

# Relocation Services



March 17, 2022

Surya Ramadhan  
 Jalan kotamas Asri, No. 1.  
 Padasuka, Kec.  
 Cimahi Tengah, Kot  
 Cimahi, 40526  
 Indonesia

Dear Surya Ramadhan,  
 Congratulations on your international move!

This letter details your approved relocation package for your 1 Way International relocation and should be read in conjunction with Intel's international assignment policy guide, which can be found at this [link](#).

World Wide ID	CA00439446	Policy Name	Intel - 1 Way INT Relocation Package - StandardUSD
Home Country	Indonesia	Host Country	Malaysia
Home City, State/Province	Jakarta, Raya	Host City, State/Province	Penang
Home Country Currency	IDR	Host Country Currency	MYR
Date of Transfer	May 23, 2022		
Home Family Size	3	Host Family Size	3
Non-relocating Dependents	0	Job Grade	5
Paying Manager	Andrew Yoon Fah Lee	Approving Manager	Joe Hayes

This document and the benefits contained herein, are contingent upon you being authorized to work and reside in the host country. Intel will support the application process for required visas, residence permits or other necessary authorizations.

If you lose your authorization to work in the host country at any time, for any reason, during the life of this agreement, Intel will consider your circumstances, but may, at its sole discretion, consider all or any portion of this agreement void.

The services contained herein will be managed by SIRVA Relocation on behalf of Intel. In conjunction with the company policy, the following details apply to your international move:

## **1 Way International Local Hire - Standard**

The opportunity to work in another country has the potential to enrich your career and your life; however, we know relocating can often be a source of stress. As you transition to your new country's Pay, Stock and Benefits programs, we want to make your relocation as worry-free as possible for you and the people who are impacted by your move.

The ILH Standard relocation package is designed to provide managers with the ability to attract talent to a new country to meet business objectives and provides the relocation services and support to help make a smooth transition for you and your family.

## **CORE PROVISIONS (Mandatory)**

### **IMMIGRATION SUPPORT**

Intel provides immigration support to you, and your eligible dependents, to ensure compliance with country-specific immigration and local labor laws.

Intel's Talent Delivery team will initiate the immigration process with our contracted Immigration supplier, who will contact you directly. If a work/residence permit is required, Intel will cover the cost for you to obtain the necessary work/residence permit to begin employment in the host country.

### **ENROUTE TRAVEL**

Enroute travel is provided by Intel to transport you and your eligible accompanying family members from your origin country (the country where you are being hired from.)

### **POST-ACCEPTANCE VIRTUAL TAX CONSULTATION**

Intel's external supplier will provide access to home and host country tax briefing videos to ensure you are aware of the tax rules in both the home and host countries. The briefing videos will be issued by an Intel-authorized tax consultant, typically after acceptance of your offer.

Please note, in some countries the briefings will be held over the phone, please refer to the supplier instruction email for more information.

The virtual briefing will include information on individual taxation rules for the home and host country, such as what income is taxable, available deductions, filing status, and payment of taxes, i.e., how are they paid, when are they due.

It will also cover the residency rules and social insurance rules of the home and host countries. Taxation on retirement plans, stock options, stock participation plans and capital gains will be covered. If required, Intel will also cover the cost of a 30-minute telephone call with PWC should this be needed for follow up questions related to the content delivered.

Please note this support is designed to help with the tax implications of your move and not to provide personal tax planning assistance.

### **TAX PREPARATION**

Intel will cover a mandatory one-time cost (on the first year of transfer only), for the preparation of annual tax declaration forms, with a consultant referenced by Intel, in both the origin and destination countries. Tax assistance will not be initiated until after your start date in the new Intel work site.

Intel will only be responsible for paying additional income and social security taxes that result from relocation benefits paid to or on behalf of the employee, where it is specifically noted that the benefit is tax protected or if it is on behalf of a service direct billed to Intel per this policy.

### **FLEX PROVISIONS**

The intent of the Flex provisions is to deliver services that provide relocation assistance to you and your family when you relocate to a new destination country for Intel.

The majority of the provisions are delivered as a direct bill service, which means the service is paid directly by Intel.

<b>FLEX PROVISIONS TO RECEIVE</b>	
Destination Services:	
Home-finding Assistance	Yes
Host Country Orientation	Yes
Settling-In Services	Yes
Shipping: Enroute	
Air	Yes – 750 lbs
Temporary Housing	Yes – 30 days
Temporary Host Country Transportation	Yes – 30 days

## RELOCATION CASH ALLOWANCE

Your relocation cash allowance is intended to enable you and your family to offset some of your relocation expenses such as, but not limited to, enroute travel incidentals, pet shipment/kenneling, cleaning services, deposits etc.

You are entirely responsible for managing your relocation cash allowance. Payment of your relocation cash allowance will be delivered as a separate payment within 30 days of your start date in the host country.

Policy Benefit	Amount
<b>Total Cash Allowance (USD)</b>	2,000.00

### Acceptance of your Relocation Package

By signing this document you understand your relocation package for this 1 Way International assignment.

Once we receive an electronically signed version of this document, and an electronically signed version of your Relocation Agreement, your SIRVA Consultant will begin preparations for your relocation assignment.



3/20/2022 | 6:05:26 AM CDT

Accepted: \_\_\_\_\_

Surya Ramadhan

Date