large part to the Open Work program, Sun reduced real estate holdings by more than 15% (2.6 million square feet) in fiscal 2007 and lowered real estate operating costs.
- **Enhances business continuity and disaster response plans.** By enabling workers to work from anywhere, Sun was able to quickly regroup and maintain productivity during the 2003 SARS outbreak and 2007 California fires.
- **Reduces employee business travel costs and new employee on-boarding costs.** Flexible employees' initial and annual workspace expenses are about 30% lower than employees assigned to fixed offices. And, home-assigned employees' initial and annual workplace expenses are about 70% less than fixed-office employees.

What Open Work does for our employees

- **Encourages better work/life balance.** Employees can work how, when, and where they feel most productive, creative, innovative, and inspired.
- **Reduces commute time and saves money on gas.** Working from home 2.1 days per week saved Sun employees an average of 2.5 weeks of work time per year and more than \$1,700 per year in gasoline and wear and tear on their vehicles.¹
- **Improves job satisfaction.** A June 2008 employee satisfaction survey showed that Sun's flexible and innovative work environment and ability to attract and

retain top talent are two of the top reasons 82% of employees said they would recommend Sun.

- **Supports productivity.** This survey also showed that more than 75% of employees think the Open Work program provides the flexibility and support they need to accomplish work objectives.

How Open Work helps our planet

- **Cuts carbon emissions.** In 2007, Sun's Open Work program prevented 31,000 tons of CO₂ from entering the atmosphere.
- **Consumes less energy for equipment.** Office equipment energy consumption rate at a Sun office was two times that of home office equipment energy consumption — approximately 520 watts per day at home to 1,080 watts per day at a Sun office.¹
- **Reduces carbon footprint.** Commuting was more than 94% of each employee's carbon footprint for work, compared to 6% of total carbon emissions to power office equipment.¹
- **Uses less energy for work.** By working from home an average of 2.3 days per week, an employee reduces energy used for work by more than 5,400 kWh per year. By comparison, the average home uses 1,000 kWh per month in energy.¹

LEARN MORE

Visit sun.com/openwork

¹The Open Work Energy Measurement Project, survey conducted by Sun Microsystems, 2008.

OPEN WORK:

**IT'S WHAT YOU DO, NOT WHERE YOU DO IT,
THAT COUNTS.**

LEARN MORE

To learn more about Sun's Open Work platform,
visit sun.com/openwork.

<http://www.sun.com>

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