



## 1 Way Permanent Relocation Agreement Form

### When to use this form:

If you are permanently moving from one location into a new location, you are required to sign Intel's Relocation Agreement prior to receiving relocation assistance. Relocation must receive your Relocation Agreement before any relocation assistance can be processed.

By signing this form you are agreeing to the terms and conditions set forth in this agreement.

Intel employees who are legally married or are living in one household will typically be administered under one relocation package. **Both employees must sign the Relocation Agreement.**

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Please be sure the following information has been filled in before you send your form to Relocation:

### Effective Date and Employee Name

- Fill in your start date at your new Intel work location
- Print your full name (Last Name, Middle Initial, First Name).
- Fill in your Worldwide ID (WWID#). If your WWID is unknown please leave space blank.

### Current Resident Site and New Intel Work Location

- Print your current resident site (City/Province/State and Country)
- Print your new Intel work location (City/Province/State and Country)

### Accompanying Household Members

- Print the full name of each accompanying household member and their relationship to you

### Signature and Date

- Please sign and date this form before you submit it to Relocation. Be sure to make a copy for your records



## Relocation Agreement

Effective on 05/23/2022, I Surya Ramadhan  
 (Start date at new location) (Print your full name)

WWID# (if known) -, Grade -

E-Mail Address dadanugm07@gmail.com

accept payment by Intel of all "Relocation Assistance" authorized by Intel associated with my relocation from my current residence

	From Current Residence	To New Intel Work Location
City	Cimahi	Bayan Lepas
State/Province	West Java	Penang
Country	Indonesia	Malaysia
Zip Code	40526	11900

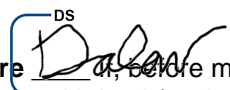
- I have read and understand the Relocation Guidelines applicable to my move. Pursuant to these Relocation Guidelines, I understand that I may receive certain payments and reimbursements attributable to my employment. No other assistance is implied. Relocation Assistance includes all relocation costs related to this move incurred before, during or after the move dates, regardless of whether they are paid through cash payments, supplier invoice, or expense report reimbursement. For the purposes of this agreement all references to Intel shall mean Intel Corporation and all subsidiary companies. This Agreement concerns the repayment of certain Relocation Assistance should my employment with Intel terminate involuntarily or by resignation before a designated period has expired, or should I fail to relocate within a designated period.
- I am responsible for ensuring that my (and my family's) passport(s), visa(s) and work permit (- if applicable) are kept current at all times. I am responsible for notifying host site Human Resources / Immigration Department if an update is needed to my (and my family's) work permit/visa.
- "Relocation Assistance" includes all Relocation Assistance related to this assignment incurred before, during or after the move dates, regardless of whether they are paid through a lump sum, supplier invoice, or expense report reimbursement.
- Are you relocating with another Intel employee to the same household? NO (Yes/No)  
 WWID of other Intel employee relocating \_\_\_\_\_
- I understand that the "Relocation Assistance" will differ if I have accompanying dependents. I understand dependents eligible are those who currently reside in the same principal residence with me. I also understand that payments may be reduced or discontinued and that Intel reserves the right to recoup monies advanced if the number of my accompanying dependents changes. I declare the following dependents will accompany me on the above relocation.

TOTAL NUMBER OF DEPENDENTS TO RELOCATE: 2

Name (print full name)	Relationship
Annisa Istiqomah Arrahmah	Spouse
Fatimah Curie Khoirunnisa	Daughter




6. I understand that "Relocation Assistance" in the form of cash allowances and supplier services will only be initiated after this agreement has been signed/submitted by me and received by Intel. I am responsible for budgeting these lump-sum payments, and I will not receive any additional money from Intel beyond these payments.
7. I understand that I am eligible for certain "Relocation Assistance", but that Intel will not extend the service, reimburse or otherwise pay for "Relocation Assistance" incurred after that 365 day period (unless mentioned in a specific provision for a longer validity period) following start date in new location or during any period when I am no longer employed by Intel, whichever comes sooner.
8. I understand that Intel advances "Relocation Assistance" on my behalf only during my period of employment. Intel reserves the right to determine and enforce pay back requirements. The Company will not require repayment of any Relocation Assistance where my employment is terminated for poor performance or reasons beyond my control such as a reduction in force, reorganization, divestiture or disability.

