



**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.<sup>1</sup>

# 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
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, while bonus payouts and stock programs are broad-based and include a premium when compared to peers. Base pay is reviewed and adjusted based on market and individual performance through our annual Rewards Planning process.	Intel is unique in consistently rewarding eligible employees through two bonus programs—annually and quarterly—based on company and individual performance profitability. Therefore, eligible employees typically receive five bonus payouts per year.	Our stock programs offer eligible employees at all levels, in 50+ participating countries, the opportunity to share in Intel's future growth. Typically, we grant Restricted Stock Units each year, which vest periodically and convert into stock that can be held or sold. In addition, eligible employees can buy Intel stock at a discount twice a year through our popular Employee Stock Purchase Plan.
Corporate recognitions	Real-time recognition	
Our culture and values are reinforced through Intel Quality Awards, Intel Achievement Awards, and Division Recognition Awards. Business groups also drive domain expertise recognition such as the Inventor of the Year award.	We provide opportunities for real-time recognition in addition to your annual pay review. Peer recognition or special recognitions are all examples of rewards available throughout the year. By rewarding in real-time, we reinforce the culture behaviors and contributions needed for a better Intel.	



# Benefits and Services



Even the best need to rest. We celebrate our hard work with generous vacation time, holidays, and sabbaticals.

## Vacation and holidays

We offer regular vacation time for employees to refresh and recharge. Exempt employees receive about three weeks per year to start, while non-exempt employees receive up to 80 hours per year to start (plus up to 80 hours of personal absence time). And we celebrate 12 holidays each calendar year in addition to two floating days of the employee's choice.

## Bonding leave

Our Intel bonding leave gives all eligible parents, through birth, adoption, or foster care, up to twelve work weeks of paid time off in addition to qualified pregnancy and Intel family leave options. We also have reserved parking for expectant mothers at most U.S. sites.

## Additional leaves

Many of us will encounter the need to step away from work to manage a personal life event. Intel's paid leave programs support multiple leave types—such as military, medical/disability and family—so employees can take the time they need and then successfully return to work.

## Retirement benefits and financial resources

Intel helps employees become retirement-ready during all life and career phases—whether you're just starting out or making critical retirement investments. We offer a 401(k) Savings Plan with a wide array of options and funds for all levels of investors.

You may enroll in the 401(k) Plan immediately. You may contribute up to 50% of your regular pay and/or eligible bonus and/or commission pay on either a pre-tax, Roth, and/or after-tax basis up to the IRS maximum. Intel provides an employer match on pre-tax and Roth contributions up to 5% of your eligible pay. The 401(k) match vests immediately.

Intel works with Fidelity Investments and regularly hosts experienced Fidelity representatives at our U.S. sites for 1:1 in-person counseling or virtual session, retirement-readiness workshops, and year-round personal phone consultation to help you align your retirement investment with your financial goals.

## The extraordinary Intel sabbatical

A hallmark of Intel is our sabbatical program. Sabbaticals give employees the option to celebrate their fourth anniversary with four weeks off with full pay, or their seventh anniversary with eight weeks—all in addition to regular vacation time.

Our view is that employees deserve an opportunity to step away, try something new, explore the world, volunteer, or simply spend more time with their families and friends. They come back refreshed with new ideas and perspectives.

# Health Benefits



Health benefits for the whole you. For full cost details, including our generous prescription coverage, review our complete employee Annual Enrollment guide at [www.intel.com/go/myben](http://www.intel.com/go/myben).

Our employees, their spouse, eligible dependents, domestic partners, and their eligible children are eligible for health benefits.

## Medical

In addition to world-class health plan options, we have on-site Health for Life Centers to provide convenient, personalized care at our Arizona, New Mexico, and Oregon campuses.

## Vision

The VSP plan provides two vision insurance options, one of which includes laser vision correction coverage. Get a no-cost exam and purchase frames on-site at our major campus locations.

## Dental

This plan provides two great dental insurance options to choose from. Mobile on-site dental exams and services are also available at certain locations.

## Behavioral health

Between our 24/7 Employee Assistance Plan and other confidential and convenient resource programs, we help employees and their families with life's everyday challenges.

## Alternative care

Acupuncture and chiropractic care are two benefits available in this plan. Services are also available at some on-site Health for Life Centers.

## Wellness

Keep in top condition and save time with on-site fitness centers, physical therapy, weight loss programs, well-being seminars, and more—based on your location.

## Retiree health benefits

Intel provides access to high-quality health benefits for its retired workforce. Unlike many large employers, Intel continues to provide access to a retiree health plan for our ~12,000 U.S. retirees.

## Connected Care: a first of its kind

Gain quicker access to quality healthcare and reduce the stress of navigating the system with the help of a concierge. Connected Care is a patient-centered approach we're proud to offer Intel employees and their families at our major sites in Arizona, California, New Mexico, and Oregon.

