

2022 Zhen Ding Tech. Group

Future Talent Scholarship Program

I. Introduction

Zhen Ding Technology Holdings Co., Ltd. (Zhen Ding Tech. Group) was established in 2006. Since then it has pioneered itself to become a global leader of printed circuit board (PCB) manufacturing. It is committed to technological innovation through design and R&D, as well as focuses on the development of technologically advanced talents who facilitates its growth.

With an aim to cultivate scientifically and technologically skilled talents, the "**Future Talent Scholarship Program**" is set up to award scholarships to distinguished graduate and undergraduate students, encouraging them to dedicate themselves to academic and technical research. The industry-university cooperation also provides a channel to recruit outstanding talents who are interested in exploring opportunities for professional development at the company's services.

II. Scholarship

1) Scholarship Grant

Recipients of the "2022 Zhen Ding Tech. Group Future Talent Scholarship Program" will each be awarded a sum of \$ 90,000 NT per academic semester.

2) Duration

Students currently enrolled in a master's course will be eligible for a maximum of two years; and students enrolled in a doctoral course (PhD.) eligible for a maximum of four years.

3) Eligibility

1. Taiwanese and Overseas students currently enrolled in a master's, PhD. or a five-year master's course in Taiwan.
2. Requirements: shall meet #a~d conditions
 - a. The average academic score of the previous semester is above 80 and the conduct score is above 80 (level A). [If the score is less than 80 points, a recommendation letter from the teacher can be provided.]
 - b. Can start working with Zhen Ding Tech. Group immediately after graduation.
 - c. Must not be a recipient of any other scholarships with agreed service obligation.
 - d. Acquire basic Chinese proficiency of everyday conversation. The Test of Chinese as a Foreign Language (TOCFL) would be definitely a plus for this scholarship.
 - e. Students from low-income households (please attach relevant certificates, will be given priority consideration).

3. Departments and Quota :(not including night school, ministry promoted education, or on-job training students)
 - a. Departments: Electronics and Electrical Engineering, Information Technology and Communication Engineering, Computer Science, Materials Science, Applied Chemistry, Chemical Engineering, Nano Engineering, Industrial Engineering, Mathematics, Statistics. (Applicants from but not limited to above listed departments shall include.)
 - b. Quota: Unlimited (preferred selection)

4) Application Procedure

1. Those who meet the application requirements should fill in the application form provided by the company in detail and attach the following relevant documents.
 - a. Scholarship Program Application Form
 - b. Transcript of last semester (with official university stamp)
 - c. One copy of the front and back of the student ID, ARC and passport.
 - d. Autobiography, research plan, and career plan (500 words)
 - e. Appendix: relevant certificates (such as competition awards, technical skill examination, language proficiency test, etc.)
2. The application form along with the required documents shall be sent to the company's scholarship review committee through register mail, no later than **April 22nd**, 2022.
(Both hard copies as well as electronic file)

★Mail original application forms to the following address.
No. 6, Lane 28, Sanho Road, Sanshi Village, Dayuan District, Taoyuan City 33754 桃園市大園區三石里三和路 28 巷 6 號

★eMail the original(.doc) and its scanned (.pdf) to sylvia.tf.yang@zdtco.com TEL : 03-3835678 # 33250 Sylvia 楊庭芳
3. On completion of the review candidate qualifying for the scholarship shall be invited for an interview. Those who pass the interview process will be awarded the scholarship and the list of recipients shall be published by the end of July 2022.

5) Key Dates:

1. Application deadline: 22 April, 2022 (17:00 Taipei time)
2. Interviews (online) for shortlisted applicants: 31 May, 2022
3. Notification of final winner(s) and all applicants: June/July 2021

6) Review Process

1. Document review: The Human Resource department will conduct a review of all the applicants' documents.
2. Interview: Oral presentation and QA
3. Approval: Those who pass the interview should complete the contract signing procedures. Scholarship for the first semester will be remitted to the designated account mentioned by the applicant on their contract.

4. Renewal: Submit the previous semester transcript and other relevant documents to the company's Human Resources Department within the notice period for every semester. Only those who pass the review process are eligible to renew the scholarship.

