

CISCO SYSTEMS INC  
Form 8-K  
August 01, 2007

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**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

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**FORM 8-K**

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**CURRENT REPORT**

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of report (Date of earliest event reported): July 26, 2007

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**CISCO SYSTEMS, INC.**

(Exact name of registrant as specified in its charter)

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**California**  
(State or other jurisdiction  
of incorporation)

**0-18225**  
(Commission File Number)

**77-0059951**  
(IRS Employer  
Identification No.)

**170 West Tasman Drive, San Jose, California**  
(Address of principal executive offices)

**(408) 526-4000**

**95134-1706**  
(Zip Code)

(Registrant's telephone number, including area code)

Not Applicable

(Former name or former address, if changed since last report)

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Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
  - Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
  - Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
  - Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
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**Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

*Compensatory Arrangements of Certain Officers.*

On July 26, 2007, at a regularly scheduled meeting, the Compensation and Management Development Committee (the Committee) of the Board of Directors of Cisco Systems, Inc. (the Company) approved changes to the annual base salaries of the named executive officers of the Company identified in the Company's 2006 annual meeting proxy statement. As a result of the action by the Committee, the following named executive officers of the Company will receive annual base salaries, effective as of July 27, 2007, in the following amounts: John T. Chambers, Chairman and Chief Executive Officer, \$375,000; Charles H. Giancarlo, Senior Vice President and Chief Development Officer, \$750,000; Richard J. Justice, Senior Vice President, Worldwide Operations and Business Development, \$750,000; Dennis D. Powell, Senior Vice President and Chief Financial Officer, \$575,000; and Randy Pond, Senior Vice President, Operations, Processes, and Systems; \$575,000.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**CISCO SYSTEMS, INC.**

Dated: August 1, 2007

By: /s/ Mark Chandler  
Name: Mark Chandler  
Title: Senior Vice President, Legal Services, General Counsel  
and Secretary