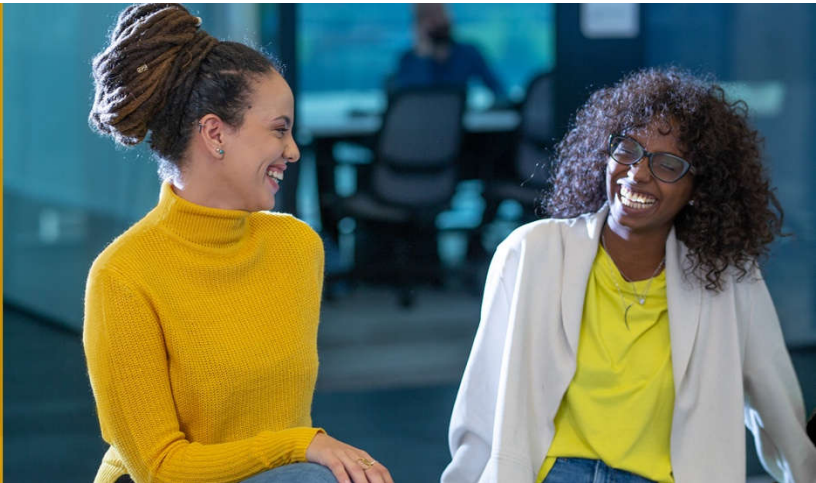
## Generous fertility benefits

Conceiving a child can be both a choice and a challenge. Intel helps employees prepare for the road ahead, offering best-in-class fertility benefits worth \$40,000, with an additional \$20,000 for prescription coverage under the Anthem and Connected Care plan options..

## Your mental wellness matters

Intel offers a variety of care options for mental wellness for you and your eligible dependents. In 2021, Intel expanded our coaching, counseling, and self-serve mental wellness benefits to provide care that meets your preferences on your schedule.

# Life and Community



Whether you're starting or growing a family, or helping parents, Intel provides employees flexibility and support throughout the years.

## Childcare programs

At most sites, we offer tuition discounts and priority enrollment at local childcare centers, emergency backup childcare for families who need help when regular child-care, and referral services including in-home care options.

## Adoption assistance

We'll cover up to \$15,000 per adoption, with no lifetime cap on the number of adoptions.

## Flexibility

Offering flexibility through remote work, flextime, job sharing, new parent programs, and modified work schedules allows employees and their managers to make the most of every situation.

## Elder care programs

We provide access to experienced clinicians who dedicate time to review specific referrals and detailed options to help our employees care for family members and make informed choices.

## Peace of Mind

We offer programs such as short-term disability and additional life insurance for spouses or children, that afford our employees and their family's financial peace of mind should a serious medical condition or tragic event occur.

## Convenience within reach

On-campus health clinics, dry cleaning, banking, fitness classes, spas, healthy meals, and café options are dedicated to supporting our employees. Our campuses provide expecting mother's parking and onsite nursing rooms for new moms.

## Discount programs

We offer exclusive discounts and experiences—whether you need discounts on your next vacation, a new laptop, or some home appliances, we have you covered.

## A great place to work

Our employees go above and beyond—so does Intel. *Forbes*, in partnership with JUST Capital, again included Intel among the top companies in the JUST 100 list of America's best corporate citizens for 2018. Intel offers a number of services and programs that truly make Intel a great place to work.

## Doing wonderful things together

Our employees love giving back to the community—and Intel loves doubling down on these contributions. Here are just a few examples: Donation Matching and Emergency Relief Fund, Intel Involved Volunteer Program, and Intel EmployeeService Corps.

## Employee Resource Groups

Intel offers over 45 diverse employee resource groups for networking and advocacy. Employee Resource Groups plan events for networking, professional development, and community support to make sure everyone has a place at Intel.



# 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 or coursework, employees can advance their knowledge through advanced degree programs, conferences, and more—helping them and Intel grow.

## Life-long learning

We offer immersive, classroom, and online learning resources that help employees keep skills up-to-date and on the cutting edge, so they can keep advancing their careers.

## 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.

## Education benefits

We believe in helping children of Intel employees prepare for a solid future. That's why we have programs dedicated to tutoring, college coaching, and scholarship opportunities.

## Relocation services

Every year, Intel moves thousands of employees and their families all over the world. We have a team of relocation professionals whose job is to make the transition to a new location as painless as possible.

## Andy Grove Scholarship

The Andy Grove Scholarship awards hundreds of employees' children with up to \$4,000 each year. The scholarship is open to employees worldwide and the award can be used towards tuition, books, and fees.

## Tuition for Teaching

Intel's Tuition for Teaching program reimburses qualified expenses for eligible U.S. Intel employees receiving their first teaching certification in the STEM from an accredited institution to become a public-school teacher.

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

– Andy Bryant, Retired Intel Chairman

<sup>1</sup> Please note: The U.S. pay, benefits, services, learning, career, life and community programs, and opportunities may vary by location and according to employee eligibility and classification. Intel's programs are based on eligibility and offered in accordance with the terms of the plan documents governing each program. In the event of a discrepancy in the information in this communication and the plan document, the plan document will prevail. Intel reserves the right to amend, reduce, suspend, or terminate any plan, program, or benefit at any time.