5. Evaluation Standards:

Phase I : Document Review

Item	Description
Education	Transcription of last semester (grade & ranking)
Expertise	Autobiography, Publication, Research plan, Career planning.
	Relevant projects and results
	Other relevant certificates (such as competition awards, technical skill certificates, language proficiency certificates)

Phase II : Oral interview (Self briefing and QA)

Item	Description
Personality	Confidence, communication, stress-resistance, proactivity, team work,
Willingness	Willingness and motivation to work in the PCB industry
Attitude	Responsibilities, ambitions, self-motivation
Why you	Brief of current research plan and relevant technical qualification.

III. Responsibilities and obligation

1. Once the recipients of scholarships have been approved by the company and have received scholarships, they must continue to apply for scholarships without interruption for the duration of their course.
2. The company agrees that after this contract becomes effective and the applicant has submitted all the relevant documents mentioned in the application procedure within the specified time limit (the company shall change the time limit according to the actual situation), the company will allocate scholarships and remit the amount to the accounts provided by the recipients.
3. The recipients agree to submit the transcript of the previous semester within the notice period of the company (the company will specify the time limit according to the actual situation) at the end of each semester. Only those who pass the review process can receive the scholarships for the following semester.
4. The scholarship recipients should serve at the company for the time specified in the scholarship contract. The appointment date will be determined by the company after the recipients obtain their diploma (or complete military service). The salary and qualifications should be determined according to the company's policy of hiring a master's or doctoral degree candidate, and their benefits should be the same as that of a general employee at the company.
5. The company reserves all rights to hire or dismiss any recipients, and should have no

objection to this according to the scholarship contract.

6. The scholarship recipients must sign a non-disclosure agreement and are obliged to keep confidential information that they come in contact with when working with the company. (Confidential information refers to but is not limited to any information related to this program)
7. Zhen Ding Tech. Group current major manufacturing campuses are in Mainland China (People's Republic of China) such as Shenzhen, Huaian, Qinhuangdao and etc. After the scholarship recipients graduate, the company will consider their professional expertise to assign them to any business location of the company, and the recipients should accept the designated employment location.
8. Those who have already obtained a master's or doctoral degree and are approved by the company can make up for the original graduation period scholarship. The employment period is calculated as shown in the table below. The maximum duration for a master's degree is two years (4 semesters), and the maximum period for a doctoral degree is 4 years (8 semesters).

Grant Period	Scholarship Amount	Total Grant Received	Service Period
End of 1 st Semester	\$ 90,000 NT	\$ 90,000 NT	6 Months
End of 2 nd Semester	\$ 90,000 NT	\$ 180,000 NT	12 Months
End of 3 rd Semester	\$ 90,000 NT	\$ 270,000 NT	18 Months
End of 4 th Semester	\$ 90,000 NT	\$ 360,000 NT	24 Months

9. Scholarship income is included in the individual's other income and combined into the total personal comprehensive income for taxation. Foreign students will need to declare their income based on whether or not they have been in Taiwan for 183 days when receiving the scholarships.
 - a. If a foreign student has stayed in Taiwan for 183 days in the year, the income declaration will be executed without any deduction from the source.
 - b. If the foreign student has stayed in Taiwan for less than 183 days in the year, the income declaration shall be carried out and the source withholding 20% shall be reported to the national tax bureau within ten days.
 - c. The above mentioned are the current tax withholding regulations and the actual withholding will be adjusted in accordance to the latest government policy.

IV. Terms for termination and return policy

If an applicant or recipient who has been approved for a scholarship is found to meet one of the following conditions, the company will stop issuing and recover all the allocated funds (including withholding tax) that they have received. They will lose their eligibility to apply in

the future, and the company shall also charge interest on the funds the applicant has already received. Interest will be calculated from the date of grant to the date of repayment. The interest rate will be based on the one-year fixed deposit interest rate of the Bank of Taiwan on the date of grant allocation.

