



intel®

Do something wonderful.™

Intel Rewards Experience

Rewarding Career. Rewarding Performance.

We believe the best way to inspire our people is to provide a variety of opportunities that reflect our company values and reward the contributions every employee brings to the organization.¹

Pay and Recognition



Being confident and informed on how individual pay is determined drives trust and transparency across all of Intel. Personal pay is based on many factors such as experience, job, skills, performance, scope, and location. These factors create a total pay package that represents an appropriate pay for work. Intel and business performance also drive pay through annual performance bonuses and sales commissions.

Base Pay	Annual and Quarterly Bonuses	Stock Program
<p>Base pay is the foundation of the compensation package and is aligned very closely to an individual's skills, scope, contributions, and results. Base pay goals are set in line with market peers. Base pay is reviewed and adjusted based on market and individual performance through our annual Rewards Planning process.</p>	<p>Intel is unique in consistently rewarding eligible employees through two bonus programs—annually and quarterly—based on company performance and profitability. Therefore, eligible employees typically receive five bonus payouts per year.</p>	<p>Intel's stock programs offer eligible employees at all levels the opportunity to become a shareholder in the company and share in Intel's future growth. Employees can purchase Intel stock at a discounted rate twice a year through our popular Employee Stock Purchase Plan, and we also grant Restricted Stock Units each year, which vest periodically and convert into stock that can be held or sold.</p>
Retirement Benefits	Recognition	
<p>Intel supports employees on their journey to being retirement-ready, through an employer sponsored retirement pension plan where Intel contributes a percentage of your pay, while employees may make voluntary additional contributions. Throughout each year, Intel also provides access to expert counselling and retirement workshops.</p>	<p>We provide opportunities for peer-to-peer and corporate recognition awards to reward excellence, show our appreciation for each other and reinforce our culture and Intel values.</p>	

Benefits and Services



Health

Health benefits for the whole family. Our employees, spouses, and children are eligible for health benefits.

Medical

Intel provides a voluntary healthcare plan for employees and their families. We fund 100% of the employee package, 85% of the partner package, and 70% of the family package.

Dental

Intel offers a comprehensive plan for employees and their families, in addition to basic dental coverage available through the medical plan.

Behavioral and Mental Health

Our 24/7/365 Employee Assistance Program (EAP) offers confidential and free counselling services to help employees and their families manage life's challenges. Further treatment for mental health conditions is covered under outpatient benefits.

Modern Health, our digital mental wellness benefit is available to employees and their eligible dependents. It offers access to one-on-one coaching, guided meditations, community sessions, therapy, and more -- all through a single, secure app.

Life and Risk Insurance

Intel has comprehensive life insurance for eligible employees which is covered at 100% by Intel. In addition, Intel offers optional Enhanced Voluntary Risk insurance to provide security for our employees and their dependents.

Time Off

We celebrate your hard work with generous vacation time and holidays.

Vacation and Holidays

Intel offers regular vacation time for employees to refresh and recharge. Employees start at 20 vacation days and can go up to 26 days per annum depending on length of service.

Maternity, Parental, and Paternity Leaves

As per local law, Intel provides 20 weeks of maternity leave, 41 weeks of parental leave and 2 weeks of paternity leave. In addition to statutory paternity leave, Intel Poland provides 1 week of bonding leave (for secondary caregivers) to ensure you have the time you need with your new family.

Additional Leaves

At certain points in life, many of us need to step away from work to manage a personal life event. Intel supports multiple leave types—such as Bereavement, Marriage, Jury Service, or a Leave of Absence—so you can take the time you need and then successfully return to work.

Life and Community



A Great Place to Work

Our employees go above and beyond—so does Intel. We offer a number of services and programs that truly make Intel a great place to work. Experience all of the amazing services that help you get more done in less time while at the office.

Flexibility

Flexibility programs like hybrid work, part-time employment, alternate start time and temporary remote work provide flexibility so that eligible employees and their managers can work together to support special circumstances and needs.

Lunch Card

Intel's lunch benefit program provides employees with a Lunch Card to subsidize the cost of meals that is loaded monthly with 350 PLN.

Convenience Within Reach

Dry cleaning, shoe repair, outdoor gyms, play areas, hairdressers, massages, nails and spa services, car wash, and tire changing offerings are dedicated to supporting our employees. In addition, we have a suite of options to help you get to work, along with healthy meals and café options to keep you nourished while on site.

Events for Kids

Intel organizes many events and activities for employees and their families, such as family picnics, kids' days, child summer camps and many more. To increase flexibility while you care for your family, Intel's Kids@Work programs enables employees to occasionally bring their children to work.

Doing Good Together

Globally, our employees donated over six million hours of service over the past five years to tackle a variety of community needs. You love giving back to the community—and Intel loves doubling down on your contributions.

Employee Groups and Clubs

Feeling socially supported is critical to an enjoyable workplace. At Intel Poland, there are a wide variety of enthusiasts groups to enjoy, as well as the option to create your own club on-site.

Learning and Career



At Intel, curiosity drives us to change the world. Our employees feed that curiosity by expanding their skill set, strengthening their leadership abilities, and reaching for their personal best.

Tuition Assistance

By taking advantage of financial assistance for job-related degrees, you can build your knowledge through advanced degree programs, conferences, and more—helping you and Intel grow.

Life-Long Learning

Intel offers immersive, classroom, and online learning resources that help you keep your skills up-to-date and on the cutting edge, so you can keep advancing your career.

Diverse Job Assignments

People can pursue rich careers through a variety of assignments domestically and internationally, short-term and long-term. Our learning culture supports growth, including more than 7,000 employee internal job moves per year.

Career Development

Intel's Career Compass program empowers you to easily navigate Intel's wide ranging development opportunities and help grow your career.

“The ingredient we begin with is sand. Everything else is value added by people.”

-Andy Bryant, Retired Intel Chairman

1 Please note: This document is intended to provide an overview of the various benefits available at Intel Poland. The benefits and services may vary by location and according to employee eligibility and classification. They are subject to the terms and conditions of the respective plans and programs. Intel reserves the right to modify or withdraw altogether a benefit program/facility at any point in time without prior notice.

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