



Intel Microelectronics (M) Sdn. Bhd. (199401016571)  
P.O. Box 121, Bayan Lepas Free Industrial Zone, 11900 Penang, Malaysia  
Tel: 604- 2530000, Fax: 6-04-6435200 (Main Office)

24 January 2022

Surya Ramadhan  
Cimahi  
Indonesia

Dear Surya,

I am delighted to offer you the role of IP Logic Design Engineer at Intel Microelectronics (M) Sdn. Bhd. You are an outstanding applicant and we believe that your skills and experience make you an excellent addition to the team.

Below, you will find more information about the role, compensation, and some of the amazing benefits available to you when you join Intel. Please also refer to the enclosed General Terms & Conditions of Employment where you will find further information on your employment, including information on your right to work in Malaysia and pre-employment checks.

**Your Job:**

Role: IP Logic Design Engineer  
Job grade: Grade 005, Exempt  
Location: Malaysia, Penang  
Start Date: 23 May 2022

**Work Hours:**

Your normal hours of work are 40 hours per week, exclusive of an unpaid meal break of up to one hour a day. You will be assigned a particular attendance pattern for your role by your management team on commencement. You may be required to work such additional hours as are necessary for the proper performance of your duties.

**Base Pay:**

Your annual base pay is RM75,600.00 which shall be payable monthly in arrears on or about the payroll cut-off of each month directly into your nominated bank account.

This salary is calculated based on your monthly base pay x 13.5 months (it is inclusive of 1.5 months contractual bonus). Depending on your employment commencement date, the contractual bonuses will be calculated on a prorated basis.

If your employment commencement date is on or before the payroll cut off-of the month, you will receive your first month's pay on the month payday of the month of when your employment commences. If your employment commencement date is on or after the payroll cut-off of the month, you will receive your first month's pay on the payday of the following month of when your employment commences.

**Bonus**

**Annual Performance Bonus**

You will be eligible to participate in the Annual Performance Bonus (APB) with a payout goal of RM2,494.80. The actual APB will be calculated pursuant to criteria established by the Intel group as modified by the Company from time to time at its sole discretion.

**Quarterly Profit Bonus**

You will be eligible to participate in the Quarterly Profit Bonus (QPB) that will be paid in accordance with the QPB policy, as modified by the Company from time to time at its sole discretion.

**Transition Bonus:**

You will be eligible for a Transition Bonus in the amount of RM16,800.00. It will be paid in 12 installments on a monthly basis after your commencement date according to the Company policy.

If your commencement date is on or after the payroll cut off-of the month, your full payment schedule will be postponed for 1 month for each installment. In the event you resign, or your employment is terminated by Intel for misconduct or performance issues within the first 24 months of hire, you will be liable to refund the amount received to Intel and you will forfeit payment of any outstanding amounts due after your termination date. Intel will not adjust your wage statements, income tax withholding statements, employer's return of remuneration and/or equivalent to take into account the amount recovered by Intel you will forfeit payments of any outstanding amounts due after your termination date.

- a. Resign within 1st year, 100% repayment of the amount received; or
- b. Resign within 2nd year, 50% repayment of the amount received; or

If your employment is terminated by Intel for misconduct, you will be subjected to 100% repayment of the amount received regardless of when the termination occurs within the first 24 months of hire.

**Stock:****Stock Purchase Plan (SPP):**

You are eligible to participate in the Employee Stock Purchase Plan (SPP), subject to Intel's SPP qualification cycle time. Details are available in the Company's stock policies.

**Restricted Stock Unit:**

We are pleased to recommend you for a grant of New Hire Restricted Stock Units (New Hire RSUs) valued at approximately USD\$7,500.00. This will convert to a number of Restricted Stock Units based on the 30-day stock price average up to and including the grant date. The 30-day stock price average is based on a daily stock price average that is the average of the high and low trading prices of the trading day. Non trading days are included in the 30 days but excluded for calculating the average. If approved by Intel's Compensation Committee and subject to the terms and conditions of your grant and local law, the New Hire RSUs will vest over a three-year period as follows: 1/12 of the New Hire RSUs will vest quarterly beginning on the three-month anniversary of the grant date and continuing until the third anniversary of the grant date. Please note the granting of New Hire RSUs is a one-time discretionary corporate benefit granted by Intel Corporation which may be varied or cancelled by Intel Corporation at any time and does not form part of your local employment contract. Future RSU grants may be made as part of your regular annual employee compensation package and typically vest over a four-year period in equal annual installments on the anniversary of the grant date. Vesting of your New Hire RSUs are dependent on your continued service through the vesting dates specified in your notice of grant. Upon termination of your employment, all unvested portions of your New Hire RSUs will be cancelled in accordance with the grant agreement. You may find your grant agreement by logging in to your E\*TRADE stock plan account.

**Notice of Termination:**

Either party may terminate employment by giving two (2) months' notice in writing or two (2) months' salary in lieu of notice.





We hope you are excited by this offer but please do consider these terms carefully. You have 14 days to accept this offer, after which the offer is automatically withdrawn. To accept this offer, please sign and return the copy enclosed to us. Please note that changes can only be made to this offer with our agreement, as such please do not make any changes. Instead contact us to discuss the same.

We look forward to welcoming you to Intel, and to helping you build an amazing career here.

Yours faithfully,  
Intel Microelectronics (M) Sdn. Bhd.

Joanne Kan  
Malaysia Staffing Manager

#### DISCLAIMER

Wherever this document is made in both English and local language versions, in case of any discrepancies between the two versions, the English version shall prevail.

#### Acknowledgment

I have read and have understood the foregoing, and hereby accept the offer on the terms stated above.

By signing this letter, I confirm that all personal information provided to Intel is correct. I also understand that failure to disclose accurate information will render me liable for disciplinary action up to and including termination.

Signature: \_\_\_\_\_

Full Name (as per IC / Passport): Surya Pamadhan

Local Identification Number (For Local Hire) or  
Passport Number (For Foreign Hire): C7865926

Date: 01/26/2022  
mm/dd/yyyy