



July 8, 2014

Ms Wenmin Wang
Building B, No.900, Yishan Road
SHANGHAI 200000
CHINA

Dear Wenmin,

Congratulations! On behalf of Cisco, I want to recognize and reward you for your exemplary contributions. You consistently perform at a high level to support our company's values and goals. Your ability to achieve results not only contributes to Cisco's success, but to success in your career.

I am pleased to let you know that your annual base salary is being increased by 36,000.54, from 167,196.20 to 203,196.74 CNY, effective 13-Jul-2014.

Thank you for all that you do to make a real impact at Cisco. Together we are changing the way the world works, lives, plays, and learns.

Sincerely,

Joseph Chen

