



STATEMENT OF TERMS AND CONDITIONS OF FIXED TERM EMPLOYMENT

This contract is made on **18th December 2015**, between Intel Sweden AB, Knarrarnäsgatan 15, 164 40 Kista, Sweden and **Konstantinos Sotiropoulos** (referred to as second person singularis), **Röntgenvägen 1/2216, Stockholm, 44152, Sweden.**

The following main terms and conditions will apply to your agreed fixed term employment with Intel.

Other terms and conditions which will apply to your employment are contained in Intel's Policies and Procedures and will be made available to you when you commence employment. Intel's Policies and Procedures are accessible via the Intel Intranet and you are expected to familiarize yourself with this material. Intel reserves the right to vary these Policies and Procedures from time to time.

1.0 DATE OF COMMENCEMENT AND END DATE

- 1.1 This Agreed Fixed term contract is for a period, of **five** months, commencing on **28th January 2016** and terminating on **30th June 2016**.

2.0 DUTIES

- 2.1 You will be employed in the position of **Masters Thesis Student** at job Grade **98** and you will be expected to perform all acts, duties and obligations and comply with such orders as may be designed by Intel to be reasonably consistent with the above mentioned capacity.
- 2.2 You will be required to comply with Intel's rules, regulations and policies from time to time in force.
- 2.3 You should recognise that during the course of your employment, as the character of Intel changes, it may be necessary to expand your duties within the general scope of your position. Intel therefore reserves the right to assign other duties to you at any time, it being understood that you will not be assigned duties, which you cannot reasonably perform.

3.0 HOURS OF WORK

Your normal working hours will be 37.5 hours per week. Your normal daily working hours will be 08.30 to 17.00, including a 1 hour lunch break, to be taken at a mutually agreed time. However, Intel reserves the right to change your working hours or require you to work other shifts without changing total hours to be worked, provided



that before implementing any changes Intel consults you and considers any reasonable objections which you may have to the proposed changes.

4.0 PLACE OF WORK

Your place of work will be in the **AVAGO SW DEV 4** Department, reporting to **Magnus Karlsson**. You will be located at the Intel Sweden office. However, you should be aware that Intel is an international company having offices throughout Europe and because of the nature of your duties; you may be required to transfer to another department and/or place of work.

5.0 REMUNERATION

5.1 Base Salary

Your basic salary will be SEK **309,000.00** per annum pro rata.

5.2 Quarterly Profit Bonus (QPB)

You will be eligible for a Quarterly Profit Bonus (QPB) that will be paid in accordance with the QPB policy, as modified by the Intel group from time to time at its sole discretion. Intel reserves the right to change or discontinue the QPB program or any provision regarding QPB at its sole discretion.

5.3 Expenses

You will be reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of Intel, subject to your conforming to the relevant Intel policy as amended from time to time.

6.0 HOLIDAYS

6.1 You will be entitled (in addition to the normal public holidays) to take 30 working days as holidays in each holiday year which runs from 1st April to 31st March and you will be paid your normal remuneration plus normal holiday additions during such holidays.

6.2 Your holiday entitlement accrues monthly at the rate of 2.5 days from the date of commencement of your employment.

6.3 If your employment commences or terminates part way through the holiday year your entitlement to holidays during that year will be assessed on a pro-rata basis.

6.4 Holiday entitlement unused at the end of the holiday year can only be carried over pursuant to the provisions of the law as may from time to time be applicable.



6.5 All vacation scheduling and organisation should be arranged to ensure smooth business operation and your manager's prior approval is required prior to any vacation scheduling or change.

7.0 SICKNESS AND NOTIFICATION OF ABSENCE

Intel follows Swedish law and standard corporate practice with regard to entitlement to sick pay and requirements in respect of notification of absence.

8.0 CONFIDENTIAL INFORMATION

Much of Intel's business and your work with Intel will be highly confidential. It is a condition of your employment that you sign the attached Employee Agreement and return it with the signed copy of this document.

9.0 DATA PROTECTION

The employee agrees that all data relative to his employment with Intel, and all other personal data supplied to Intel, may be centralised in the Human Resources (HR) Database situated in the United States. Intel HR and selected management from other sites will have authorised and legitimate business access to this database, subject to the limits of the Data Protection legislation of the country of the employee's employment. The employee is entitled to access, review and request to update such information, as required. Procedures for access to your own personal data are documented and can be obtained from the HR department responsible for the respective site.

10.0 EXCLUSIVITY OF SERVICES

This Agreement is based on mutual loyalty and trust. You shall always promote and protect Intel's interests and devote all your working time to Intel and shall not be engaged in any other employment or business, irrespective of whether or not such business competes with Intel's business without Intel's prior written consent.

You confirm that you are not engaged in any other employment (other than your current employment with Intel) or business when signing this Agreement.

11.0 DISCIPLINARY RULES AND PROCEDURES

Intel expects high standards of conduct and performance from its employees. Details of the disciplinary procedures are contained in Intel's Policies and Procedures. If you wish to appeal against any disciplinary decision you should give notice in writing within 10 days.

12.0 GRIEVANCE PROCEDURE

If you are unhappy about any aspect of your employment with Intel, you should first discuss the matter with your supervisor. If you are still unhappy you should pursue the



matter through the grievance procedure, full details of which are contained in Intel's Policies and Procedures.

13.0 TERMINATION OF EMPLOYMENT

13.1 Notwithstanding paragraph 1 hereof, this contract may be terminated forthwith if you are guilty of gross misconduct or gross negligence.

13.2 On termination of your employment for whatever reasons you will be required to return to Intel without delay all correspondence, records, specifications, models, notes formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Intel or relating to its business affairs or dealings which are in your possession or under your control.

14.0 BACKGROUND INVESTIGATIONS

Your employment is conditional upon verification of the information contained in your Personal Details form and/or curriculum vitae and upon the receipt of references satisfactory to Intel. Falsification of data in any documentation, including but not limited to your Personal Data Form and/or curriculum vitae may result in termination of this contract.

AUTHORISATION

Name: _____ Date: _____

Marta Dunst-Westphal (Power of Attorney)

On behalf of Intel Sweden AB

ACCEPTANCE

I acknowledge receipt of a copy of this statement and accept Intel's offer of employment on the terms and conditions set out above.

Employee: _____ Date: _____

My intended start date is: _____