Initial here  or, before my employment commitment is complete, I voluntarily terminate my employment with Intel (excluding corporate events, such as divestitures), or if my employment is involuntarily terminated due to my actions or behaviors warranting immediate discharge pursuant to Intel's Employment Guidelines or Code of Conduct (a "Qualifying Termination") or if I fail to relocate within a designated period, **I will be responsible for a prorated payment of amortized relocation expenses under the following schedule.**

#### Repayment Schedule

<b>Internal transfers</b>	Repayment for " <b>Internal Transfers</b> " (including Intel International, Intel subsidiaries) is based on a 1-year (365 day) employment commitment, calculated as follows:  (Total Relocation Assistance/ 365 days) multiplied by (365 days minus the number of days worked) = Amount due to Intel.
<b>Recent hires</b>	Repayment for "Recent Hires" is based on a 2-year (730 days) employment commitment, calculated as follows:  (Total Relocation Assistance/ 730 days) multiplied by (730 days minus the number of days worked) minus (any unpaid cash allowance installment) = Amount due to Intel.
<b>Nonexempt Employees</b>	Employees whose job positions are classified as nonexempt by Intel are responsible for the lesser of the amount determined for internal transfers/recent hires (whichever is applicable to their situation) or 100% of their monthly wages.

#### Repayment Schedule by Country



Subject to local law, employees who terminate employment short of their relocation commitment or who fail to relocate within the designated period will have a repayment obligation for the cost of their relocation.

**For Intel Contract Employees:** The repayment schedule will be based on the period of employment outlined in my contract and subject to local laws, and may differ from the country employment commitment periods listed in the table below.

<b>Employees hired into:</b>	<b>Repayment Schedule:</b>
India	Pro-rated recovery prior to completion of three (3) years of employment commitment.
Japan	Pro-rated payment prior to completion of one (1) year of employment commitment for both internal transfer and recent hires.
Vietnam	Pro-rated payment prior to completion of three (3) years of employment commitment.
Malaysia	<p><b>For critical hire and/or Local Plus international hires/transfers</b> Pro-rated payment prior to completion of three (3) years of employment commitment.</p> <p><b>For others</b> Pro-rated payment prior to completion of two (2) years of employment commitment.</p>
All GAR countries Canada Costa Rica	<p>All one-way moves (domestic or internationally) into or within GAR countries, Canada and Costa Rica will be administered based on the "Recent Hires" employment commitment and repayment requirement, with the exception of the four countries listed above.</p> <p>Pro-rated total relocation cost prior to completion of two (2) years (730 day) of employment commitment.</p> <p>I understand and agree that Intel will not adjust my wage statements, income tax withholdings statements, employer's return of remuneration and/or equivalent to consider the pre-tax amount recovered by Intel.</p> <p>I understand that Intel reserves its right to take any recourse available including but not limited to legal action against me for recovery of the amounts due by me, in which events I shall be responsible for all costs, risks and consequences of such proceedings.</p>
Others (not listed above)	<p><b>For "Internal Transfers"</b> (transfer from one Intel site to another Intel site): Pro-rated payment prior to completion of one (1) year of employment commitment</p> <p><b>For "Recent Hires"</b> Pro-rated payment prior to completion of two (2) years of employment commitment</p>
Nonexempt Employees	Employees whose job positions are classified as nonexempt by Intel are responsible for the lesser of the amount determined for their particular country in this table or 100% of their monthly wages.



### Extended Benefit

In addition, to the extent that Intel provides coverage of Relocation Assistance beyond my employment commitment above ("Extended Benefit") and in the event of a Qualifying Termination or in the event that I fail to relocate within the designated period, I will be responsible to repay each relocation expense paid after the completion of my employment commitment above and immediately prior to my Qualifying Termination date according to the following formula, as applied separately to each relocation expense:

Total Extended Benefit Costs/ # of days of Extended Benefit coverage period x # of days between Qualifying Termination date and the end date of Extended Benefit coverage period = Amount due to Intel

For employees whose job position is classified by Intel as nonexempt, the amount due is the lessor of the Remaining Benefit Cost or 100% of the Monthly Base Wage.

"Extended Benefit Coverage Period" is defined as the period of benefit coverage for which payment of the applicable Extended Benefit cost covers.

I understand that days spent on Leaves of Absence for reasons other than my own serious health condition will not be counted toward fulfilling my employment commitment.

