Congratulations! Welcome to your Cisco Systems, Inc. 401(k) Plan. This is a convenient, tax-advantaged opportunity to save for your future by contributing directly from your paycheck. Cisco automatically gets you started in your Plan with a predetermined set of enrollment elections that help you participate immediately – including receiving the Cisco 4.5% in matching contributions.

No action required.

To ensure that you take advantage of this great benefit, and based on the plan's guidelines, you'll be automatically enrolled in the Cisco 401(k) Plan 45 days after your hire date or as soon as administratively feasible, with the following elections, unless you elect otherwise:

Initial contribution:	8% of Pretax Bi-Weekly Pay
Initial investment:	A LifePath Index F fund*

You can go your own way.

You have the right to change your contribution percentage and investment elections, as well as elect to discontinue contributions to the Plan altogether. If you would like to make changes to your contribution elections, or just want to learn more, log on to **www.Cisco401kPlan.com** or call the Cisco 401(k) Service Center at Fidelity at 866 594-4015. Representatives are available from 5:30 a.m. to 9:00 p.m. Pacific Time, Monday through Friday (excluding holidays). For the hearing impaired, dial 711 for TRS assistance.

We encourage you to take an active role in your planning and review the contribution amount and investment strategy to ensure they're a good fit for you.

Regards,

Cisco Benefits

Every dollar you invest is likely to fluctuate over time and be worth more or less than its invested value.

*Example only based on your age and the assumption that you will retire at age 65. Please refer to the Annual Default Investment Notice to determine into which LifePath Index Fund F you were invested.

Contributions to the plan are subject to the annual IRS limits. You are fully vested in your own contributions and any earnings thereon. Your scheduled enrollment date is subject to change based on updates to your employment information provided by your plan sponsor.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.