



Date: August 09, 2018
To: VIVEK BHAT (11740313)

Intel is reducing the size of its workforce. We are very sorry to inform you that, as part of this direction, we have made the difficult decision to terminate your employment. This letter details what this means for you.

Last Day with Intel:

Your last day as an Intel employee will be **December 31, 2018** and you will be paid through this date. Your last day of employment is subject to change and nothing in this letter changes your at-will employment status with Intel.

Transition Period and Career Services:

Below you will find information about the Transition Period as well as Career Services, Separation Pay, Healthcare Pay, and Unemployment Benefits. Also, please carefully read through the U.S. Separation Package, which contains additional details as well as some key dates and important ARs. If you have any questions or requests for information, you can contact workforce.transition.services.gam@intel.com, an Employee Services representative at 1-800-238-0486, or your HR Business Partner.

We know that being involuntarily separated is hard. To help you in this transition, you will receive the following with no requirement to sign a release:

- A Transition Period to search for a job while you are still employed at Intel, during which you will be paid your regular salary and receive your regular employee benefits subject to the terms and conditions of the applicable plans and programs; and
- The use of Intel's Internal Career Services throughout your Transition Period; and
- Four months of External Career Transition Services.

Additional information regarding these and other benefits is contained in the U.S. Separation Package.

Variable Separation Pay/Healthcare Supplemental Payment:

To further help with your transition, Intel offers you additional separation pay in exchange for a signed (and not revoked, if applicable) Separation and Release Agreement (Agreement). You will receive an email from Workday 2-4 weeks prior to your Separation Date, which will allow you to review and accept the Agreement online.

Unemployment Benefits:

You may be eligible for unemployment benefits. For more information, contact your state unemployment office.

We truly wish you the best in your future career endeavors, and thank you for all that you have contributed.

Important Information Required by Law and Important Tax Information

The expected start date for the workforce reduction affecting your employment is **December 31, 2018**. This involuntary separation is permanent, and impacted employees do not have the right to displace or bump any other company employee. Employees impacted by this involuntary separation also will not be recalled to work.

With this notice and/or the payments and benefits provided during the Transition Period, Intel will exceed any obligation Intel has or may have under the federal Worker Adjustment and Retraining Notification Act or any similar state or local laws (collectively, "WARN"). If you have any questions about WARN or need additional information about the reduction in force, please contact Beth Redfield at (480) 723-5954.

Variable Separation Pay is subject to applicable tax deductions and withholdings. The Healthcare Supplemental Payment is tax protected. All payments will generally be paid within approximately two regular payroll cycles after the effective date of the Agreement, subject to other conditions which you can find in the U.S. Separation Package and the Agreement. This letter contains a summary of some of the provisions of the U.S. Separation Package and Agreement. In the event of any conflict between the terms of this letter and the Agreement, the terms of the Agreement govern.