9. Subject to local law, I agree to repay the amount calculated pursuant to the foregoing formula ("Amount Due") in full on or before my Qualifying Termination date. Subject to local law, I hereby authorize Intel, at its option, to recoup the full or partial repayment of the Amount Due at the time of my Qualifying Termination through one or more of the following methods: a) deduction from any salary, wages or bonuses due me on or after termination where permissible by law; b) deduction from any of my monies held in Intel stock purchase plan; c) deduction from any other sum due me from Intel; or d) deduction from any sum due to me pursuant to my exercise of any Intel stock option, at or following notice of my Qualifying Termination. The Amount Due, where applicable, will be deducted from net sums following deductions of withholding taxes and other deductions. I hereby authorize eTrade to distribute to Intel from the proceeds of the exercise of my Intel Stock Options the Amount Due to the extent that it has not been repaid by me at the time of my Qualifying Termination from other sources.
10. I also agree that I will, at the time of my termination, execute the Acknowledgement of Relocation Cost Calculation and Deduction form.
11. In addition to taxes I may owe in the new/future country, I understand that I will have residual tax liability to the current home country for equity awards received/vested/earned while in the current home country. I understand that such residual tax liability will be entirely my responsibility. However, I authorize Intel to calculate and advance such taxes on my behalf to the current home country and to invoice me for the amount(s) paid. I agree to reimburse Intel for all such advances within thirty (30) days of receiving each invoice from Intel. If I do not fully reimburse Intel for all such advances within thirty (30) days of receiving the invoice(s) from Intel, then subject to local law I authorize Intel to take deductions from my pay for the full amount of the advance(s), where permitted by law. Such deductions may be taken during a single pay period or during multiple pay periods until each advance is repaid. I understand that Intel may make multiple advances on my behalf during the residual tax liability period. My agreement to repay and/or to allow deductions from pay pertains to each such advance Intel may make on my behalf. I also acknowledge that not fully reimbursing Intel for all residual taxes as above-mentioned will be considered as a disciplinary offense and I will be exposed to disciplinary measures, up to and including termination as permitted by local law.
12. I further agree that, in addition to the methods described above, Intel may deduct, subject to local law, any unpaid portions of the amount due in whole or in part, from the difference between the grant price and the exercise price, net of withheld taxes, of any Intel Stock options exercised by me at any time after notice of my Qualifying Termination and 90 days following the date of my termination.



13. I understand certain "Relocation Assistance" must be included in my gross income and are subject to tax. If applicable, I also understand that while I can deduct some of my expenses related to my relocation according to IRS guidelines (Canada Customs and Revenue Agency guidelines for Canada employees), I must have receipts to show my actual expenses. I understand that it is my responsibility to keep receipts, to respond to audits and to pay my income taxes. Any interest and penalties associated with my failure to comply with these requirements will be my responsibility. I agree that I will indemnify and hold Intel harmless for all fees, penalties, interest, attorneys' fees, assessment or taxes paid by Intel due to my failure to timely pay applicable state/provincial and federal taxes. . .
14. If I am required to repay any portion of "Relocation Assistance", I understand that I also may be required to repay Intel for taxes that were paid on my behalf. Intel hereby reserves the right, at its sole discretion, to make adjustments for income tax or withholding purposes in order to comply with applicable tax laws.
15. I understand that this Relocation Agreement is not a contract of employment and does not guarantee continued employment with Intel or (U.S. only) alter my at will employment status.
16. If I fail to repay Intel within 30 days of notification, I authorize Intel, subject to local law, to deduct any money I owe from my Quarterly Profit Bonus (QPB), Annual Performance Bonus (APB), Stock Purchase Plan (SPP) and/or through wages/commissions or other local payments I may be entitled to receive, where permitted by local law. Subject to local law, I understand that failure to repay money owed to Intel may lead to disciplinary action, up to and including employment termination.  
  
To the extent the full amount is not recoverable in accordance with the preceding paragraph, I hereby agree to repay Intel the remaining amount by writing a check to Intel or otherwise entering a repayment arrangement satisfactory to Intel.
17. If my start date changes after I sign and submit this agreement to Relocation, I understand the "system of record" will default to the start date recorded in Workday.
18. I understand that an International 1 Way Relocation is a permanent relocation and does not include any promise or commitment of a return relocation back to the original home site. This includes employee separations from the company, whether voluntarily or involuntarily.
19. To affect my move, I understand that Intel Relocation may need to share some of my personal details with Intel's external supplier. By way of example, suppliers will be provided with my full legal name, the full legal names of my household members, and my current contact information, including phone number and email address. I confirm by signing below, my agreement allowing Relocation to do this, as Intel is unable to progress my move without my prior authorization.

I have read and understand and agree to the terms and conditions outlined in the Relocation Agreement. (If the move includes two Intel spouses on assignment to the same location, both must sign below.)

**GAR Employees:**

I have reviewed the "Authorized Relocation Assistance Package" for my permanent move and I understand that this is the complete summary of the Relocation Assistance I am eligible for, based on my manager's approval. No other assistance is implied. I am aware that Relocation Assistance is part of my compensation package, and therefore to be considered confidential and not to be shared with other Intel employees.

"Relocation Assistance" includes all Relocation Assistance related to this permanent move incurred before, during or after the transfer date, regardless of whether they are paid through a lump sum, supplier invoice, or expense report reimbursement, as summarized in the "Authorized Relocation Assistance Package".

**Russian Employees on a Permanent 1-Way Move:**

For compliance and records retention, Russia assignees are additionally required to sign and submit the hard copy of the Relo Agreement to Russia HR Services at the mail stop: Nizhny Novgorod, TGV 713.

**Signature(s)**

Surya Ramadhan

Primary Relocating Employee  
(please type or print)Intel Spouse Relocating, if applicable  
(please type or print)

DocuSigned by:

Employee Signature

Intel Spouse Signature, if applicable

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

Date

Date