

The Standard for Real-Time Equity Awards Analysis

Companies are under more pressure than ever to create a mixture of equity awards that attract top talent without drawing shareholder scrutiny. With AwardsInsight, you'll stay updated on the latest equity trends, globally and within your peer group, to help make these tough decisions. Instead of merely relying on proxy filings, AwardsInsight keeps you abreast of Form 4 filings as they happen, ensuring that you'll never miss an important change in the equity packages of your peers.

With AwardsInsight, you can:

- Measure shifts in the composition of equity-based pay among your peers;
- Track emerging trends in plan design, such as performance vesting requirements;
- Monitor changes in the approach to annual and long-term incentive compensation;
- Assess year-to-year changes in the size of equity awards;
- Compare the duties of Section 16 officers who receive grants at companies in your peer group, and measure the ratio of equity awards among these individuals;
- Review practices your competitors use to attract and retain new executives; and
- Rely on an independent and trusted third-party data source to avoid potential conflicts of interest.

"I find my Equilar subscription to be an indispensable aid in analyzing large quantities of executive pay data. Of equal significance is Equilar's total commitment to product quality. The probability of error is so small that it would have to be written in scientific notation."

Graef "Bud" Crystal, Influential compensation expert, author, former professor and Bloomberg columnist

AWARDS INSIGHT COMPANY REPORT - SAMPLE SAVE QUERY DOWNLOAD

Company Info	
Company	CISCO SYSTEMS INC
Company CIK	858877
Transaction Date Range	1/1/04 - 12/27/04
Months	11

Reporting Owner Name	Director	Officer	Non-Deriv Securities			Deriv Securities		Total Underlying Securities
			10%	# of Trans	Total Securities	# of Trans	Total Securities	
BARTZ CAROL	Yes	No	No	N/A	N/A	2	20,000	20,000
BURNS M MICHELE	Yes	No	No	N/A	N/A	2	20,000	20,000
CHAMBERS JOHN T President/CEO	Yes	Yes	No	N/A	N/A	1	1,500,000	1,500,000
CHANDLER MARK D VP, Leg Svcs, Gen Cnsl & Sacty	No	Yes	No	N/A	N/A	1	200,000	200,000
GIBBONS JAMES F	Yes	No	No	N/A	N/A	2	20,000	20,000
Giancarlo Charles H SVP, CTO	No	Yes	No	N/A	N/A	1	550,000	550,000
HENNESSY JOHN L	Yes	No	No	N/A	N/A	2	20,000	20,000
JUSTICE RICHARD J SVP, WW Field Operations	No	Yes	No	N/A	N/A	1	700,000	700,000
MAZZOLA MARIO SVP, Chief Development Officer	No	Yes	No	N/A	N/A	1	600,000	600,000
MCGEARY RODERICK C	Yes	No	No	N/A	N/A	2	20,000	20,000
MORGAN JAMES C	Yes	No	No	N/A	N/A	2	20,000	20,000
POND RANDALL E SVP, Ops, Processes and System	No	Yes	No	N/A	N/A	1	550,000	550,000
POWELL DENNIS D SVP, CFO	No	Yes	No	N/A	N/A	1	550,000	550,000
RAFAEL BETSY VP, Corp Controllr, Chief Acctg Ofcr	No	Yes	No	N/A	N/A	3	240,000	240,000
RICHARDSON JAMES SVP, Chief Marketing Officer	No	Yes	No	N/A	N/A	1	500,000	500,000
VALENTINE DONALD T	Yes	No	No	N/A	N/A	2	20,000	20,000
WEST STEVEN M	Yes	No	No	N/A	N/A	2	20,000	20,000
YANG JERRY	Yes	No	No	N/A	N/A	2	20,000	20,000
Total	10	9	0	0	0	29	5,370,000	5,370,000
Mean						2	309,444	309,444
Median						2	110,000	110,000
Minimum						1	20,000	20,000
Maximum						3	1,500,000	1,500,000

*Represents common share equivalents underlying derivative security.

Featuring:

- Instant access to more than 150,000 Form 4 filings;
- The ability to design, save, and integrate a customized peer group;
- Search tools that quickly analyze changes in the ratio of options, restricted stock, and other elements in compensation packets;
- Access to footnotes disclosing details of specific awards;
- Real-time e-mail updates, with up-to-the-minute information on new equity awards granted by your peers;
- Customizable, presentation-ready Excel downloads for company-specific compensation reports; and
- Unlimited training and support.

To learn more about Equilar and its online product suite, visit www.equilar.com, call us at (877) 441-6090 or email us at info@equilar.com.

About Equilar

Equilar's award-winning product suite is the gold standard for benchmarking and tracking executive compensation, board compensation, equity grants and award policies and compensation practices.