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**RE: Regarding the Furlough Days mandated by Pershing**

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**From** Kumawat, Madanlal (Cognizant) <Madanlal.Kumawat@cognizant.com>

**Date** Fri 10/27/2023 12:59 PM

**To** Kethamukkala, Satish (Cognizant) <Satish.Kethamukkala@cognizant.com>; Nandi, Avishek (Cognizant) <Avishek.Nandi@cognizant.com>; Ramanathan, Logabalaji (Cognizant) <Logabalaji.Ramanathan@cognizant.com>; Belapure, Suhas (Cognizant) <Suhas.Belapure@cognizant.com>; Baba, Shaik Jahangir (Cognizant) <ShaikJahangir.Baba@cognizant.com>; Kumawat, Madanlal (Cognizant) <Madanlal.Kumawat@cognizant.com>; Sankararamalingam, Sundaralingam (Cognizant) <Sundaralingam.Sankararamalingam@cognizant.com>; Natoli, Daniello (Contractor) <Daniello.Natoli2@cognizant.com>; Reyes, Reinaldo (Contractor) <Reinaldo.Reyes@cognizant.com>; Narasapur, Prashanth (Cognizant) <Prashanth.Narasapur@cognizant.com>; Shimpi, Manish (Cognizant) <Manish.Shimpi@cognizant.com>; Shimpi, Manish (Cognizant) <Manish.Shimpi@cognizant.com>; Karhale, Nagesh (Cognizant) <Nagesh.Karhale@cognizant.com>; Muvvala, Lakshmi Amulya (Cognizant) <LakshmiAmulya.Muvvala@cognizant.com>; Kumar, Nishant (Cognizant) <Nishant.Kumar11@cognizant.com>; Yadav, Chandrasekhar (Cognizant) <Chandrasekhar.Yadav@cognizant.com>; Mungamuri, Srinivasa Manoj (Cognizant) <SrinivasaManoj.Mungamuri@cognizant.com>; Anbu, Vinothini (Cognizant) <Vinothini.Anbu@cognizant.com>; Upreti, Akash (Cognizant) <Akash.Upreti@cognizant.com>; Yarramsetty, Siva Nagaraju (Cognizant) <SivaNagaraju.Yarramsetty@cognizant.com>

FYI&A..

Here is the Guideline to submit ESA Timesheet.

Thank & Regards

Madan Kumawat

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**From:** Korah, Anish Mathew (Cognizant) <AnishMathew.Korah@cognizant.com>

**Sent:** Friday, October 13, 2023 1:17 PM

**To:** Korah, Anish Mathew (Cognizant) <AnishMathew.Korah@cognizant.com>

**Cc:** Ramalingam, Sathyanarayanan (Cognizant) <Sathyanarayanan.Ramalingam2@cognizant.com>; Kumawat, Madanlal (Cognizant) <Madanlal.Kumawat@cognizant.com>

**Subject:** Regarding the Furlough Days mandated by Pershing

*(BCC'ed to all Pershing associates)*

Hello All,

Most of you would have received the email from Pershing regarding the additional Furlough days to be taken in October and November, and you may have already shared the plans with your managers too. This email is being sent to set some guidelines from account side for the days you are taking the Furloughs.

You are free to take leaves in Cognizant the days you are taking Furlough. **However, if you are not taking leave, we urge you strongly to utilize the available time to contribute towards Bluebolt initiative. We expect that every associate contribute as many ideas as you can in the Bluebolt Central portal. You may pick one or two idea and work on creating a PoC for the same using the available time.** You may use the time for self-learning and completing the RDP for the year as well.

Please find below the DOs and DONTs for your information and reference:

DOs	DONTs
<ul style="list-style-type: none"><li>• Please submit any planned/unplanned leaves you take in Oct/Nov as Furlough in PPM</li><li>• If not logging into Cognizant on the Furlough day, apply leave in HCM and submit ESA timesheet with leave</li><li>• Utilize the Furlough days to contribute towards Bluebolt initiative. Mandatory that every associate log ideas in Bluebolt central</li><li>• Work on PoCs for Bluebolt ideas</li><li>• Utilize the Furlough days for self-learning, complete RDP</li></ul>	<ul style="list-style-type: none"><li>• Do not login to BNYM Network on the Furlough day</li><li>• Do Not submit NBL timesheet in ESA if you are not taking leave; but not able to produce evidence for Bluebolt ideas or learnings completed</li></ul>

Please reach out to me/Madan in case of any questions.

Regards,  
Anish