



## Rewards Programs



Dear Pujitha,

Thank you for all that you have done and continue to do to bring incredible value to our customers. You should be proud of what we achieve together and we want to reward you for your contribution.

As Chuck mentioned in our [Q2FY22 earnings recap](#), because we're on track to deliver on our annual business plans we are excited to pay the FY22 Mid-Year Advance.

Please find your Mid-Year Advance Bonus details below. It is well deserved!

Thank you again for your contributions toward Cisco's results so far this year. Let's have a strong finish in FY22!

Sincerely,  
Durgaprasad Ravipudi

### Bonus Details

Effective Date	Bonus Plan	Mid-Year Advance Bonus Amount	Currency	Total Base Pay as of Jan 29 2022	Annual Bonus Target % as of Jan 29 2022
01-Mar-2022	PLI	83,374.19	INR	1,674,845.7	12.0%

### Bonus Calculation for Mid-Year Advance (August 1, 2021 to January 29, 2022)

Bonus Plan	Eligible Earnings for Mid-Year Advance*	Prorated Bonus % for Mid-Year Advance**	Mid-Year Advance Target	Mid-Year Advance Bonus Amount
PLI	1,389,569.23	X 12.00%	X 50%	= 83,374.19

**\*Eligible Earnings For Mid-Year Advance:** Annualized salary of employee. Affected by salary change, hire/rehire date, leave of absence, time in bonus plan, full time/part time status and international transfer in the process period.

**\*\*Prorated Bonus % for Mid-Year Advance:** Annual bonus target % of employee. Affected by bonus plan target changes in the process period such as promotions.

Visit [Employee Rewards](#) to learn more about the Mid-Year Advance Bonus Program.

The final balance of any fiscal year incentive plan payment is contingent upon Cisco meeting its annual financial goals and the terms and conditions of the discretionary incentive plan, including manager discretion and individual performance, and will be paid after the close of the fiscal year.