



Date: October 15, 2024
To: Derchang Kau (10077599)

Intel is shifting its strategy to meet the constant changes and complex demands of our industry. We are very sorry to inform you that, as part of this direction, you are being separated from your employment.

Employees have a transition period of approximately 3-4 weeks following notification before exiting the company. This transition time allows you to work with your manager to wrap up your current work. During the Transition Period you will continue to be an at-will employee and subject to all Intel policies and guidelines, including the Code of Conduct and Employment Guidelines.

Your last day as an Intel employee will be **November 15, 2024**. You will be paid through this date plus nine additional weeks of pay and benefits. Your last day of employment is subject to change.

Please carefully read through the U.S. CPM Separation Program Package you received which contains detailed information on Separation Benefits, Career Services and additional resources. It also contains information regarding the Separation and Release Agreement (SARA). You can direct questions to [Ask HR](#) or contact an Employee Services representative at (800) 238-0486.

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 **November 15, 2024**. 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, please contact James Warner at Workforce.Transition.Services.GAM@intel.com.

All cash payments are subject to applicable taxes and withholdings; Intel-paid COBRA premiums are generally not taxable, subject to the IRS nondiscrimination rules; Healthcare cash payout (in lieu of Intel-paid COBRA premiums) is tax-protected, payout is based on current Intel healthcare benefit enrollment. The Separation Pay will generally be paid within two payroll cycles on or after the Employee's Employment Termination Date.