



Dear Pujitha,

I want to thank you for all that you do - for our team and for Cisco. Our Annual Rewards program is one of the ways we celebrate your accomplishments and the work you do every day to contribute to our success.

Congratulations!

Sincerely,  
Durgaprasad Ravipudi

**Bonus Details**

Bonus Plan	Effective Date	Currency	Full Bonus Amount	Mid-Year Advance Bonus Amount	Year End Bonus Amount
PLI	01-Oct-2022	INR	268,461	83,374	185,087

**Bonus Calculation (August 1, 2021 to July 29, 2022)**

Bonus Plan	Individual Performance Factor	Company Performance Factor	Eligible Earnings for Period	Prorated Bonus % for Period	Full Bonus Amount	Mid-Year Advance	Year End Bonus Amount
PLI	170.00%	X 84.0%	X 1,566,651	X 12.0%	= 268,461	- 83,374	= 185,087

Want to learn more about how your Year-End Bonus is calculated? Visit [Employee Rewards](#) to view Calculation Definitions, Video Demo, Proration Scenarios, FAQs and more.