The contract shall be deemed to be terminated if:

1. The applicant suspends or drops out of school or fail to complete their studies as scheduled.
2. The applicant is a recipient of other scholarships and grants agreed upon with service obligations.
3. The applicant is penalized by the school during the grant period.
4. The applicant has an average academic score of less than 80 or a conduct score of less than 80 during the grant period
5. The applicant fails to provide relevant documents and information within the prescribed time limit in accordance with Article 3, paragraphs 2 and 3.
6. The applicants wish to voluntarily suspend their scholarship application.
7. The applicants who provide forged application documents or cannot prove their authenticity.
8. The applicant chooses to be employed by other organizations, continue their studies or switch to military service other than compulsory military service after graduation.
9. The applicant is sentenced to a judgment by the court for breaking the law.
10. The recipient resigns or is fired, and cannot serve for the entire period of employment as stipulated in the contract. In the event of dismissal, the company can reduce the amount of repayment based on the number of days of employment.

V. Exclusions

If in case the scholarship recipient dies due to an accident or illness, or suffers physical or mental damage (need to be evaluated by a qualified medical center of the Ministry of Health, Labor and Welfare), and cannot perform the tasks specified by the company, the company will suspend the award of the scholarship. In such events, the recipient can be exempted from fulfilling their service obligations, and can also be exempted from the repayment of the scholarship.

VI. Note

If there are any unresolved issues, it will be explained by our company's human resources department. The HR department of Zhen Ding Tech. Group reserves all the final right to explain and conduct this program.

2022 Zhen Ding Tech. Group

Application Form for Future Talent Scholarship Program

Applicants should fill out this application form clearly and accurately. Detailed answers are required in order to make the most appropriate arrangements. If necessary, additional pages of the same size can be attached.

Basic Information	Name		Birthdate	YYYY	MM	DD	Paste your recent photo here
	Student ID		Translated Chinese Name				
	Gender	<input type="checkbox"/> M <input type="checkbox"/> F	Height		Weight		
Military Service	N/A		e-mail				
	Overseas students		Cellphone				
Add							
Referrer (Professor or supervisors)			His/her position				
Current organization (University and its department)							
Educational Record	Degree	School	Department		Graduation Time (Est.)		
	PhD				Enrolled in month year. Graduate in month year.		
	Master				Enrolled in month year. Graduate in month year.		
	College				Enrolled in month year. Graduate in month year.		
	High School				Enrolled in month year. Graduate in month year.		

Briefly state your study plan while in Taiwan (Please specify your subject of interest and state why.)	1. 2. 3.				
Personal expertise					
Language Proficiency (Crucial reference)	Language	Excellent	Good	Basic	Not Applicable
	Chinese				
	English				
	Japanese				
	Other				
Computer Proficiency					
Comments of Department Director					(Department official stamp)
	Signature of Department Director: _____				

<p>Attached Documents (Please <input checked="" type="checkbox"/>)</p>	<p><input type="checkbox"/> Transcript of last semester (with official university stamp)</p> <p><input type="checkbox"/> Hard Copies of student ID card and passport.</p> <p><input type="checkbox"/> Bio, research plan. (over 500 words)</p> <p><input type="checkbox"/> Appendix: relevant certificates (such as competition awards, technique examination, foreign language tests)</p>
	<p>Mail this application form accompanied with essential certificates and documents via registered mail before April 22. (Postmark defines the due date.) Please be noted for the deadline; no waiting for late submission.</p> <p>★Mail original application forms to the following address. No. 6, Lane 28, Sanho Road, Sanshi Village, Dayuan District, Taoyuan City 33754 桃園市大園區三石里三和路 28 巷 6 號</p> <p>★eMail the original(.doc) and its scanned (.pdf) to sylvia.tf.yang@zdtco.com TEL : 03-3835678 # 33250 Sylvia 楊庭芳</p>

*** Declaration:**

The applicant _____ hereby declares that all the information I have provided in this document is true and accurate. I have carefully read the terms of the scholarship application in detail. I understand that any false information will lead to my disqualification from the program, and I will take all responsibilities for that.

I consent to the information provided in this application form being made available to Zhen Ding Tech. Group and subsidiaries for scholarship-related matters once I become one of Zhen Ding Tech. Group Future Talent Scholarship recipients.

I understand that this document is written in both the Chinese and English languages, and that, in the event of any discrepancies, the Chinese version shall prevail.

Applicant signature: _____

Date: _____