



17-Dec-2021

Sakshith D

**Flat no 1102, F block, Platinum city, Peenya, Bangalore - 560022
Bangalore, Karnataka 560022**

Dear **Sakshith**,

Congratulations on your offer to join Cisco.

At Cisco, our commitment is to drive the most trusted customer experience in the industry, through our innovation, choice, and extraordinary people. We have a unique opportunity to build a better, more equitable, and inclusive future for everyone.

Day to day, we make a meaningful difference for our people, our customers, and the world around us. We support each other and work together to create shared success that will benefit everyone. As we bring our talents and ideas together, we hope you will join us as we work to empower an inclusive future for all.

We're offering you a position as a **Software Engineer**, Grade Level **006** in **123 - Cisco Systems (India) Private Limited**. You'll report to me, **Ramachandran Chellappa** |ramachel@cisco.com and you'll start in our **Bangalore, India** office.

When you'll start ?

We're planning for you to start on **02-Feb-2022** (Start Date). If this date won't work for you, please email me (**Ramachandran Chellappa** |ramachel@cisco.com) with the date you prefer and we can discuss options. You just need to make sure it is at least two weeks after we receive all your signed documents.

What Happens Next ?

Please let us know your response to this offer by **23-Dec-2021** by either accepting this offer or contacting your recruiter or me to discuss.

If you accept the offer, you'll get access to our hiring portal, "My Documents Space" where you'll find more about what you need to get started on your Cisco career journey.

Get in touch if you have any questions. Reach out to me personally, or your recruiter, who is also a great source of information. It's been a pleasure getting to know you, **Sakshith**. I look forward to having you on our team!

Welcome to Cisco!

Ramachandran Chellappa |ramachel@cisco.com

Leader, Engineering



Cisco Systems (India) Private Limited
 SEZ Unit, Cessna Business Park,
 Kadubeesanahalli Village
 Varthur Hobli, Sarjapur Marathalli Outer Ring Road
 Bangalore, Karnataka 560103
 CIN: U31909KA1995PTC019505
 India

Dear **Sakshith**,

The terms of your employment are set out in the attached offer letter. Details of your remuneration and discretionary benefits are also included below. In brief, these include:

Start Date	02-Feb-2022
Candidate Name	Sakshith D
Manager Name	Ramachandran Chellappa ramachel@cisco.com
Grade	006
Designation	Software Engineer

Compensation Details	In INR per Annum
(A). Basic Salary	INR 400,000.00
(B). Flexible Compensation Plan	INR 400,000.00
(C). Total Fixed Salary (A+B)	INR 800,000.00
(D). Discretionary Bonus/Sales Commission at 100% achievement (Variable Component; Current Target)	INR 44,000.00
(E). PF (Employer's Contribution)	INR 38,000.00
(F). Estimated Total on Target Compensation at Current Targets (C+D+E)	INR 882,000.00

- Insurance benefits, additional leave entitlements and other discretionary benefits.

Your projected start date is **02-Feb-2022**. If you prefer a different start date, please respond back to this email with your requested start date.

To accept the terms of your offer, follow the process set out in clause 22 of the attached offer letter. If you do not do so within seven days from the date of this letter, the offer will lapse. Please also note that the terms of this letter and the attached offer letter are confidential.

Welcome to the Cisco family! We wish you a long and fruitful career with the Company.

Yours faithfully,
123 - Cisco Systems (India) Private Limited

 Anupam Pillai
 DIR. HUMAN RESOURCES